



STATE OF MICHIGAN
 DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
 LANSING

GRETCHEN WHITMER
 GOVERNOR

MARLON I. BROWN, DPA
 ACTING DIRECTOR

September 13, 2023

Stephanie Keenan
 KidFit Daycare LLC
 8146 Merchant Place
 Portage, MI 49002

RE: License #: DC390402830
 Investigation #: 2023D0401017
 KidFit Daycare

Dear Stephanie Keenan:

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:

R400.8140(4) Discipline.

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

- I interviewed the program director, child care staff member and parents.
- I completed on-site inspections on the following dates: 8/25/2023 and 8/29/2023.

As a result of this investigation, I recommend no change to the current license status. I did not find any violations. The special investigation report is attached.

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. 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,

A handwritten signature in cursive script that reads "Rebecca Wagster".

Rebecca Wagster, Licensing Consultant
611 W. Ottawa
P.O Box 30837
Lansing, MI 48909

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
CHILD CARE LICENSING BUREAU
SPECIAL INVESTIGATION REPORT**

I. IDENTIFYING INFORMATION

License #:	DC390402830
Investigation #:	2023D0401017
Complaint Receipt Date:	08/22/2023
Investigation Initiation Date:	08/25/2023
Report Due Date:	10/21/2023
Licensee Name:	KidFit Daycare LLC
Licensee Address:	8146 Merchant Place Portage, MI 49002
Licensee Telephone #:	(269) 226-2000
Administrator:	Stephanie Keenan, Designee
Licensee Designee:	Stephanie Keenan, Designee
Name of Facility:	KidFit DayCare
Facility Address:	8146 Merchant Place Portage, MI 49002
Facility Telephone #:	(269) 775-1311
Original Issuance Date:	08/25/2020
License Status:	REGULAR
Effective Date:	02/25/2023
Expiration Date:	02/24/2025
Capacity:	90
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
Child A was withdrawn from the child care program on 7/14/2023. Staff did not follow the behavior techniques listed in the discipline policy.	No

III. METHODOLOGY

08/22/2023	Special Investigation Intake 2023D0401017
08/25/2023	Special Investigation Initiated - On Site 11:45 a.m. - 11:50 a.m. Child Care Staff Member 1
08/29/2023	Inspection Completed On-site 11:20 a.m. - 12:15 p.m. Program Director Kristin Salem and Child Care Staff Member 2
09/05/2023	Contact - Telephone call made Child A's Mother
09/05/2023	Contact - Telephone call made Child B and Child C's Mother
09/06/2023	Contact - Telephone call made Child D's Mother
09/08/2023	Contact - Telephone call made Child E's Mother
09/13/2023	Inspection Completed-BCAL Full Compliance

09/13/2023	Exit Conference Program Director Kristin Salem

ALLEGATION: Child A was withdrawn from the child care program on 7/14/2023. Staff did not follow the behavior techniques listed in the discipline policy.

INVESTIGATION: I made an unscheduled onsite inspection at KidFit Daycare on 8/25/2023. Child Care Staff Member 1 (CCSM1) informed me that program director Kristin Salem is not at the center today but will return on Monday. I left my business card with CCSM1 and asked that she notify Kristin Salem that I stopped by.

I returned to KidFit Daycare on 8/29/2023. I met with program director Kristin Salem and notified her of the complaint. Kristin Salem informed me that Child A attended the child program for approximately 11 months. Child A has had ongoing behavioral issues, many of them aggressive in nature. Kristin Salem showed me approximately 40 incident reports in Child A's file. The incidents included scratching friends, throwing dirt/food at friends, pulling friends hair, spitting on friends and threatening to kill staff. The most recent incidents involved Child A smacking other children's buttocks. Due to a sensitive issue involving another child in attendance, all parents were notified that this behavior must stop immediately. All of the children discontinued the behavior except Child A. Staff spoke to Child A several times about keeping his hands to himself. Kristin Salem also discussed these concerns several times with Child A's Parents. She messaged them on 6/29/2023, met with Child A's Parents on 6/30/2023, sent them a letter on 7/10/2023 and met with Child A's Mother and Child Care Staff Member 2 (CCSM2) on 7/11/2023. Child A's Parents were also provided an incident report following each event. It was her impression that that they did not take the center's concerns seriously and made excuses for Child A's behavior. Kristin Salem provided me a copy of the discipline policy, messages and letter sent to Child A's Parents, incident reports and child information records.

