



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

March 29, 2022

Kelly Marble  
c/o Messiah Lutheran Church  
5740 W. Holt Rd.  
Holt, MI 48842

RE: License #: DC330097423  
Investigation #: 2022D0185007  
Messiah Child Development Center

Dear Ms. Marble:

I conducted a special investigation because the child care licensing division received a complaint against your facility that related to licensing rules or law. The allegations were related to the following:

R 400.8125(1) Staff; volunteer; requirements

R 400.8140(2)(h) Discipline.

The details of the allegations are in the attached report. To investigate the allegations:

- I interviewed the program director/licensee designee, child care staff members, and parents.
- I completed an on-site inspection on the following date: 02/04/2022.

As a result of this investigation, I found the following violation(s):

**R 400.8125(1) Staff; volunteer; requirements**

I recommend no change to the current license status.

Due to the violation, you must send us a corrective action plan by 04/12/2022. You can use our [corrective action plan](#) form or create your own.

If you need help writing the corrective action plan, please contact me. If you do not send a corrective action plan, you may face disciplinary action. The corrective action plan must include the following:

- How compliance with each rule will be achieved.

- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

During this special investigation:	Yes	No
A rule or law violation was found and a serious injury or death occurred.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A rule or law violation was found and abuse and/or neglect of a child occurred.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

This report and any related corrective action plans must be filed in your licensing notebook. This report and any related corrective action plans will be online for parents to review under the [Statewide Search for Licensed Child Care Centers and Homes](#).

Please review the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available and you need to speak to someone immediately, please contact the local office at (517) 284-9730.

Sincerely,



Jessica Rindfleisch, Licensing Consultant  
 Child Care Licensing Bureau  
 611 W. Ottawa Street  
 P.O. Box 30664  
 Lansing, MI 48909  
 (517) 899-5744

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
BUREAU OF COMMUNITY AND HEALTH SYSTEMS  
SPECIAL INVESTIGATION REPORT**

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	DC330097423
<b>Investigation #:</b>	2022D0185007
<b>Complaint Receipt Date:</b>	02/01/2022
<b>Investigation Initiation Date:</b>	02/04/2022
<b>Report Due Date:</b>	04/02/2022
<b>Licensee Name:</b>	Messiah Lutheran Church
<b>Licensee Address:</b>	5740 W. Holt Rd. Holt, MI 48842
<b>Licensee Telephone #:</b>	Unknown
<b>Administrator:</b>	Kelly Marble, Designee
<b>Licensee Designee:</b>	Kelly Marble, Designee
<b>Name of Facility:</b>	Messiah Child Development Center
<b>Facility Address:</b>	5740 W Holt Rd Holt, MI 48842
<b>Facility Telephone #:</b>	(517) 694-7344
<b>Original Issuance Date:</b>	12/20/2001
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	03/01/2020
<b>Expiration Date:</b>	02/28/2022
<b>Capacity:</b>	67
<b>Program Type:</b>	CHILD CARE CENTER

## II. ALLEGATION(S)

	<b>Violation Established?</b>
Child A has been bitten by another child in care approximately 30 to 40 times. Sometimes the center puts Child A alone in a crib to prevent him from being bitten.	Yes

## III. METHODOLOGY

02/01/2022	Special Investigation Intake 2022D0185007
02/03/2022	Contact - Telephone call made Interview with Child A's Father
02/03/2022	Contact - Document Received Numerous pictures, incident reports, and emails from Child A's Father
02/04/2022	Special Investigation Initiated - On Site Arrived at 11:30am Interview with Kelly Marble, program director, and Debra Mulder and Sharon Pierce, child care staff members. Departed at 12:25pm
02/14/2022	Contact - Telephone call made Interview with Child B's Mother
03/17/2022	Contact - Telephone call made Attempted interview with Rachel Lysakowski, child care staff member. Left message for her to call.
03/17/2022	Contact - Telephone call made Attempted interview with Sharon Pierce. Left message for her to call.
03/17/2022	Contact - Telephone call received Voice message from Ms. Lysakowski
03/18/2022	Contact - Telephone call made Attempted interview with Child C's Mother. Left message for her to call.

