



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

April 24, 2023

Norman Peterson
Foundation For Behavioral Resources
600 S Lincoln St
Augusta, MI 49012

RE: License #: DC390313702
Investigation #: 2023D0208008
CDC - Forest

Dear Dr. Peterson:

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

R400.8113 Program director qualifications; responsibilities
R400.8125 Staff; volunteer; requirements

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

- I interviewed the person who made the complaint, licensee designee, child care staff members, and parents.
- I completed on-site inspections on the following dates: 03/07/2023 and 04/18/2023.

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

R400.8113(2) Program director qualifications; responsibilities

I recommend no change to the current license status.

Due to the violations, you must send us a corrective action plan by 05/14/2023. You can use our [corrective action plan](#) form or create your own.

If you need help writing the corrective action plan, please contact me. 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.

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 at (269) 568-2686. In the event that I am not available, and you need to speak to someone immediately, please contact the local office at (517) 284-9730.

Sincerely,



Roxanne Duckworth, Licensing Consultant
 Child Care Licensing Bureau
 611 West Ottawa Street
 P.O. Box 30837
 Lansing, MI 48909

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
BUREAU OF COMMUNITY AND HEALTH SYSTEMS
SPECIAL INVESTIGATION REPORT**

I. IDENTIFYING INFORMATION

License #:	DC390313702
Investigation #:	2023D0208008
Complaint Receipt Date:	03/03/2023
Investigation Initiation Date:	03/07/2023
Report Due Date:	05/02/2023
Licensee Name:	Foundation For Behavioral Resources
Licensee Address:	600 S Lincoln St Augusta, MI 49012
Licensee Telephone #:	(269) 731-5775
Administrator:	Norman Peterson, Designee
Licensee Designee:	Norman Peterson, Designee
Name of Facility:	CDC - Forest
Facility Address:	5196 Comstock Ave. Comstock, MI 49048
Facility Telephone #:	(269) 488-2323
Original Issuance Date:	09/14/2011
License Status:	REGULAR
Effective Date:	03/12/2022
Expiration Date:	03/11/2024
Capacity:	86
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
The program director is no longer employed at the center, so the center is running without a current program director in place.	Yes
Complainant has concerns with care and supervision of children. The classroom is chaotic and seems like the children are "watching themselves." Toys are out all over floor everywhere, children crying, and staff were not soothing them.	No
Additional Findings	No

III. METHODOLOGY

03/03/2023	Special Investigation Intake 2023D0208008
03/07/2023	Special Investigation Initiated - On Site Arrival: 1:57PM. Interviewed child care staff.
04/05/2023	Contact - Telephone call received. Spoke with licensee designee, Dr. Norman Peterson.
04/13/2023	Contact - Telephone call made. Spoke with Child A, Child B, Child C, and Child D's Mothers.
04/17/2023	Contact - Document Sent Emailed licensee designee, Dr. Peterson.
04/18/2023	Special Investigation - 2 nd On Site Arrival: 11:18AM. Spoke with child care staff and the principal of Forest Academy, Angela Smith.
04/18/2023	Exit Conference with licensee designee, Dr. Peterson.

04/18/2023	Inspection Completed-BCAL Sub. Compliance

ALLEGATION: The program director is no longer employed at the center, so the center is running without a current program director in place.

INVESTIGATION: On 03/03/2023 I received a complaint that the center did not have a program director as the program director’s employment had been terminated, and the staff member that served as an assistant to the director was also no longer employed at the center. The program director was Angel Crites. Complainant was concerned for the center as following the program director’s termination, two classrooms were closed abruptly at the center.

It should be noted that I did receive an email from the CDC-Forest email address from former program director, Angel Crites, on 02/28/2023 that said, “Just wanted to let you know I got fired.”

On 03/07/2023 I conducted an unannounced onsite inspection to Child Development Center (CDC)-Forest. I observed eleven children present with two child care staff. Ten of the children were napping and one child was quietly reading a book. After the children woke up, Child Care Staff Member (CCSM) 1 read to children and used puppets to animate the story. I interviewed CCSM 1, Child Care Staff Member (CCSM) 2, Child Care Staff Member (CCSM) 3, and Child Care Staff Member (CCSM) 4.

