



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

Marlon I. Brown, DPA
ACTING DIRECTOR

January 25, 2024

Amanda Pohl
Haslett Child Development Center
1546 Haslett Road
Haslett, Michigan 48840

License Number: DC330016461

Dear Ms. Pohl,

This letter is to advise you that the // corrective action plan you submitted, regarding each rule violation cited in the recently completed Child Care Case Complaint, 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 400.8140(3)	CCSM 2 used reasonable restraint after Child A had scratched another child and when the restraint was not helpful, she eventually put her back on the floor. CCSM 3 used restraint when Child A was not harming herself or anyone else and this led to Child A becoming more escalated and then she instructed CCSM 2 to continue to restrain her further when the restraint was clearly just escalating the matter further. Neither CCSM 2 or CCSM 3 used any form of	The center will include emphasis on its discipline policy during staff orientation. The center will also include refresher training on its disciplinary policy during staff meetings and annual training courses.	December 21, 2023

	positive conflict resolution nor did they remove the child from the situation or remove themselves from her reach.		
R 400.8125(1)	The child care staff members providing care for Child A on June 8, 2023, did not provide appropriate care and supervision when she was allowed to become overheated outside to the point of requiring ice packs to cool her.	The center will update staff procedures to include outdoor policies that will incorporate signs and symptoms of overheating. All current and new staff will be trained on the new policy.	November 30, 2023
R 400.8125(1)	CCSM 2 and the unknown child care staff member working with her did not appropriately supervise Child F when they left him outside and returned to their classroom. The video footage shows Child F was left outside. CCSM 5 and Ms. Pohl were aware this incident occurred.	The center utilizes a face to name policy when exiting and entering the classroom. This policy will be reviewed with existing staff and made part of the new employee orientation.	November 30, 2023
R 400.8155(1)	Program director Amanda Pohl did not follow the incident policy of Haslett Child Development Center when she did not inform Child F's parents that he had been left outside without supervision, found by another classroom, and then returned to his classroom. The incident policy and accident/injury policy of Haslett Child Development Center states parents will receive written notification of incidents, accidents, or injuries. However, it does not say	The center will update its policies and procedures to include when and how parents will be notified of accidents, injury, and illness. All current and new staff will be trained on the new policy.	November 30, 2023

	when that notification will be received.		
R 400.8158(2)	Program director Amanda Pohl did not inform the department or Child F's parents within 24 hours or at all that Child F had been left outside without supervision, found by another classroom, and then returned to his classroom. This was found out during the investigation, and I informed Child F's Father.	The center will update its policies and procedures to include when and how parents will be notified of accidents, injury, and illness. All current and new staff will be trained on the new policy.	November 30, 2023
R 400.8158(4)	Program director Amanda Pohl did not submit a report to the department within 72 hours of the occurrence of Child F being left outside without supervision, found by another classroom, and then returned to his classroom.	The center will update its policies and procedures to include when the director should notify the department when a child is left unsupervised per licensing rules.	November 30, 2023
R 400.8131(1)	There is no documentation in CCSM 2's file documenting she was ever oriented on the licensing rules at the time of hire.	The center will review all staff personnel files and ensure documentation of completed orientation on licensing rules is included. If it is not the center will have the applicable employees complete the orientation and the form documenting completion. All new staff will be oriented on licensing rules and documentation will be in the staff files.	November 30, 2023
R 400.8125(1)	Child care staff members and Ms. Pohl were aware of the continued negative behavior from Child A and	The center will update its policies and procedures to include documentation of	November 30, 2023

	there was never a meeting with parents, a written behavior plan, or documented collaboration with the family to address the behaviors and work toward resolution of the concerns.	meetings with families to communicate concerning behaviors. All current and new staff will be trained on the new policy.	
R 400.8140(1)	CCSM 2 did not use methods of discipline that encourage self-control, self-direction, self-esteem, and cooperation when she was ignored after being left in the book area and having “big emotions” and destructive behavior. Her classmates were told to “ignore” her. It is further reported by CCSM 5 and CCSM 1 report CCSM 2 uses negative and loud language regularly. CCSM 4 reported the child care staff members in the Fawn Classroom use negative language instead of positive language.	The center will include emphasis on its disciplinary policy during staff orientation. The center will also include refresher training on its disciplinary policy during staff meetings and annual training courses.	November 30, 2023
R 400.8140(4)	CCSM 2 did not follow the discipline policy of Haslett Child Development Center when she did not use positive reinforcement, positive language, supervision, and problem solving to interact with Child A when she stuck her spoon with food on it into another child’s cup. Ms. Pohl did not follow the discipline policy of Haslett Child Development Center when concerning behaviors of Child A persisted for	The center will update its policies and procedures to include documentation of meetings with families to communicate concerning behaviors. All current and new staff will be trained on the new policy.	November 30, 2023

	more than two weeks and there was no documentation of a parental in-person conference in Child A's file.		
R 400.8155(1)	Program director Amanda Pohl did not follow the incident policy of Haslett Child Development Center when she did not inform Child F's parents that he had been left outside without supervision, found by another classroom, and then returned to his classroom. The incident policy and accident/injury policy of Haslett Child Development Center states parents will receive written notification of incidents, accidents, or injuries. However, it does not say when that notification will be received.	The center will review its incident policy with staff at the next staff meeting.	November 30, 2023

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 Michelle Gleed at (517) 599-7404 or gleedm@michigan.gov. In the event that Michelle Gleed is not available and you need to speak to someone immediately, please contact the Child Care Licensing Bureau at 517-284-9730.

Sincerely,



Michelle Gleed, Licensing Consultant