



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

December 28, 2020

Nichole Dodson  
Lenawee Intergenerational Learning Academy  
700 W. Adrian St  
Blissfield, MI 49228

RE: License #: DC460396590  
Investigation #: 2021D0104004  
Lenawee Intergenerational Learning Academy

Dear Ms. Dodson:

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:

R400.8125(1) Staff; volunteer; requirements.  
R400.8140(2)(a) Discipline.

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

- I interviewed program director, licensee, licensee designee, child care staff member, and parents.
- I completed on-site inspections on the following dates: 11/16/2020 and 12/04/2020.

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

**R400.8125(1) Staff; volunteer; requirements.**

I recommend no change to the current license status.

Due to the violations, you must send us a corrective action plan by 01/24/2020. 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:2019	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) 262-9838.

Sincerely,



Timothy A Swope, Licensing Consultant  
 Bureau of Community and Health Systems  
 301 E. Louis Glick Hwy  
 Jackson, MI 49201  
 (517) 262-9838

enclosure

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

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	DC460396590
<b>Investigation #:</b>	2021D0104004
<b>Complaint Receipt Date:</b>	11/13/2020
<b>Investigation Initiation Date:</b>	11/16/2020
<b>Report Due Date:</b>	01/12/2021
<b>Licensee Name:</b>	Lenawee Intergenerational Learning Academy
<b>Licensee Address:</b>	700 W. Adrian St Blissfield, MI 49228
<b>Licensee Telephone #:</b>	(517) 918-5422
<b>Administrator:</b>	Nichole Dodson, Designee
<b>Licensee Designee:</b>	Nichole Dodson, Designee
<b>Name of Facility:</b>	Lenawee Intergenerational Learning Academy
<b>Facility Address:</b>	700 W. Adrian St Blissfield, MI 49228
<b>Facility Telephone #:</b>	(517) 918-5422
<b>Original Issuance Date:</b>	02/04/2019
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	06/02/2020
<b>Expiration Date:</b>	12/01/2020
<b>Capacity:</b>	35
<b>Program Type:</b>	CHILD CARE CENTER

## II. ALLEGATION(S)

	<b>Violation Established?</b>
Child A (age 6 years, male) attends care at Lenawee Intergenerational Learning Academy. A staff member, Ms. Samyera Qaimari, has hit Child A using her hands on his arm. Child A does not do anything behaviorally to warrant being hit by Ms. Qaimari. It is unknown if Child A has ever sustained any injuries from being hit or when the last time was that Ms. Qaimari hit Child A.	Yes

## III. METHODOLOGY

11/13/2020	Special Investigation Intake 2021D0104004
11/16/2020	Contact - Attempted telephone interview with complainant - no answer.
11/16/2020	Special Investigation Initiated - Onsite from 11:15 am until 12:15 pm - interview with Ms. Nikki Dodson, licensee designee and observation of classrooms.
11/16/2020	Contact - Telephone interview with Ms. Samyera Qaimari, staff member.
11/16/2020	Contact – Telephone interview with Mr. Isiah Rivera, staff member.
12/04/2020	Contact - Face to Face Second onsite - observation from 11:10 until 12:15 pm. Observed school-age classroom and Ms. Qaimari and Mr. Rivera.
12/04/2020	Contact - Face to Face Interview with Ms. Kenadee Eby, staff member.
12/04/2020	Contact - Face to Face Interview with Ms. McKenzie Linderman, staff member.
12/04/2020	Contact - Face to Face Interview with Ms. Rachael Beuher, staff member.

12/07/2020	Contact - Telephone interview with Ms. Halie Johnson, staff member.
12/07/2020	Contact - Attempted telephone interview with Ms. Kennedy Armstrong, staff member - left message.
12/08/2020	Contact - Telephone interview with Ms. Kennedy Armstrong, staff member.
12/17/2020	Contact - Attempted telephone interview with Child A. B. C & D's Mother - left message.
12/17/2020	Contact - Telephone interview with Child E & F's Father.
12/17/2020	Contact - Telephone interview with Child G, H & I's Mother.
12/18/2020	Contact - Telephone interview with Child A, B, C & D's Mother.
12/18/2020	Inspection Completed-BCAL Sub. Compliance
12/18/2020	Exit Conference with Ms. Dodson, licensee designee.