CCSM 1, CCSM 2, CCSM 3, and CCSM 4 all confirmed that there is no current program director for the center. They reported that Angel Crites was the program director, and her last day at the center was the beginning of last week either Tuesday 02/28/2023 or Wednesday 03/01/2023. CCSM 1, CCSM 2, CCSM 3, and CCSM 4 also confirmed that two of the rooms closed down, Dragonflies and Ladybugs. The Great Start Readiness Program (GSRP) and before/afterschool program are currently open still.

On 04/05/2023 I spoke with licensee designee, Dr. Norman Peterson. Dr. Peterson confirmed that the center does not currently have a program director, but that they are interviewing for a new director. The principal of Forest Academy, Angela Smith, is overseeing the center in the interim until a new director is hired. It should be noted that Forest Academy is in the same building as CDC-Forest.

On 04/13/2023 I spoke with Child A, Child B, Child C, and Child D’s Mothers. The parents interviewed were all aware that the center no longer has a program director and indicated the center does not yet have a new director, but they were told the

center is interviewing for a new one. The parents were told that the principal of Forest Academy, Ms. Smith, is in charge of the center until a new director is hired.

On 04/18/2023 I conducted a second unannounced onsite inspection to CDC-Forest. I spoke with CCSM 1, CCSM 2, and CCSM 3 who reported that a new program director has not been hired as of yet, but they were aware that there have been interviews and someone interested in the position.

I spoke with Ms. Smith from Forest Academy. She confirmed that she is overseeing the GSRP and before/afterschool program in the interim until a new program director is hired.

APPLICABLE RULE	
R 400.8113	Program director qualifications; responsibilities.
	<p>(2) A program director shall be present in the center in the following manner:</p> <p style="padding-left: 40px;">(a) Full time for programs operating less than 6 continuous hours.</p> <p style="padding-left: 40px;">(b) At least 50% of the time children are in care but not less than a total of 6 hours per day for programs operating 6 or more continuous hours.</p>
ANALYSIS:	The center does not currently have an early childhood program director in place.
CONCLUSION:	VIOLATION ESTABLISHED

ALLEGATION: Complainant has concerns with care and supervision of children. The classroom is chaotic and seems like the children are "watching themselves." Toys are out all over floor everywhere, children crying, and staff were not soothing them.

INVESTIGATION: On 03/07/2023 I conducted an unannounced onsite inspection to Child Development Center (CDC)-Forest. I observed eleven children present with two child care staff. Ten of the children were napping and one child was quietly reading a book. After the children woke up, Child Care Staff Member (CCSM) 1 read to children and used puppets to animate the story. I interviewed CCSM 1, CCSM 2, CCSM 3, and CCSM 4.

CCSM 1 denied there being an issue with care and supervision in the GSRP classroom. He indicated that at the beginning of last week the program director was let go, and then child care staff from two other classrooms were called to the office Thursday, 03/02/2023, and told their classrooms were being closed, and they were

offered to move to work at one of the other CDC's. CCSM 1 and CCSM 2 were given letters to give out to parents of the children affected by the room closures. On Friday, 03/03/2023, the GSRP classroom was fielding phone calls from parents who did not know what was going on with the closed classrooms, and parents were coming in and asking what was happening. This day was chaotic due to everything that had happened that week. CCSM 1 reported that the GSRP classroom does follow a daily schedule and routine, but that the room was definitely a different environment the end of last week as they allowed more free choice time while dealing with the distractions from the closed classrooms. CCSM 1 maintains supervision in the classroom by interacting and playing with groups of children. There is also always another child care staff working alongside him, and also interacting with the children.

CCSM 2 reported that as of last week the center no longer has a program director or assistant director, and the principal of Forest Academy, Ms. Smith, is supervising the GSRP program until a new program director is interviewed and hired. Last Thursday, 03/02/2023, around 3:30-3:45PM, CCSM 1 and CCSM 2 were given letters about the two room closures to give to parents at pick up. A letter was placed in each child's mailbox and all parents that picked up were told to check their child's mailbox. Ms. Smith sent emails to parents. CCSM 2 also emailed several parents she had email addresses for. The next day, 03/03/2023, CCSM 2 indicated that a couple parents came to the center to drop off their children and others called wanting clarification of what was happening at the center and why the rooms were closed. CCSM 2 indicated this day was a little off schedule as they were trying to field questions from parents about the closed rooms, but that the GSRP classroom normally follows a daily schedule with planned lessons and activities, today for example, children worked on basic addition and tallying. CCSM 2 did not recall any children crying or toys being all over. The toys are all over during free choice time, but then get picked up during "clean up" time. CCSM 2 reported that supervision is maintained in the classroom by walking around the room and observing the different areas of children playing and breaking off into groups and interacting with the children for activities. CCSM 2 indicated there is always two child care staff in the room.

