



STATE OF MICHIGAN
 DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
 LANSING

GRETCHEN WHITMER
 GOVERNOR

ORLENE HAWKS
 DIRECTOR

October 25, 2022

Terri Rohrbacher
 Algoma Christian School
 PO Box 220
 Kent City, MI 49330

RE: License #: DC410277511
 Investigation #: 2022D1078019
 Wee Knights Child Development Center

Dear Ms. Rohrbacher:

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

R 400.8125(1) Staff; volunteer; requirements

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

- I interviewed: the person who made the complaint, program director, licensee, child care staff member
- I completed on-site inspections on the following dates: 08/04/2022.

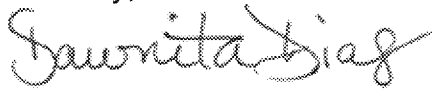
As a result of this investigation, I recommend no change to the current license status. I did not find any violations. The special investigation report is attached.

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 "Dawnita Diaz".

Dawnita M. Diaz, Licensing Consultant
Child Care licensing Bureau
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
(616) 402-9376

enclosure

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

I. IDENTIFYING INFORMATION

License #:	DC410277511
Investigation #:	2022D1078019
Complaint Receipt Date:	07/29/2022
Investigation Initiation Date:	08/04/2022
Report Due Date:	09/27/2022
Licensee Name:	Algoma Christian School
Licensee Address:	P.O. Box 220 14471 Sparta Ave. Kent City, MI 49330
Licensee Telephone #:	(616) 678-5399
Administrator:	Terri Rohrbacher, Designee
Licensee Designee:	Terri Rohrbacher, Designee
Name of Facility:	Wee Knights Child Development Center
Facility Address:	14471 Sparta Avenue Kent City, MI 49330
Facility Telephone #:	(616) 678-5399
Original Issuance Date:	08/24/2005
License Status:	REGULAR
Effective Date:	09/16/2020
Expiration Date:	09/15/2022
Capacity:	114
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
Tim Quinlan, school superintendent, was aggressive towards Elizabeth VanKoevering in front of children in care.	No

III. METHODOLOGY

07/29/2022	Special Investigation Intake 2022D1078019
08/04/2022	Special Investigation Initiated - On Site Unannounced on-site 8:14am-10:15am met with Terri Rohrbacher, licensee designee and interim program director, child care staff member Angie Wall and Tim Quinlan, school superintendent
08/04/2022	Exit Conference
08/08/2022	Contact - Telephone call made Spoke with Elizabeth VanKoevering re: allegations

ALLEGATION: Tim Quinlan, licensee, was aggressive towards Elizabeth VanKoevering in front of children in care.

INVESTIGATION:

On 08/04/2022 I conducted an unannounced on-site inspection to the licensed child care facility. I met face to face with Terri Rohrbacher who said she was the new program director for the facility. She then went on to recount significant internal challenges due to staffing changes. The previous program director, Pam VanHoven, abruptly left her position on 07/27/2022 which started the internal issues. Following this announcement, several staff became upset with decision that were made by Tim Quinlan, superintendent and the board of the school. This resulted in Elizabeth VanKoevering, child care staff member, (CCSM) to send an email to all the child care parents expressing her displeasure with the center. This was done without knowledge or approval of the licensee or board. She and several other CCSM's then chose to approach Mr. Quinlan on 07/27/2022 and quit. She then went to her classroom and began packing it up. Mr. QUinllin found her in the classroom and they spoke. Ms. Rohrbacher said she was not present when this took place. She was aware of the hurt feelings and disagreements among staff. She does not have any concerns about Mr. Quinlan or his interactions with staff. Ms. VanKoevering and the other staff have not been rehired. She denied the facility did not maintain the staff to

child ratios at any time. The day the staff walked out they were not scheduled to work. She said they have staffing where all rooms are within the required staff to child ratio. I walked through the facility and did not find any classrooms operating out of ratio.

I then met face to face with Angie Wall, CCSM, outside the presence of others. She explained prior to 07/27/2022 she was the co-director with Pam VanHoven. When Ms. VanHoven left due to internal staff issues Ms. Wall chose to step away from the co-director position. She remains employed as a CCSM and is assisting Ms. Rohrbacher in training her in the director position. Ms. Wall was aware of the reported concerns. She said on the day of the incident Ms. VanKoevering and others were not scheduled to work and were present in the center for a party. She chose that time to approach Mr. Quinlan with others and said they were quitting. Mr. Quinlan later found Ms. VanKoevering in her classroom, and they spoke. There was no yelling, argument, or aggressive behavior. She has had no concerns with him or his interaction with staff.

I then met face to face with Mr. Quinlan outside the presence of others. He said on 07/27/2022 he was in the process of interviewing candidates for a position at the school when Ms. VanKoevering and other staff stopped him in his office. They had demands and said they were going to quit. He said their approach was not appropriate and he was in the middle of interviews. He explained the extensive staff issues he had been navigating with Pam VanHoven leaving abruptly and staff struggling to adjust to the changes. He said when he completed his interviews, he went to find Ms. Van Koevering and she was in her classroom packing it up while children were sleeping. There were other staff who were working and caring for children in the classroom. He asked to speak with her, and they exchanged words, she did not dialogue with him long and he left. He denied there was any argument, raised voices, or aggressiveness. He expressed frustration with the dissension she had caused among staff with no regard for the impact to families and children. She made assumptions about decisions that were made and was making demands that were inappropriate.

On 08/08/2022 I made telephone contact with Ms. VanKoevering. She said she ended her employment at the center on 07/27/2022. She acknowledged she was not working on that day and came to the center for an event and to quit her job. She said she caught Mr. Quinlan in the middle of interviews, and he said he would find her when he was done. He found her in her classroom where she was packing up her things. There were several other staff present and he asked to speak with her. She did not like how he approached her, denies he was aggressive, while also not agreeing with how it was handled. She stated, "I was emotional." She denied children were awoken or disrupted by their interaction. She minimized her role, not seeing that it was inappropriate to pack up her classroom while children were sleeping and going to continue to use the room. She felt it was necessary to take the things she identified as her own at that time.

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:	Appropriate care and supervision is provided to children while in care at Wee Knights.
CONCLUSION:	VIOLATION NOT ESTABLISHED

IV. RECOMMENDATION

I recommend the status of the license remains unchanged.

Dawnita Diaz

09/27/2022

Dawnita M. Diaz
Licensing Consultant

Date

Approved By:

Katrice Sweet

10/25/2022

Katrice Sweet
Area Manager

Date