



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

July 25, 2023

Alexis Hayes
Lil' Beginners Learning Center II, LLC
11520 Donegal Drive
Jerome, MI 49249

RE: License #: DC380398918
2023D0104013
RE: SI LOG #: **Lil' Beginners Learning Center II, LLC**
130 East St.
Napoleon, MI 49261

Dear Ms. Hayes:

This letter is to advise you that the 07/24/2023 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
R400.8182(3)(a) Ratio and group size requirements	On 4/7/23, CCSM 2 was alone in the toddler transition room with five children ranging in age from 2 to 3 years old. An additional child care staff member was needed to be in compliance with the child care staff member to child ratio requirement of 1:4.	I, Ms. Alexis Hayes, licensee designee was found in noncompliance of this licensing rule. I will assure the center always maintains compliance with the caregiver to child ratio capacities in each classroom. On 4/7/23, CCSM 2 was alone in the toddler transition room with five children ranging in age from 2 to 3 years old. An additional child care staff member was needed to be in compliance with the child care staff member to child ratio	07/24/2023

		requirement of 1:4. I have spoken with all of the staff members to remind them of the importance of maintaining the correct ratios at all times. Since the Covid-19 Pandemic, staffing has become an issue for me. I am currently in the process of hiring for additional staff members to assist with the scheduling to assure I have the correct staff member to child ratio at all times. This violation has been corrected and will be maintained.	
MCL 722.115m (2) Child care center, group child care home, or family child care home; requirements for licensure.	CCSM 1 and CCSM 2 are not conducive to the welfare of children and are not eligible to be associated with a child care organization.	I, Ms. Alexis Hayes, licensee designee was found in noncompliance of this licensing rule. I will assure all child care staff members always act in a manner that is conducive to the welfare of children. Both CCSM 1 and CCSM 2 are not conducive to the welfare of children and are not eligible to be associated with a child care organization. Since becoming aware of these staff members being deemed ineligible, I have removed them from employment and will no longer have either CCSM 1 or CCSM 2 associated with the child care organization. This violation has been corrected and will be maintained.	07/24/2023
R 400.8125(1) Staff; volunteer; requirements	On 03/15/2023, CCSM 1 did not provide appropriate care and supervision of Child A, Child B and Child C. When she had inappropriate contact with each child. On three separate incidents CCSM 1 grabbed Child A by her arm, smacked her	I, Ms. Alexis Hayes, licensee designee was found in noncompliance of this licensing rule. I will assure all of the child care staff members provide the children with appropriate care and supervision at all times. On 03/15/2023, CCSM 1 did not provide appropriate care and	07/24/2023

	buttocks and then flicked Child A in the face with her finger, grabbed Child B by his arm and drug him toward her while she sat on the floor and smacked Child C on his arm as forms of discipline.	supervision of Child A, Child B and Child C. When she had inappropriate contact with each child. On three separate incidents CCSM 1 grabbed Child A by her arm, smacked her buttocks and then flicked Child A in the face with her finger, grabbed Child B by his arm and drug him toward her while she sat on the floor and smacked Child C on his arm as forms of discipline. CCSM 1 is no longer working at the facility since being deemed ineligible. I will be completing training with all of the child care staff members to remind them of the importance of assuring they are providing the children with appropriate care and supervision at all times. In addition, I will also be monitoring all of the child care staff members interaction with the children to ensure that it is positive and nurturing. This violation has been corrected and will be maintained.	
R 400.8125(2) Staff; volunteer; requirements	On 3/15/23, CCSM 1 did not act in a manner that is conducive to the welfare of children on three separate incidents involving three separate children; First, when CCSM 1 smacked Child C on his arm and later iced a red mark on the same arm she smacked before Child C was picked up by his parents. On the same day, CCSM 1 grabbed Child A by her arm, smacked her buttocks and then flicked Child A in the face with her finger as a form of discipline.	I, Ms. Alexis Hayes, licensee designee was found in noncompliance of this licensing rule. I will assure all of the child care staff members act in a manner that is conducive to the welfare of children at all times. On 3/15/23, CCSM 1 did not act in a manner that is conducive to the welfare of children on three separate incidents involving three separate children; First, when CCSM 1 smacked Child C on his arm and later iced a red mark on the same arm she smacked before Child C was picked up by his parents. On the same day, CCSM 1 grabbed Child A by her	07/24/2023