**ALLEGATION:** Child A (age 6 years, male) attends care at Lenawee Intergenerational Learning Academy. A staff member, Ms. Samyera Qaimari, has hit Child A using her hands on his arm. Child A does not do anything behaviorally to warrant being hit by Ms. Qaimari. It is unknown if Child A has ever sustained any injuries from being hit or when the last time was that Ms. Qaimari hit Child A.

**INVESTIGATION:** On 11/16/20, I attempted to interview the complainant via telephone without success.

On 11/16/20, I conducted an unannounced onsite inspection to the center. I informed Ms. Nikki Dobson, licensee designee, of the allegation. Ms. Dodson denied the allegations indicating that she has never seen Ms. Samyera Qaimari hit Child A, or any child, as their discipline policy does not condone the use of any type of physical punishment. Ms. Dodson explained that Ms. Qaimari knows Child A and his family outside of work, as she is friends with Child A's Mother. When Ms. Dodson was made aware of the incident, Child A explained to her that he was worried Ms. Qaimari would get into trouble, as he and Ms. Qaimari have a close relationship. Ms. Dodson explained to Child A that he would not get anyone into trouble. Ms. Dodson further explained to Child A that he should feel comfortable to tell Ms. Dodson or any staff member anything as this is a "safe place for him." Ms. Dodson spoke with Ms. Qaimari regarding the incident. According to Ms. Dodson,

Ms. Qaimarai denied hitting Child A on his arm or any body part. She explained that on 11/3/20, Child A was having an evaluation completed on him at the center when he made a comment to a staff person that "Ms. Samyera Qaimari hit him on his arm to focus." Ms. Dodson said Child A was not upset when he made the comment but rather laughed about it. When Ms. Dodson spoke with Ms. Qaimari about the incident, she denied hitting Child A on his arm. She explained that she had lightly tapped Child A on his arm telling him to focus during his virtual learning lesson. Ms. Qaimari explained that she jokes with Child A this way both at the center and outside of the center at his home. Ms. Qaimari said she used an open hand when she "lightly tapped" Child A on his arm. At the time of the incident, Ms. Qaimari said she and Child A laughed, again explaining that she had done it in a joking manner. Ms. Dodson informed me that Ms. Qaimari has been employed as a staff member at the center for the past two years. Ms. Dodson described her as a good staff member who works well with the school-age children. Ms. Dodson denied having any previous issues with Ms. Qaimari and reiterated that she has never seen Ms. Qaimari use any type of physical discipline of any child to include Child A.

Ms. Dodson informed me that Child A has attended care at the center since they have been opened, approximately 2 ½ years. Ms. Dodson explained that when Child A first began care at the center, he had a lot of behavioral issues and would physically act out daily. Over the past two years, Ms. Dodson said that Child A has come a long way and rarely has any more physical behavioral outbursts. Ms. Dodson said when staff recognize that Child A is becoming frustrated, they intervene by taking Child A aside and talking with him to work out his frustration. Currently, a lot of Child A's frustration stems from his virtual learning. Ms. Dodson said the staff members are currently working with Child A on building his confidence and teaching him ways to remain focused on his schoolwork. On 11/3/20, when Ms. Qaimari walked into the classroom and saw Child A not focusing on his work, she jokingly "tapped" him on his arm while telling him to "focus." Ms. Dodson explained to Ms. Qaimari that she cannot "joke" with the children that way as it can be easily taken out of context. According to Ms. Dodson, Ms. Qaimari understood, apologized, and said she would no longer "joke" with Child A in that manner.

