



STATE OF MICHIGAN
 DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
 LANSING

GRETCHEN WHITMER
 GOVERNOR

ORLENE HAWKS
 DIRECTOR

November 22, 2022

Cheryl Urbonya
 Pamela F.R.O.G., LLC
 1205 Pierce Road
 Lansing, MI 48910

RE: License #: DC330314852
 Investigation #: **2023D0109002**
 Pam's Preschool Program

Dear Ms. Urbonya:

I conducted a special investigation because the child care licensing bureau received information regarding your facility that related to licensing rules or law. The information was related to the following:

R 400.8140 Discipline.

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

- I interviewed the licensee designee, child care staff members, and parents.
- I completed on-site inspections on the following dates: 11/18/2022.

As a result of this investigation, I recommend no change to the current license status. I did not find any violations. The special investigation report is attached.

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 with someone immediately, please contact the local office at (517) 284-9730.

Sincerely,



Karen Woodman, Licensing Consultant
Child Care Licensing Bureau
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
(517) 285-9301

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
CHILD CARE LICENSING BUREAU
SPECIAL INVESTIGATION REPORT**

I. IDENTIFYING INFORMATION

License #:	DC330314852
Investigation #:	2023D0109002
Complaint Receipt Date:	11/16/2022
Investigation Initiation Date:	11/18/2022
Report Due Date:	01/15/2023
Licensee Name:	Pamela F.R.O.G., LLC
Licensee Address:	1205 Pierce Road Lansing, MI 48910
Licensee Telephone #:	(517) 394-2333
Administrator:	Cheryl Urbonya, Designee
Licensee Designee:	Cheryl Urbonya, Designee
Name of Facility:	Pam's Preschool Program
Facility Address:	1113 Pierce Road Lansing, MI 48910
Facility Telephone #:	(517) 394-2333
Original Issuance Date:	02/27/2012
License Status:	REGULAR
Effective Date:	02/22/2021
Expiration Date:	02/21/2023
Capacity:	31
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
The owner and child care staff use physical discipline on the children. The children are being spanked.	No
Additional Findings	No

III. METHODOLOGY

11/16/2022	Special Investigation Intake 2023D0109002
11/18/2022	Special Investigation Initiated - On Site from 10:30 a.m. until 11:37 a.m. Interviewed owner Pam Eaton-Champion, and child care staff members Anita McWilliams, Marie-Josée Akona, Beverly Schumacher, Angela Philmore and Duane McGhee.
11/18/2022	Contact - Telephone call made Interviewed Child A's Mother.
11/18/2022	Contact – Telephone call made Interviewed Child B's Mother.
11/18/2022	Contact – Telephone call made Interviewed Child C's Mother.
11/18/2022	Contact – Telephone call made Interviewed Child D's Mother.
11/21/2022	Contact – Telephone call received Interviewed Child E's Mother.
11/22/2022	Exit Conference with Pamela Eaton-Champion

ALLEGATION: The owner and child care staff members use physical discipline on the children. The children are being spanked.

INVESTIGATION: On 11/18/2022, Darlese McConnell, child care licensing manager and I made an unannounced visit. The program director is out on leave, so I met with Pam Eaton-Champion who is the owner. Ms. Eaton-Champion stated that she has never spanked any children and has not observed any other child care staff members spanking any children. She has no idea why someone would say that they are spanking children. Ms. Eaton-Champion said the discipline policy used at that center is redirection. Child care staff members redirect the children if they are misbehaving and then talk with them about the issue. The older children may sit down for a minute or two to think about their actions. There have not been any child care staff members reprimanded for inappropriate discipline.

I interviewed Anita McWilliams, lead caregiver in the infant room. Ms. McWilliams stated she has never spanked a child in care and has not observed any other child care staff members spanking children. The discipline policy of the center is to redirect the children and give them something else to play with. Ms. McWilliams has no idea why someone would say that the owner or child care staff members are spanking children. There have not been any parents who have expressed concerns about discipline. All parents receive the discipline policy at enrollment.

I interviewed Marie-Josée Akono, lead caregiver in the toddler room. Ms. Akono stated she has never spanked a child in care and has not witnessed any other child care staff members spanking children. The discipline policy is to redirect the children. If a child is having a hard time, she moves the child away from the area and gives them other toys to play with. They do not use time out in this classroom. Ms. Akono has no idea why someone would say that children are being spanked. There have not been any parents who have expressed concerns about discipline that she is aware of.

I interviewed Angela Philmore, lead caregiver in the 2 ½ - 3-year-old classroom. Ms. Philmore stated she has not spanked any children in care and has never observed other child care staff members spanking children. She is unsure why someone would say that. Ms. Philmore feels that they provide a loving environment and do their best to keep the center healthy and clean. The discipline policy in the center is to redirect the children. They use time out for children over the age of 3 (one minute per age). Child care staff members like to talk to the children when they do something wrong, so they understand why it was not acceptable. Child care staff members may put different toys out for the children to play with to redirect them. Ms. Philmore does not recall any children saying that they had been spanked. She has not had any parents express concerns about discipline. Parents receive the discipline policy when they enroll in the program.

I interviewed Duane McGhee, associate preschool child care staff member. Mr. McGhee stated he has never spanked any children in care and has not observed

any other child care staff members spanking children. The discipline policy in the classroom is reset and redirect. If they are redirecting, the child care staff member sits down and talks the incident through with the child. Mr. McGhee does not recall any children saying they had been spanked or any parents who had concerns around discipline.

On 11/18/2022 and 11/21/2022, I interviewed Child A, Child B, Child C, Child D and Child E's Mothers on the telephone. The mothers interviewed said their children love the "caregivers" at the center and they are very excited to go to school each day. There are positive interactions between the "caregivers" and children. They all said that the method of discipline in the center was redirection and there were no concerns about discipline. None of them have seen any unexplained marks or bruises on their children.

I requested and received a copy of the child discipline policy. The child discipline policy states that "Positive discipline techniques are employed by caregivers that include praising and calling attention to appropriate behavior. Limits are set which are developmentally appropriate and consistently enforced. The staff shall use positive methods of discipline that encourage self-control, self-discipline, self-esteem, and cooperation. Disruptive behavior is handled by the following methods: redirection of a child's activities in a positive way; setting the child apart from the group (Time Out). This method allows a child a few moments to think about his or her actions – no more than 1 minute for each year of age. Not used with children under the age of 3 years; verbal discussion and explanations; parent involvement when needed."

APPLICABLE RULE	
R 400.8140	Discipline.
	(2) All of the following means of punishment are prohibited: (a) Hitting, spanking, shaking, biting, pinching, or inflicting other forms of corporal punishment.
ANALYSIS:	There is no evidence that the owner or child care staff members are spanking children.
CONCLUSION:	VIOLATION NOT ESTABLISHED

IV. RECOMMENDATION

I recommend no change to the current status of this child care license.

Karen Woodman

11/22/2022

Karen Woodman
Licensing Consultant

Date

Approved By:

Darlese McConnell

12/01/2022

Darlese McConnell
Area Manager

Date