



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

July 1, 2022

Angela Mentink
Early Impressions Preschool & Childcare Ctr
3505 E. Michigan Ave
Jackson, MI 49202

RE: License #: DC380404963

RE: SI LOG #: 2022D0451011
Early Impressions' Little Panthers
3950 Catherine Street
Jackson, MI 49203

Dear Ms. Mentink:

This letter is to advise you that the 06/09/2022 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.	Ms. Lasky and Ms. Bailey did not properly supervise Child A, Child B, and Child C when Child C told Child B to "change Child A's diaper" and then Child B proceeded to put his hand inside Child A's underwear and move his hand around on her gentile area. Ms. Lasky did not maintain a global view of the classroom.	Ms. Mentink stated all child care staff members will always provide appropriate care and supervision. All staff are assigned to a specific classroom. Active supervision training will be completed annually with all child care staff members and new child care staff members will be trained during the orientation process.	June 6, 2022, immediately, and annually

<p>R 400.8125(1); Staff; volunteer; requirements.</p>	<p>Ms. Lasky and Ms. Bailey were both aware of previous sexualized behavior by Child C and did not maintain the increased supervision of Child C or the global view of the classroom.</p>		
<p>R 400.8125(5); Staff; volunteer; requirements.</p>	<p>Neither Laina Lasky nor Jackie Stephens reported suspected abuse and neglect of Child C's sexualized statements and her report that her brothers touch her and come into her bedroom and pee on her to children's protective services.</p>	<p>Ms. Mentink stated all child care staff and volunteers will report suspected abuse and neglect immediately. Existing child care staff members will receive annual training on mandated reporting requirements and new child care staff members will receive mandated reporting training in their orientation process.</p>	<p>Immediately and ongoing</p>
<p>R 400.8155(1): Child accidents and incidents; child and staff illness.</p>	<p>Jackie Stephens, Laina Lasky, and Bailey Austin did not follow Early Impressions' Little Panthers policy for parent notification of accidents, injuries, or incidents when they failed to provide Child A's Mother, Child B's Mother, and Child C's Mother with written notification of the March 16, 2022, incident at the end of the day.</p>	<p>Ms. Mentink stated all child care staff will follow the center policy for accident and incident reporting. New child care staff members will review this information during orientation. Current child care staff members were trained on completing the forms and following the policy at the June 6, 2022, all staff meeting.</p>	<p>Immediately and ongoing</p>

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) 284-9727.

Sincerely,

A handwritten signature in cursive script, appearing to read "Michelle Gleed".

Michelle Gleed, Licensing Consultant
Bureau of Community and Health Systems
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
(517) 599-7404