CCSM 3 denied that the GSRP classroom is chaotic, and the children are "watching themselves." She indicated that the staff in this classroom follow a curriculum and schedule with the children, but that it may appear chaotic to someone last week as the Dragonflies and Ladybugs classrooms were closed down and many parents were upset. Child care staff and the principal of the academy handled a lot of questions. CCSM 3 maintains appropriate care and supervision by counting the children often and involving herself in the activities with the children.

CCSM 4 has not observed the GSRP classroom or her own classroom as being chaotic and a mess. She reported that children do have toys all over during free choice time, but they do get picked back up at "clean up" time. CCSM 4 maintains care and supervision by watching over all the children and making sure they are

making safe choices. She enjoys sitting in a group with the children and involving herself in whatever activity they are doing.

On 04/05/2023 I spoke with licensee designee, Dr. Norman Peterson. Dr. Peterson confirmed that two classrooms closed for now, and that the GSRP room and before/afterschool classroom are still open at CDC-Forest. He indicated they did give a letter to parents and did advise them to call other CDC's for child care as they did have openings for children at other facilities.

On 04/13/2023 I spoke with Child A, Child B, Child C, and Child D's Mothers.

Child A's Mother did not have concerns with the care and supervision in her child's classroom. She indicated Child A loves going to the center and thinks the current child care staff are great. Child A's Mother was concerned with how things would go after the program director left and the other rooms shut down, but she feels it is actually going smooth and that the current staff are great at communicating with her.

Child B and Child C's Mother reported that the week where the rooms closed was "a mess," but that things are going much smoother, and they understand it was a last-minute change. Child B and Child C really enjoy going to the center and the child care staff in their room. Both children are in GSRP and before/after school program. Child B and Child C's Mother did not have concerns with the care and supervision at the center.

Child D's Mother reported no concerns with the GSRP and before/afterschool classrooms, but indicated she also had a child that was in one of the classrooms that closed, and that room seemed way more chaotic than the GSRP and before/afterschool rooms.

On 04/18/2023 I conducted a second unannounced onsite inspection to CDC-Forest. I observed ten children playing outside on the playground with three child care staff. The child care staff were positioned around the playground watching the children. After outside play, the children came in and lined up on the hallway wall taking turns using the bathroom and handwashing. I spoke with CCSM 1, CCSM 2, and CCSM 3.

CCSM 1, CCSM 2, and CCSM 3 reported that graduation is 05/26/2023 for the GSRP children, and they believe the summer program will start after that. The staff have a meeting later today to discuss things. I did speak with child care staff about cell phone use as it was something that was brought up during interviews during the investigation that one staff seems to be on their phone a lot. I reminded staff to follow the CDC phone use policy and keep it to a minimum as attention should always be on the children.

APPLICABLE RULE	
R 400.8125	Staff; volunteer; requirements.
	(1) All staff and volunteers shall provide appropriate care and supervision of children at all times.
ANALYSIS:	<p>I did not have enough information to support the allegations that the room is chaotic, children are “watching themselves,” toys all over, and children are crying and not being soothed.</p> <p>Both of my onsite inspections were unannounced and each time I observed child care staff providing appropriate care and supervision.</p> <p>Parents interviewed did not have concerns with care and supervision for the GSRP and before/afterschool classrooms.</p>
CONCLUSION:	VIOLATION NOT ESTABLISHED

IV. RECOMMENDATION

Upon receipt of an acceptable corrective action plan, I recommend no change in the license status of this child care center.

Roxanne Duckworth

04/24/2023

Roxanne Duckworth
Licensing Consultant

Date

Approved By:

Yolanda Sims

04/24/2023

Yolanda Sims
Area Manager

Date