03/18/2022	Contact - Telephone call made Attempted interview with Child D's Mother. Left message for her to call.
03/18/2022	Contact - Telephone call made Attempted interview with Ms. Lysakowski. Left message for her to call.
03/18/2022	Contact - Telephone call made Interview with Ms. Marble
03/18/2022	Contact - Telephone call received Interview with Child D's Mother
03/18/2022	Contact - Telephone call received Interview with Ms. Lysakowski
03/18/2022	Contact - Telephone call made Interview with Ms. Marble
03/21/2022	Exit Conference Interview with Ms. Marble
03/23/2022	Exit Conference Interview with Ms. Marble

**ALLEGATION:** Child A has been bitten by another child in care approximately 30 to 40 times. Sometimes the center puts Child A alone in a crib to prevent him from being bitten.

**INVESTIGATION:** Child A's Father stated that Child A started attending the center in February 2021 when he was about 8 months old. A few months later, Child A started getting bitten by another child while in care. The biting seemed to be progressing. Child A was being bitten sometimes three times a week. Some of the bites were not noticed on Child A's body after he had been picked up for the day. Child A's Mother and Father spoke to Ms. Debra Mulder, the lead caregiver in the infant classroom. She had no suggestions on how to stop the biting and said the child care staff members were doing the best they could to prevent the biting.

After a few more weeks, Child A's Mother and Father spoke to Ms. Kelly Marble, program director, about the incidents. Ms. Marble stated that the child care staff members would try to keep a closer eye on Child A and the other child, but they can't really keep them separated. Ms. Marble did not indicate exactly what was

being done to prevent further biting incidents but did state that Child A could not be moved into a different classroom at that time.

Child A's Father stated that he is not sure who bites Child A, but he believes it is primarily done by the same child. He believes the other child's parent works at the center; therefore, the center is not handling the situation because they don't want to lose a staff member. Child A's Father stated that he believes that Child A was bitten approximately 30-40 times from 07/29/2021 until he withdrew Child A from care on 01/30/2022. Many of the bites were not documented and were noted after Child A was home for the day.

Child A's Father stated that he was frustrated with the final incident report received on 01/27/2022 as it seemed like the child care staff members were blaming Child A for being bitten because he pulled another child's hair. Child A's Mother and Father made the decision to withdraw Child A from the center following that incident. Child A did not return to care after the 01/27/2022 incident.

Child A's Father stated that there were several occasions when Child A was in a crib at pick up time. This was to keep Child A separated from the other child. Child A's Father stated that he did not notice any toys or any activities for Child A to do while in the crib. Child A's Father felt that Child A was being punished for being bitten by another child.

Child A's Father provided me with photos of injuries to Child A, copies of incident reports he received from the center, screenshots of email messages exchanged between Child A's Mother and Father and Ms. Marble, and a voice message received from Ms. Marble. The documentation outlines the following injuries and communication:

07/29/2021: This was the first noted bite of Child A. Child A's Father stated that they received an incident report from the center regarding the incident. This incident report noted that Child A was bitten on his left arm at 12:30p.m. Child A's Father provided a picture of the injury. The picture showed a bite mark on Child A on his lower left forearm right above his wrist on the top of his arm. The mark was red and showed a clear upper and lower tooth line.

08/04/2021: Child A's Father provided an incident report for this date indicating that Child A was bitten by a friend at 3:11p.m. The incident report does not indicate where the bite occurred on Child A's body.

08/06/2021: Child A's Father provided a screen shot of a video of Child A. There is a faint bite mark on Child A's left upper arm mid-way between his elbow and shoulder. The mark is hard to see and appears as if it could be fading. This could be the mark from the bite received on 08/04/2021.

08/25/2021: Child A's Father provided two pictures of injuries to Child A's arm. The first picture showed a red mark on the top of Child A's left arm next to his shoulder. The mark appeared to be a bite mark where the teeth were moved around while biting. The mark did not have a clear arch for the upper and lower tooth line but did resemble a bite mark. Part of the mark had flaking skin present as if the bite had broken the skin and it was flaking off. The second picture showed a faint bruise on Child A's right forearm that appeared to be a faded bite mark. Both the upper and lower jaw line were visible. The incident report that Child A's Father provided for this day indicated that Child A was bitten on both upper arms. This incident occurred at 8:30a.m. This would indicate that there may have been a third injury to Child A's other upper arm that was not documented in a photograph. There was not an incident report for the bite mark on Child A's lower right arm.