It shall be noted that the discipline policy included methods such as setting limits, redirection, positive reinforcement, taking a break, letter/email home, phone call, conference and termination of care. The policy also stated "KidFit Daycare will make every effort to work with parents/guardians on behavior problems, if the child's behavior is consistently unmanageable or harmful, KidFit Daycare reserves the right to terminate services."

CCSM2 is the lead caregiver in Child A's classroom. CCSM2 described Child A as sweet and impulsive. He shows immediate regret after his actions, however, there has been no progress and his behaviors continue to escalate. CCSM2 spoke with

Child A after every incident regarding expectations. She has also spoke with Child A's Parents after each incident. Child A's Parents claimed that Child A has a lot of energy. According to CCSM2, she keeps her group very active, with approximately two to three hours of outdoor playtime daily. CCSM has attempted a number of discipline techniques including discussing behavior expectations, taking a break, redirection, positive reinforcement and using Child A as a classroom helper. Child A's Mother never seemed concerned or committed to help with Child A's behaviors. CCSM2 met with Child A Mother prior to withdrawing him from the program. Child A's Mother made excuses for his behaviors and made statements like "boys will be boys" and "he has a lot of energy."

I spoke on the telephone with Child A's Mother on 9/5/2023. Child A's Mother stated that she was blindsided by the center's decision to withdraw Child A from the program. She said that the center did not develop a preventative plan and lacked care and attention to the issue. Child A's Mother did not feel staff gave her enough time to process their request. She also said that communication with parents regarding behavior concerns discontinued once incident reports were provided to parents electronically. CCSM2 previously told Child A's Mother that Child A is bored in their program and recommended that he attend Young 5's. She feels that CCSM2 was repeatedly writing up incident reports and building a case against Child A after that conversation.

I spoke on the telephone with Child B and Child C's Mother on 9/5/2023. Child B and Child C's Mother did not express any concerns regarding the care or discipline provided at KidFit Daycare. She loves all the staff there and has never had a reason to believe that they are not following the discipline policy.

I spoke on the telephone with Child D's Mother on 9/6/2023. Child D's Mother did not have any concerns regarding the care or discipline used at the center. The primary method of discipline is giving a child a break, which is similar to a time out.

I spoke on the telephone with Child E's Mother on 9/8/2023. Child E's Mother loves KidFit Daycare. She does not have any concerns regarding care or discipline used at the center. Child E's Mother feels staff go above and beyond when communicating with parents. Staff follow their discipline policy. Common methods of discipline include redirection and taking a break.

APPLICABLE RULE	
R 400.8140	Discipline.
	(4) A written policy must be developed and implemented regarding the age appropriate, non-severe discipline of children. The policy must be provided to staff and parents.

ANALYSIS:	KidFit Daycare followed their discipline policy prior to terminating Child A from the child care program. They did not use discipline techniques that were not listed in the policy. KidFit made efforts to work with Child A's Parents, however, Child A's behaviors continued to escalate. The policy specifically states that "if the child's behavior is consistently unmanageable or harmful, KidFit Daycare reserves the right to terminate services."
CONCLUSION:	VIOLATION NOT ESTABLISHED

IV. RECOMMENDATION

I recommend no change to the current license status.

Rebecca Wagster

9/13/2023

Rebecca Wagster
Licensing Consultant

Date

Approved By:

Charnell Lennox

09/13/2023

Charnell Lennox
Area Manager

Date