



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF
LIFELONG EDUCATION, ADVANCEMENT, AND POTENTIAL
LANSING

Michelle Richard
ACTING DIRECTOR

04/15/2024

Early Impressions' Little Panthers
3950 Catherine Street, Jackson, MI, , 49203

License Number: DC380404963

Dear Ms. Mentink,

This letter is to advise you that the 4/15/2024 corrective action plan you submitted, regarding each rule violation cited in the recently completed Child Care Special Investigation Case, 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(1)	Child Care Staff Member 1 was observed in Child A's face telling him to stop crying.	Compliance to this rule will be achieved through additional training on positive methods of discipline that encourage self control, self direction, self esteem and cooperation. The original training for this particular site will be held on 4/22/24 with a follow up training regarding this and other licensing rules and how to operate within them to be held on 4/26/24 for all Early Impressions employees. The training for the site will be presented by the	04/26/2024

		Stephanie Mead, Assistant Director and the whole team training will be provided by the company Executive Team. Direct follow up with employees, including observations and employee check ins will be the responsibility of the Director and Assistant Director.	
--	--	--	--

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 Kathryn Curreathers at 248-860-3127 or curreathersk@michigan.gov. In the event that Kathryn Curreathers is not available and you need to speak to someone immediately, please contact the Child Care Licensing Bureau at 517-284-9730.

Sincerely,



Kathryn Curreathers, Licensing Consultant