Child A's Father also provided a 08/26/2021 email from Ms. Marble regarding the 08/25/2021 incidents. Ms. Marble indicated that she spoke to the classroom child care staff members regarding the incidents, and she asked them to shadow the other child who was biting Child A to try to stop the biting. Ms. Marble stated that she had checked Child A's file for incident reports. She found five reports, but only three were related to being bitten. She stated that she copied the reports for Child A's Mother and Father and would attach the reports to Child A's daily sheet. Ms. Marble noted that the classroom child care staff members reported that Child A's Mother and Father reported two or three separate bites to them that they had noticed from home, but the classroom child care staff members had not noticed. Ms. Marble also discussed Child A being placed in a crib with the classroom child care staff members. They reported that they were not aware of Child A being placed in a crib but stated that method would not be used for a punishment or time out.

Child A's Mother responded to the email from Ms. Marble stating that there were a total of eight bite marks up to that point, but some of them occurred on the same day. Child A's Mother also stated that she could recall three separate incidents when Child A was in his crib when she picked him up. Ms. Lysakowski made a comment to Child A's Mother that "this always happens." Ms. Lysakowski told Child A's Mother on two of the occasions that Child A was in his crib because he was playing too rough. The third time was because he was trying to get into the kitchen while she was feeding another infant.

Ms. Marble replied to Child A's Mother that she felt bad about what happened to Child A and that she spoke with the child care staff members about documenting bite marks for both the child bitten and the biter, so that the biter's family knows how often it is happening as well. She also spoke to the child care staff members about not putting the children in cribs for time out. Ms. Mulder did admit that she puts an infant in a crib once in a while when there are little babies on the floor and she needs to keep them safe while she changes a diaper, but it is never a form of punishment.

09/20/2021: Child A's Father provided a photograph of Child A with a mark on his arm. The mark was red and clearly appeared to be a bite mark with both upper and

lower tooth lines present. The mark was on his left forearm directly between his wrist and elbow. An incident report was not provided to Child A's Mother or Father for this injury. Child A's Mother emailed Ms. Marble about the incident and that they did not receive an incident report. She requested that Child A be moved to the toddler classroom as soon as possible.

Ms. Marble called Child A's Mother and left a voice message. She stated that she would speak to Ms. Mulder about the incident. Ms. Marble apologized for Child A getting bitten. She stated that Ms. Mulder keeps the two children separated as much as she can. Ms. Marble stated that the center was doing everything they could to keep the two children apart. Ms. Marble stated that Child A was slapping and hitting the other child, so Ms. Lysakowski put them both in a crib so she could feed one of the babies and change diapers. She stated that Child A would not be able to move up to the toddler classroom until January 2022. Ms. Marble stated that she didn't know what else to do and that if Child A's Mother and Father were unhappy with the center, she didn't know what to suggest. Ms. Marble referred to Child A's Grandmother getting upset with Ms. Lysakowski the week before when she picked up Child A and he was in a crib. Ms. Marble stated that she knew grandma was really upset and that Ms. Lysakowski called Ms. Marble crying because she felt attacked. Ms. Marble stated that she can't lose staff over this. Ms. Marble told Child A's Mother to let her know what you want to do and to give her a call when she could.

Ms. Marble followed up with an email to Child A's Mother and stated that she spoke with Ms. Mulder about the bite mark, and she was not aware of any injury that happened to Child A the day before. Ms. Marble again brought up Child A's Grandmother getting upset with Ms. Lysakowski on 09/17/2021 when she picked up Child A from care and he was in a crib. Ms. Lysakowski placed Child A and another child in separate cribs because she was working in the classroom alone and the two children were fighting, and Child A pushed the other child over. Ms. Lysakowski needed to change two children's diapers and put a bottle in for another child and she put them in there so she could do that. It was not a time out or punishment. Ms. Marble stated that she cannot move Child A into the toddler classroom until January 2022 and she understands if the family needs to find alternate care. Ms. Marble stated that the center is doing what they can and that she is in the classroom many times throughout the day observing and helping.

10/13/2021: Child A's Father provided a picture of an injury to Child A. The mark appeared to be a red and swollen jaw line bite mark with both the upper and lower jaw line present. The mark was located on Child A's lower back on the right side, right above his pant line. Child A's Father did not have an incident report for this injury. There was a second picture of an injury from this day as well. The picture showed an injury to the bottom of Child A's right arm near his elbow. One tooth line is clear, while the other is blurry. The mark appears to be a darker red as if it was turning into a bruise, indicating that it may have happened prior to that day.