On 11/16/20, I separately interviewed Ms. Samyera Qaimari and Mr. Isiah Rivera, both who are staff members in the school-age classroom via telephone. I informed them of the allegations. Both staff members acknowledged working in the classroom with Child A on 11/3/20. Ms. Qaimari further explained on 11/3/20 around 2:45 pm, she walked into the school-age classroom and "jokingly tapped" Child A on his arm while telling him to focus. Ms. Qaimari explained that it was done in a joking manner and there was no intent to injure Child A. Ms. Qaimari said she used a "flat palm open hand" when she "lightly tapped" Child A on his arm. She reiterated that this is how she and Child A "joke with each other" as she knows Child A's family and does a lot with Child A outside of work. On 11/3/20, Ms. Qaimari said Child A was "grumpy" and did not want to do his virtual schoolwork. Ms. Qaimari reiterated that when she saw Child A not focusing on his work as she walked into the classroom, she "lightly tapped him on his arm telling him to focus." Ms. Qaimari said Child A

laughed when she tapped him. Ms. Qaimari explained that she has a great relationship with Child A and all the child care children and likes to joke with them each day to "lighten their spirits." I informed Ms. Qaimari that although she was joking with Child A and did not intend to cause injury, other persons or children can take her actions out of context thinking that her intention was to hit Child A. Ms. Qaimari expressed an understanding to this and said she would no longer "joke" with Child A in this manner but rather "joke" with him more appropriately by saying something funny while telling him to focus on his work. Ms. Qaimari informed me that she has been employed at the center for two years and predominately works with the school-age children. Ms. Qaimari said she loves her job and looks forwarding to interacting with the children each day. Ms. Qaimari acknowledged being made aware of the center discipline policy at the time of hire which does not condone the use of any type of physical punishment. Ms. Qaimari said she uses a reward system with the school-age children and explained that all the children start at the green level. If someone is having a "bad day" or does something wrong, they will move to the yellow level and receive a warning for their behaviors. If the behavior continues, they will move to the red level and lose a privilege for that day. If the behavior continues to persist, a meeting will be made with the child's parent to discuss the problem. Ms. Qaimari said other discipline methods used by the center entail the use of positive praises and talking and redirection with the younger children.

Mr. Isiah Rivera has been a staff member for the center for one year and currently works with the school-age children. Mr. Rivera was working on 11/3/20 and was aware of the alleged incident. He confirmed Ms. Qaimari's statement regarding the incident indicating that Ms. Qaimari had "lightly tapped" Child A on his arm with an "open hand." Mr. Rivera said Ms. Qaimari did not do this out of "malice but rather in a joking manner" as she and Child A have a close relationship. Mr. Rivera said Ms. Qaimari told Child A to focus and do his schoolwork as Child A was frustrated and did not want to do his virtual work. Mr. Rivera said both Ms. Qaimari and Child A were laughing during this incident. Mr. Rivera described Ms. Qaimari as a good staff member who likes to "joke" with all the children each day. Mr. Rivera denied ever seeing Ms. Qaimari or any staff member hit or use any type of physical punishment on any child in care. He said the use of physical punishment is not condoned by the center. Mr. Rivera reiterated Ms. Qaimari's statement regarding them using the reward system with the school-aged children. Mr. Rivera said the staff members will talk the children through their behavior issues to help it become a learning opportunity for them.

On 12/04/20, I conducted a second onsite inspection to the center and interviewed Ms. Kenadee Eby, Ms. McKenzie Linderman, and Ms. Rachael Beuher, all who are staff members at the center. I informed them of the allegations. All the staff members denied seeing Ms. Qaimari or any staff member hit any child care child. All the staff members acknowledged being made aware of the center discipline policy at the time of hire which consists of verbal redirection, using positive praises with the children, the taking away of privileges, and time-outs when deemed

necessary for children over 3 years old. All of the staff members informed me that if they had seen any staff member hit a child, they would immediately report it to Ms. Dodson, licensee designee, as the center does not condone the use of any type of physical discipline used on children.

