



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

February 9, 2022

Annalisha Fryer
Teddy Bear Daycare and Preschool, LLC
1497B Bass Lake Road
Traverse City, MI 49685

RE: License #: DC280378402
RE: SI LOG #: 2021D0715017
**Teddy Bear Daycare and Preschool, LLC
1497B Bass Lake Road
Traverse City, MI 49685**

Dear Ms. Fryer:

This letter is to advise you that the 12/20/2021 corrective action plan you submitted, regarding each rule violation cited in the recently completed Special Investigation Report, is approved.

You can find a copy of this corrective action approval letter and the associated report on our [website](#) under [Statewide Search for Licensed Child Care Centers and Homes](#). A description of each type of report and corrective action plans can be found under [Overview of Licensing Reports](#).

Violation cited	Noncompliance observed	Plan to correct	Date to be completed
R 400.8125(1) Staff; volunteer; requirements.	On 09/17/2021, child care staff members failed to provide appropriate care and supervision of two children when they urinated on the playground.	The program director will provide training for playground “zones” to all staff members. Staff must be in the zones. If no children are present in a zone, staff will move to zones utilized by children. All staff will receive “name to face” training to ensure all children are accounted for throughout the day. The program director will observe outdoor play to ensure staff are appropriately covering playground zones.	Effective Immediately

It is expected that the corrective action plan will be implemented within the time frames as outlined in your plan.

A follow-up evaluation may be made to verify compliance. Should the corrections not be implemented in the specified time, it may be necessary to reevaluate the status of your license.

The office provides technical assistance to meet the licensing requirements and consultation to improve services. Please contact me with any questions. In the event that I am not available and you need to speak to someone immediately, you may contact the local office at (517) 284-9730.

Sincerely,

A handwritten signature in cursive script that reads "Pamela Walker".

Pamela Walker, Licensing Consultant
Child Care Licensing Bureau
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
(231) 357-5352