01/27/2022: Child A's Father provided a picture of an injury to Child A. There are what appears to be two bite marks present on Child A's left shoulder. One mark on the front of his shoulder is red and appears to be a top jaw tooth line imprint with a round red mark underneath it where perhaps the teeth were moved during the bite, so a clear outline was not imprinted. The second red mark on the back of his shoulder shows one tooth line that is also blurry as if the teeth were moved during biting. The mark appears to have irritated the skin as if the skin was broken or torn during the bite. Another bite mark is present on a separate photo of the same area. This mark is also red and on the top of Child A's arm in the same general location as the other two marks. This mark appears to be one tooth line that is not a clear imprint. Child A's Father provided the incident report he received on this day. The report indicated that Child A was bitten on his left shoulder area at 8:35a.m. There is a note that Child A was pulling the other child's hair, so the child bit him. A second incident is documented on the form that occurred later that day. It was indicated that Child A received a second bite in the same area. He was again pulling the other child's hair, so the other child bit him.

On 01/30/2022, Child A's Mother sent Ms. Marble an email following this incident. She stated that after the reoccurring biting incidents that took place, she and Child A's Father decided to withdraw Child A from the center. She stated that as of that day, Child A would no longer attend the center.

Ms. Marble replied that she heard about the biting incidents on 01/27/2022 and she felt bad that things were not able to work out.

Ms. Marble stated that she was aware of several incidents where Child A was bitten. She stated that she is aware of two children who have a tendency to bite, but her understanding is that Child A was primarily bitten by Child B. The biting started while Child A and Child B attended the infant classroom. Ms. Marble was made aware of Child A being bitten for the first time sometime around July of 2021, while he attended the infant classroom. After a few incidents occurred the classroom child care staff members made an effort to keep Child A and Child B separated. If a child care staff member was busy changing a diaper, they would put Child A in a crib for a few minutes so he wouldn't get bit. The center also purchased a baby coral that the younger infants could play in so they would be separated from the mobile infants/toddlers. Child A started to visit the toddler classroom as a way to be separated from Child B. Ms. Marble stated that her understanding is that the biting had gotten better.

On 12/31/2021, Child A was officially moved to the toddler classroom. There were bites that occurred in the toddler classroom as well. On some occasions Child A would lunge at Child B or pull his hair and Child B would bite in response. Initially when Child A started being bitten, he wasn't the aggressor, but later on he was. Ms. Marble stated that after Child A was moved into the toddler room as well, she thought things were going well. Then, on the week of 01/24/2022, Child B bit Child A twice. Ms. Marble stated that Child A provoked Child B by pulling his hair.

I explained to Ms. Marble that Child A may feel aggression toward Child B now due to being bit by him on several occasions. Child A may lunge toward Child B and pull his hair as a way to prevent him from biting him or express his frustration.

When Ms. Marble was contacted by Child A's Mother and Father recently regarding him being bitten, she looked through his file to see how many incidents reports there were. She was able to locate around four or five incident reports that she sent to Child A's parents.

I inquired as to whether the center keeps a log of biting incidents to track who is biting and how often. Ms. Marble stated that there is not a log maintained of what child bites and an incident report is not written for the child who bit. I suggested that this information be documented.

Ms. Marble stated that she was aware that in the evenings when the infant room was down to one child care staff member, sometimes a child would be placed in a crib to keep them separated from another child if the child care staff member had to change a diaper or feed a child. She stated that she witnessed toys in the crib with the child to keep them occupied. She added that it was not a punishment but was to keep the child safe. This was done until the center purchased the fenced coral that is now in the infant classroom. Now if a child care staff member needs to change or feed a child and she is concerned about a child being injured, she can put one in the coral with some toys to keep them separate.

Ms. Marble was able to locate eight incident reports where Child A was injured while in care during the on-site inspection. Six of the incident reports were regarding Child A being bitten. There were also four other incident reports where a different child was bitten, but again there was no note of what child did the biting. All of the incidents involving other children and most of the ones for Child A occurred after Ms. Marble's 08/26/2021 email to Child A's Mother indicating that the child who bit would also have an incident report documented.

One of the incident reports for Child A was dated 10/12/2021. It indicated that Child A had a bite mark on his back. This would correlate with the picture that Child A's Father provided from 10/13/2021, in which Child A had a bite on his back. Child A's Father indicated that he did not receive an incident report for this incident. Based on Child A's Mother's signature on previous reports, the report appears to be signed by Child A's Father.

