



GRETCHEN WHITMER  
GOVERNOR

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

MICHELLE RICHARD  
ACTING DIRECTOR

01/22/2024

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

License Number: DC380404963  
Special Investigation Number: SI-00078659

Dear Ms. Mentink,

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

Rule/Law Number	Rule Description
R 400.8125(1)	All staff and volunteers shall provide appropriate care and supervision of children at all times.

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

- I interviewed: Executive Director Melissa Cass, Program Director Andrea Chapman, Child Care Staff Member 1, Child A's Mother and Licensee designee Angela Mentink.
- I completed on-site inspections on the following dates: 10/25/2023.

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

Rule/Law Number	Rule Description
R 400.8125(1)	All staff and volunteers shall provide appropriate care and supervision of children at all times.

Due to the violations, you must send us a [corrective action plan](#) by 1/24/2024. You can use our corrective action plan form or create your own.

If you need help writing the corrective action plan, please contact licensing consultant Kathryn Curreathers at 248-860-3127 or [curreathersk@michigan.gov](mailto:curreathersk@michigan.gov). If you do not send a corrective action plan, you may face disciplinary action. The corrective action plan must include the following:

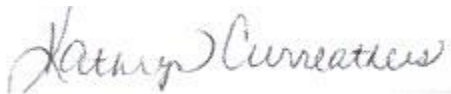
- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance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

<b>During this special investigation:</b>	<b>Yes</b>	<b>No</b>
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 this report for accuracy and contact your consultant, Kathryn Curreathers at 248-860-3127 or [curreathersk@michigan.gov](mailto: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

Enclosure

**MICHIGAN DEPARTMENT OF LIFELONG EDUCATION,  
ADVANCEMENT AND POTENTIAL  
CHILD CARE LICENSING BUREAU**

**Report Type:** Special Investigation Report

**Date of Report:** 01/22/2024

<b>Special Investigation Number</b>	<b>Complaint/Incident Receipt Date</b>
SI-00078659	10/18/2023
<b>Investigation Initiation Date</b>	<b>Report Due Date</b>
10/24/2023	12/30/2023
<b>License Number</b>	<b>Licensee Name(s)</b>
DC380404963	Early Impressions Preschool & Childcare Ctr
<b>Facility Name</b>	<b>Licensee Designee(s)</b>
Early Impressions' Little Panthers	Angela Rose Mentink
<b>Program Type</b>	<b>Central Administrator(s)</b>
Center	N/A
<b>Capacity</b>	<b>Program Director(s) Name</b>
164	Andrea Dale McCabe <b>Qualifications:</b> R 400.8113(7)(b) (9). <b>Date PD Approved:</b> 2023-07-14 Cody Dale Blair <b>Qualifications:</b> R 400.8113(7)(a) (9). <b>Date PD Approved:</b> 2023-07-20
<b>Facility Address</b>	<b>Mailing Address</b>
3950 Catherine Street, Jackson, MI, 49203	3505 E. Michigan Ave, Jackson, MI, 49202
<b>Facility Phone Number</b>	<b>Facility Email Address</b>
5178418703	am.earlyimpressions@gmail.com
<b>Original License Issuance Date</b>	<b>License Status:</b>
8/28/2020	Provisional 1
<b>License Effective Date:</b>	<b>License Expiration Date:</b>
9/18/2023	3/17/2024

**ALLEGATION(S)****Violation Established?**

Child A (male, age 4 years) was left unattended in the bathroom.	Yes	
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**METHODOLOGY**

<b>Date</b>	<b>Activity</b>
10/24/2023	Special Investigation Case Created SI-00078659
10/25/2023	Special Investigation Initiated via On-site Interviewed Executive Director Melissa Cass, program director Andrea Chapman, Child Care Staff Member 1, Child A's Mother. Arrival 11:20AM Departure 12:27PM
10/25/2023	Special Investigation Initiated via On-site Interviewed Executive Director Melissa Cass, Child Care Staff Member 1, Child Care Staff Member 2, and Child A's Mother
10/25/2023	Contact – Phone Call Made Interviewed licensee designee Angela Mentink.
10/27/2023	Contact – Phone Call Made Interviewed licensee designee Angela Mentink
10/27/2023	Exit Conference with licensee conference Angela Mentink.