During my onsite inspection on 12/04/20, I observed Ms. Qaimari and Mr. Rivera working in the school-age classroom. Both Ms. Qaimari and Mr. Rivera were assisting the school-age children with virtual learning coursework and an arts and craft activity during my observation. Both Ms. Qaimari and Mr. Rivera's interaction with the children was positive and untiring. None of the children exhibited any fear or hesitation toward either staff member. On several different occasions during my observation, Ms. Qaimari had to remind Child A to adjust his face mask to assure it was covering both his mouth and nose area. On each occasion, Child A obliged and adjusted his face mask accordingly. During my observation, I did not observe Child A, or any children, present in the classroom exhibit any fear or hesitation toward either staff member.

On 12/07/20 and 12/08/20, I separately interviewed Ms. Kennedy Armstrong and Ms. Halie Johnson, both who are staff members at the center, via telephone. I informed both staff members of the allegation. Both staff members denied seeing Ms. Qaimari or any staff members hit any child in care. They acknowledged being made aware of the center discipline policy at the time of hire which consists of verbal redirection, using positive praises with the children, the taking away of privileges, and time-outs when deemed necessary for children over 3 years old. Both staff members also acknowledged that if they saw any staff member hit a child, they would immediately report it to Ms. Dodson, licensee designee, as the center does not condone the use of any type of physical discipline used with children. Ms. Johnson described Ms. Qaimari as a very patient person who is "great with children." She said Ms. Qaimari has babysat her own children.

On 12/17/20 and 12/18/20, I separately interviewed Child A, B, C & D's Mother, Child E & F's Father, and Child G, H, & I's Mother via telephone. None of the parents expressed any concerns regarding the care and supervision the center provides to their children each day. All the parents acknowledged being made aware of the center discipline policy at the time of enrollment which does not condone any type of physical discipline. All the parents have had their children enrolled at the center since they opened approximately 2 ½ years ago. Child A, B, C & D's Mother informed me that Child A had a lot of behavior issues when he first enrolled at the center and acknowledged Child A and Ms. Qaimari know each other outside of the center. Child A, B, C & D's Mother said over the past 2 ½ years, Child A, B, C & D's Mother said with the collaborative work of all the center staff members, Child A's behaviors have improved tremendously. Child A rarely has the behavior outbursts anymore that he exhibited prior to beginning care at the center. Both Child E & F's Father and Child G, H, & I's Mother said their children look forward to attending care at the center each day. All the parents also acknowledged the staff members communicating with them each day regarding their children's experiences. Child G,

H & I's Mother said the center staff went out of their way to accommodate her children during the pandemic to include opening a virtual room for their children to attend school while at the center.

<b>APPLICABLE RULE</b>	
<b>R 400.8125</b>	<b>Staff; volunteer; requirements.</b>
	<b>(1) All staff and volunteers shall provide appropriate care and supervision of children at all times.</b>
<b>ANALYSIS:</b>	Ms. Samyera Qaimari, staff member, did not provide Child A with appropriate care and supervision when she "lightly tapped" Child A on his arm in a "joking manner" while telling him to focus.
<b>CONCLUSION:</b>	<b>REPEAT VIOLATION ESTABLISHED</b> <b>Special Investigative Report (SIR#2019D0104021) dated 9/20/19.</b> <b>Corrective Action Plan dated 10/11/19.</b>

<b>APPLICABLE RULE</b>	
<b>R 400.8140</b>	<b>Discipline.</b>
	<b>(2) All of the following means of punishment are prohibited:</b> <b>(a) Hitting, spanking, shaking, biting, pinching, or inflicting other forms of corporal punishment.</b>
<b>ANALYSIS:</b>	Ms. Samyera Qaimari, staff member, did not "lightly tap" Child A in his arm with an open hand while telling him to focus as a form of discipline but rather as a "joke" to get him to focus on his schoolwork.
<b>CONCLUSION:</b>	<b>VIOLATION NOT ESTABLISHED</b>

**IV. RECOMMENDATION**

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



12/28/2020

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Timothy A Swope  
Licensing Consultant

Date

Approved By:



12/28/2020

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Erika Bigelow  
Area Manager

Date