There was also an incident report dated 10/13/2021. It indicated that Child A had a bite mark on his right arm. This would correlate with the picture Child A's Father provided of Child A on 10/13/2021 where he had a bite mark on his right arm. This report was also signed by Child A's Father.

Ms. Marble also had the incident report from the 07/29/2021 incident, which was the first time Child A was bitten. There was also an incident report for the 08/04/2021 incident. Both of these incidents Child A's Father reported having an incident report for. Both reports were signed by Child A's Mother. Ms. Marble stated that incident reports are not generally given to parents to keep; they are signed by the parent and maintained at the center. If a parent requests a copy of an incident report, it will be provided to them.

There was also an incident report dated 08/25/2021. The report stated that Child A was bitten by a friend on both upper arms. This report was signed by Child A's Mother. This would correlate with the one picture from 08/25/2021 in which Child A had a bite mark on the back of his shoulder.

Ms. Mulder stated that she is aware of biting incidents that have occurred in the infant classroom. She does not document when a child bites; she only does an incident report for the child who is bitten. There is no log of biting incidents that have occurred in the classroom, just individual incident reports in the children's files from when they are bitten. Ms. Mulder stated that she remembers Child A's first bite being during the summer of 2021. Child B bit Child A. Child B would bite sometimes if he was fighting with another child over a toy. She knew that Child B had bitten other children, but she couldn't remember who. Ms. Mulder stated that biting is an infant's way of communicating. She stated that there have been times where there were biting incidents a couple of times a week, but they didn't happen every week. When biting occurs, they separate the biter and they also try to keep the smaller infants separated in the fenced coral that they now have in the classroom. Ms. Mulder stated that Child C also bites sometimes. Ms. Mulder also added that Child C bit Child D last week. Child C and Child D were fighting over a toy and Child C bit Child D. She let Child C's parent know that he had bitten another child.

Ms. Mulder stated that they have put children in cribs when there is only one child care staff member in the classroom, and they need to try to protect the other children. One parent of a child who tends to push the other children in care asked the child care staff members to give the child space in a crib when he gets upset.

Sharon Pierce, child care staff member, works in the infant classroom three mornings a week until noon. She was aware of biting incidents occurring in the classroom. She remembered Child A being bit on a few occasions. She remembered that Child B normally bit Child A. Usually this would occur if Child A took a toy from Child B or pulled his hair or if they were both trying to go up the slide at the same time. Ms. Pierce stated that Child C also bites in the infant classroom. She was also aware of Child D being bitten. She stated that when a child is bitten, they look for broken skin and provide ice and comfort to the bitten child. For the child that bit, they will have them say "sorry" to the child they bit, tell the child not to bite, and read them a story. She was not aware of a child's skin being broken by a bite or of a child biting more than once in a day.

Ms. Pierce stated that she did not witness children being placed in a crib by a child care staff member to keep them separate from the other children. She heard that it happened in the evenings when there was only one child care staff member in the classroom. If the child care staff member needed to change a diaper or something and a child was being bitten, they would be put in a crib to keep them safe.

Ms. Lysakowski stated that she worked in the infant classroom while Child A attended there. She recalled Child A being bitten while in care. She stated that Child B primarily bit Child A. She stated that Child B is a retaliatory biter. Typically, Child A would take something from Child B or pull his hair and Child B would bite in return. She stated that Child A often hit his friends, took their toys, or he would sit on them. Ms. Lysakowski stated that when the biting started to happen, it was usually because Child A took a toy from Child B. That is why the bites were on his arm. Later the bites were because Child A would pull Child B's hair. Ms. Lysakowski stated that Child C would also bite sometimes, but mostly it was Child B. She stated that she would document bites on a log, but there hasn't been any recently to document.

Ms. Lysakowski talked about the incident with Child A's Grandmother. She stated that Child A and another child were going after each other. It was the end of the day, and she was alone in the classroom with four children. One of the other children needed to be fed and she couldn't trust Child A and the other child not to hurt each other, so she put them both in a separate crib while she fed the other child. Child A's Grandmother arrived to pick him up while Child A was in the crib. Child A's Grandmother was very upset.