**ALLEGATION: Child A (male, age 4 years) was left unattended in the bathroom.**

**INVESTIGATION:**

Executive Director Melissa Cass stated that on October 19, 2023, Child Care Staff Member 1 told her that she asked program director, Andrea Chapman to sit with Child A while he was using the bathroom outside of Ms. Chapman's office. Ms. Chapman walked away from the bathroom and left Child A unattended. Ms. Cass stated that she watched the camera footage from the date of the incident. The position of the camera does not provide a view of the bathroom but Ms. Chapman's office which is across from the bathroom and the hall where the preschool classrooms are located. The footage shows Child Care Staff Member 1 stopping at Ms. Chapman's office door at 8:26 AM and then walking away. Ms. Chapman is then seen walking away from the area of the bathroom at 8:31 AM and heading down the hallway toward the classrooms. At 8:32 AM Ms. Chapman walked into a toddler classroom. At 8:35 AM Child Care Staff Member 1 is seen coming through the doors into the hall that leads to the preschool area. Child Care Staff Member 1 was seen stopping at the bathroom and then walking down the hall with Child A. At 8:36 AM, Ms. Chapman walked out of the toddler classroom and walked in the opposite direction of the bathroom. Ms. Cass stated that when she spoke with Ms. Chapman she was "mortified". She didn't realize that she left Child A

unattended until Ms. Cass brought it to her attention. Ms. Cass stated that it is shocking that this happened. Ms. Chapman has been her "go to" for active supervision training. Ms. Chapman is usually so meticulous and this totally out of character. Ms. Chapman will complete active supervision training and was instructed to let supervisors know when she's feeling overwhelmed. Ms. Cass stated that she informed Child A's Mother that Child A was left in the bathroom unattended. Child A's Mother was not upset because she allows Child A to go to the bathroom alone when she brings him to the center early. Ms. Cass stated that it is the center's policy that children be escorted to the bathroom because the bathroom is not in view of the classroom. Ms. Cass also reported the incident to licensee designee Angela Mentink.

Program director Andrea Chapman stated that on October 18, 2023, she was working in her office outside of the bathroom when Child Care Staff Member 1 asked her to watch Child A while he was using the bathroom. Ms. Chapman stated that she stood at her office door and checked on Child A twice while he was still using the bathroom. Ms. Chapman stated that she doesn't remember what happened, but she was called away into a classroom which instantly distracted her. Ms. Chapman went to the toddler room down the hall from the bathroom. Ms. Chapman stated that the bathroom is out of view of the toddler room. She did not realize that she left Child A unattended until it was brought to her attention.

Child Care Staff Member 1 stated that Child A was in wrap around care in her classroom on October 18, 2023, when he needed to go to the bathroom. Child Care Staff Member 1 took Child A to the bathroom and asked Ms. Chapman to watch him while she went to get the children from the front door who arrived by bus. When Child Care Staff Member 1 came back to the preschool hallway she stopped at the bathroom so the children could wash their hands and found Child A standing in the bathroom by himself. Child A wasn't crying or upset. While Child Care Staff Member 1 was still in the bathroom with the children she saw Ms. Chapman come out of a toddler classroom and head further down the hall the opposite direction of the bathroom. Child Care Staff Member 1 stated that she dropped Child A off at the bathroom at 8:26 AM and she found him at 8:35 AM. Child Care Staff Member 1 stated that she reported the incident to Ms. Cass.

Child A's Mother stated that Ms. Cass told her that Child A was left alone in the bathroom for four minutes. Child A's Mother watched the camera footage and saw that Child A did not seem scared or concerned when he came out of the bathroom. Child A's Mother stated that Child A never mentioned the incident to her, so she doesn't think he was upset. Child A is familiar with the environment and has no concerns about this incident or anything else.

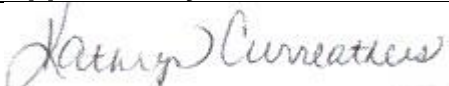
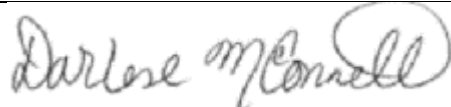
Licensee designee Angela Mentink stated that Ms. Cass informed her about the incident. Ms. Cass is working closely with Ms. Chapman to ensure that this type of incident does not happen again.

**RULE/STATUTORY VIOLATIONS:**

APPLICABLE RULES	
R 400.8125(1)	All staff and volunteers shall provide appropriate care and supervision of children at all times.
ANALYSIS:	Program Director Andrea Champman did not provide appropriate care and supervision to when Child A (male, age 4 years) when he was left unattended in the hallway bathroom for approximately four minutes.
CONCLUSION:	<b>Repeat Violation Established</b> <b>Reference:</b> 5/10/2022: Violation Established; 7/25/2023 Violation Established; : 5/11/2022 :Violation Established;

**BUREAU RECOMMENDATION**

Bureau Recommendation
Upon receipt of an acceptable corrective action plan, I recommend no change in the status of the license.

Approved By:			
			
Kathryn Curreathers	01/22/2024	Darlese McConnell	01/22/2024
<b>Consultant</b>	<b>Date</b>	<b>Area Manager</b>	<b>Date</b>