	On 3/15/23, CCSM 2 did not act in a manner that is conducive to the welfare of children when she failed to protect Child A, Child B and Child C while on three separate incidents CCSM 1 grabbed Child A by her arm, smacked her buttocks and then flicked Child A in the face with her finger, grabbed Child B by his arm and drug him toward her while she sat on the floor and smacked Child C on his arm as forms of discipline. CCSM 2 knowingly allowed CCSM 1 to inappropriately handle Child A, Child B and Child C without taking appropriate measures to stop or prevent CCSM 1 from conducting these actions. CCSM 2 was aware of her requirement to report CCSM 1's actions as a mandated reporter and failed to do so.	arm, smacked her buttocks and then flicked Child A in the face with her finger as a form of discipline. In addition, on 3/15/23 CCSM 2 did not act in a manner that is conducive to the welfare of children when she failed to protect Child A, Child B and Child C while on three separate incidents CCSM 1 grabbed Child A by her arm, smacked her buttocks and then flicked Child A in the face with her finger, grabbed Child B by his arm and drug him toward her while she sat on the floor and smacked Child C on his arm as forms of discipline. CCSM 2 knowingly allowed CCSM 1 to inappropriately handle Child A, Child B and Child C without taking appropriate measures to stop or prevent CCSM 1 from conducting these actions. CCSM 2 was aware of her requirement to report CCSM 1's actions as a mandated reporter and failed to do so. Both CCSM 1 and CCSM 2 are not conducive to the welfare of children and are not eligible to be associated with a child care organization. Since becoming aware of these staff members being deemed ineligible, I have removed them from employment and will no longer have either CCSM 1 or CCSM 2 associated with the child care organization. This violation has been corrected and will be maintained.	
R 400.8140(2)(a) Discipline	CCSM 1 did not provide the children with positive methods of discipline on three separate occasions involving Child A, Child B and Child C. On 3/15/23, CCSM 1 grabbed Child A by her arm, smacked her buttocks and then flicked Child A in the face with her finger, grabbed	I, Ms. Alexis Hayes, licensee designee was found in noncompliance of this licensing rule. I will assure all of the child care staff members provide the children with age appropriate and positive methods of discipline at all times. CCSM 1 did not provide the children with positive methods of discipline on three	07/24/2023

	Child B by his arm and drug him toward her while she sat on the floor and smacked Child C on his arm as forms of discipline.	separate occasions involving Child A, Child B and Child C. On 3/15/23, CCSM 1 grabbed Child A by her arm, smacked her buttocks and then flicked Child A in the face with her finger, grabbed Child B by his arm and drug him toward her while she sat on the floor and smacked Child C on his arm as forms of discipline. I will be providing the child care staff members with training on our discipline policy to assure all of the staff members implement the positive discipline methods with the children. I will also be monitoring the staff members interaction with the children each day to assure no inappropriate discipline is taking place with the children. This violation has been corrected and will be maintained.	
R 400.8140(4) Discipline	Ms. Hayes and CCSM 1 did not follow the center's written discipline. Ms. Hayes gave CCSM 1 permission to use physical discipline on Child A, knowingly in violation the center's policy and the child care licensing rules. CCSM 1 did not follow the center's discipline policy when she used physical discipline with Child A.	I, Ms. Alexis Hayes, licensee designee was found in noncompliance of this licensing rule. I will assure all of the child care staff members, to include myself, provide the children with age appropriate and positive methods of discipline at all times. Neither myself and CCSM 1 did not follow the center's written discipline. I gave CCSM 1 permission to use physical discipline on Child A, knowingly in violation the center's policy and the child care licensing rules. CCSM 1 did not follow the center's discipline policy when she used physical discipline with Child A. I will be providing the child care staff members with training on our discipline policy to	07/24/2023

		assure all of the staff members implement the positive discipline methods with the children. I will also be monitoring the staff members interaction with the children each day to assure no inappropriate discipline is taking place with the children. This violation has been corrected and will be maintained.	
R 400.8158(2)(b) Incident; accident; injury; illness death; fire reporting.	On 3/15/23, Ms. Hayes did not report allegations of inappropriate contact between CCSM and Child C to Child C's Parents within 24 hours.	I, Ms. Alexis Hayes, licensee designee was found in noncompliance of this licensing rule. I will assure all of the child care staff members, to include myself, report allegations of inappropriate contact between a CCSM and a child to their parents within 24 hours. On 3/15/23, neither I nor a CCSM notified Child C's Parents of the alleged inappropriate contact between CCSM 1 and Child C. I have spoken with all of the CCSM's of this licensing rule and the importance to assure they communicate and report an incident involving an allegation of inappropriate contact to the child parents within 24 hours. This violation has been corrected and will be maintained.	07/24/2023
R 400.8158(4) Incident, accident; injury; illness death; fire reporting.	On 3/15/23, Ms. Hayes did not provide the department with a written report within 72 hours regarding allegations of inappropriate contact between CCSM 1 and Child C.	I, Ms. Alexis Hayes, licensee designee was found in noncompliance of this licensing rule. I will assure all of the child care staff members, to include myself, report allegations of inappropriate contact between a CCSM and a child to the department within 24 hours followed by a written report with	07/24/2023

		72 hours. On 3/15/23, neither I nor a CCSM notified the department of the alleged inappropriate contact between CCSM 1 and Child C. I have spoken with all of the CCSM's of this licensing rule and the importance to assure they communicate and report an incident involving an allegation of inappropriate contact to the department within 2 hours, followed by a written report with 72 hours of the verbal report being made. This violation has been corrected and will be maintained.	
MCL 722.115m(14) Child care center, group child care home, or family child care home; requirements for licensure.	CCSM 1 and CCSM 2 are not conducive to the welfare of children and are not eligible to be associated with a child care organization.	I, Ms. Alexis Hayes, licensee designee was found in noncompliance of this licensing rule. I will assure all child care staff members always act in a manner that is conducive to the welfare of children. Both CCSM 1 and CCSM 2 are not conducive to the welfare of children and are not eligible to be associated with a child care organization. Since becoming aware of these staff members being deemed ineligible, I have removed them from employment and will no longer have either CCSM 1 or CCSM 2 associated with the child care organization. This violation has been corrected and will be maintained.	07/24/2023

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 black ink, appearing to read "Timothy A. Swope". The signature is fluid and cursive, with a large initial 'T' and a stylized 'S'.

Timothy A Swope, Licensing Consultant
Bureau of Community and Health Systems
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
(517) 262-9838