Ms. Lysakowski stated that she would put a child in a crib in the evenings when she needed to change a diaper or feed a child and she was alone in the classroom. She would do this if the child was acting aggressive or might hurt the other children. Sometimes it was because there was an older infant/young toddler in the room with a small infant and she didn't want the older child to hurt the younger child. It was done to keep the children safe. It was only for a few minutes. Ms. Lysakowski stated that she did this about three times a week. Child A was picked up several times when this happened, which she stated was just bad timing as he wasn't in his crib all the time. She stated that this occurred before the fenced coral was purchased for the infant classroom around the beginning of 2022. Now children can be kept separated that way when a child care staff member has to tend to the other children.

Child B's Mother, who is also a child care staff member at the center, stated that she was made aware that Child B was biting other children while at the center. She believes it was around October 2021 that she was informed but couldn't remember for sure. She was not sure if she was informed every time he bit. She stated that it seems like the biting goes in spurts. She was aware of the center offering Child B a pacifier or teether when he bit and trying to keep him separate from Child A.

Child B's Mother stated that she works in the toddler classroom. She was aware of one day prior to 01/27/2022 when Child B bit Child A, and then there was the incident that happened on 01/27/2022 where Child B bit Child A three times. There is another child in the toddler classroom who bites, but she did not think that child bit Child A. Child B's Mother stated that Child B is starting to develop language now, so the biting has gotten better. Child B's Mother stated that she documents when a child bites another child.

Child B's Mother stated that Child B was gone quite a bit in December 2021 because she was off work. She returned the week after the new year. Child B only attended maybe three times during that time period.

Child D's Mother stated that Child D was bitten a few times while in care. One time was back in the summer of 2021, and another was in January 2022. Both bites were minor and did not break the skin. She stated that the center handled the biting incident appropriately and that there have been no biting incidents since. She stated that biting is normal behavior for an infant. Child D's Mother was aware of children being placed in the fenced coral to keep them separated from other children. Child D loves attending the center and Child D's Mother had no concerns regarding the care the center provides.

During the exit conference I provided technical assistance to Ms. Marble regarding placing children in cribs to keep them separated. I suggested that an extra child care staff member step into the classroom if a child care staff member needs assistance. I also stated that the coral works as a way to keep the children separate, provided they have toys to play with. Ms. Marble stated that she believes the coral was purchased for the infant classroom in the fall of 2021, not the beginning of 2022.

I also spoke to Ms. Marble about biting. I explained that once a child has bitten on a few occasions, steps need to be put in place to ensure that more biting does not continue. I stated that if keeping an extra eye on the biter is not working, then a one-to-one ratio may be required for the biter. I also suggested contacting agencies such as Great Start and Early On for assistance with stopping the biting. Ultimately, children cannot be put at risk and injured on a regular basis due to having a habitual biter in care. Sometimes if all the other approaches have not worked, disenrollment may be the only option. I sent Ms. Marble a copy of the department's publication "Biting: What Can I Do To Stop It?" Ms. Marble stated that she has instructed the child care staff members to keep a log of biting incidents and to keep her more informed of when biting occurs.

Ms. Marble stated that biting is normal child behavior, and she felt the center did everything they could do to prevent further biting.

<b>APPLICABLE RULE</b>	
<b>R 400.8125</b>	<b>Staff; volunteer; requirements.</b>
	<b>(1) All staff and volunteers shall provide appropriate care and supervision of children at all times.</b>
<b>ANALYSIS:</b>	Child A was bitten by another child in care on at least 14 occasions from 07/29/2021 through 01/27/2022. Appropriate care and supervision was not provided to Child A when he continued to be bitten while in care.
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

<b>APPLICABLE RULE</b>	
<b>R 400.8140</b>	<b>Discipline.</b>
	<b>(2) All of the following means of punishment are prohibited: (h) Confining a child in an enclosed area, such as a closet, locked room, box, or similar enclosure.</b>
<b>ANALYSIS:</b>	Child A and other children were placed in cribs briefly to keep them safe while a child care staff member was providing direct care to a child. This was not done as a form of discipline. This practice was ceased and replaced with using a fenced coral to keep children separated.
<b>CONCLUSION:</b>	<b>VIOLATION NOT ESTABLISHED</b>

**IV. RECOMMENDATION**

I recommend that the status of this license remain unchanged.

*Jessica Rindfleisch*

03/23/2022

Jessica Rindfleisch  
Licensing Consultant

Date

Approved By:

*Darlese McConnell*

03/29/2022

Darlese McConnell  
Area Manager

Date