



STATE OF MICHIGAN
 DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
 LANSING

GRETCHEN WHITMER
 GOVERNOR

ORLENE HAWKS
 DIRECTOR

July 8, 2022

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

RE: License #: DC460407120
 Investigation #: 2022D0106012
 Lenawee Intergenerational Learning Academy Too

Dear Ms. Dodson:

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:

- R 400.8125 Staff; volunteer; requirements.
- R 400.8140 Discipline.

The details of the allegations are in the attached report. To investigate the allegations, I completed onsite inspections on 04/01/2022 and 6/3/2022. I interviewed: Program director, licensee designee, caregivers, and parents.

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.

	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.

Sincerely,

A handwritten signature in cursive script that reads "Stacy Wables".

Stacy Wables, Licensing Consultant
Child Care Licensing Bureau
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
(517) 899-5790

enclosure

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

I. IDENTIFYING INFORMATION

License #:	DC460407120
Investigation #:	2022D0106012
Complaint Receipt Date:	03/31/2022
Investigation Initiation Date:	04/01/2022
Report Due Date:	05/30/2022
Licensee Name:	Lenawee Intergenerational Learning Academy Too
Licensee Address:	700 W. Adrian St Blissfield, MI 49228
Licensee Telephone #:	Unknown
Administrator:	Nichole Dodson, Designee
Licensee Designee:	Nichole Dodson, Designee
Name of Facility:	Lenawee Intergenerational Learning Academy Too
Facility Address:	1100 Sutton Rd Adrian, MI 49221
Facility Telephone #:	(517) 918-5422
Original Issuance Date:	06/25/2021
License Status:	REGULAR
Effective Date:	12/25/2021
Expiration Date:	12/24/2023
Capacity:	37
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
Unknown children scream non-stop except for when they take a nap. It is unknown why. This has been occurring for at least two months. Unknown “caregivers” call the children names and yell at the children. The Unknown “caregivers” call the children "little jerks" and tell the children to "shut up, stop yelling, and watch your mouth.”	No

III. METHODOLOGY

03/31/2022	Special Investigation Intake 2022D0106012
04/01/2022	Special Investigation Initiated - On Site Observation and interviews with licensee designee Nichole Dodson, child care staff members Jared Costa, Tamar Slovak, Nik Owen, Brandi Croy and Child A’s Mother from 10:30a.m. until 12:30p.m.
07/07/2022	Exit Conference Exit conference completed with licensee designee Nichole Dodson by telephone.
07/08/2022	Contact – Telephone Call Made Telephone calls to Child B’s Mother and Child C’s Mother.

ALLEGATION: Unknown children scream non-stop except for when they take a nap. It is unknown why. This has been occurring for at least two months. Unknown “caregivers” call the children names and yell at the children. The Unknown “caregivers” call the children "little jerks" and tell the children to "shut up, stop yelling, and watch your mouth.”

INVESTIGATION: On 4/1/2022 I completed an unannounced on-site inspection at the child care center. I informed licensee designee Nichole Dodson of the allegations. Ms. Dodson said, “I will fire someone if that happens.” Ms. Dodson said the center has three special needs children enrolled. One of the children requires one on one staffing and likes to be holding a child care staff member’s hand or touching a child care staff member all the time. The child screams loudly if a child care staff member is not near the child all the time. Child care staff members attempt to always meet the needs of the child, but there are times when a child care

staff member is required to walk away briefly. The child who has a tendency to scream has a speech therapist who said he uses his scream as a form of communication because the child does not have the vocabulary to use words to express himself. Another special needs child has Tourette like behaviors where he yells out the “F word” and other inappropriate words and phrases on occasion. Ms. Dodson said it is possible this child’s voice could sound like an adult child care staff member. Ms. Dodson said the child care center shares a building with another business. Employees of the other business have complained about the noise level at the child care center. The employees at the business next door have asked child care staff members to keep the babies quiet when they are crying. The employees have also asked the child care staff members to keep the children quieter during outdoor play time. Ms. Dodson said the employees next door have worked at home for the past couple of years due to the pandemic. The employees recently returned to the office. Ms. Dodson believes the noise level at the child care center is not out of the ordinary of any child care center. Ms. Dodson said she has moved the classrooms around so that the children are further away from the wall that is shared with the other business to attempt to appease the employees at the other business. Ms. Dodson said she does not currently have any concerns that any of her child care staff members speak to the children in an inappropriate manner. Ms. Dodson has not had to take disciplinary action on any of her child care staff members due to their interactions with children. Ms. Dodson said she believes she has a good group of child care staff members who have appropriate skills to handle not only the special needs children who are enrolled, but all the children in general. Ms. Dodson said she reviews the child care center cameras frequently to assure child care staff members are appropriately supervising children. Ms. Dodson attempts to use the video system in a positive way by showing newer child care staff members appropriate ways experienced child care staff members handle various behaviors and situations with children.

During my observation at the child care center, I found the child care staff members to speak to the children in an appropriate manner. I observed one child to have a child care staff member near him all the time. As nap time approached, I observed child care staff members encourage all children to rest. However, there were some children who declined to lay down. I observed child care staff members engage in quiet activities with children who refused to lay down and rest.

I interviewed child care staff member Jared Costa. Mr. Costa said he has never heard any of his co-workers say derogatory things to any of the children at the child care center. Mr. Costa has heard child care staff members use a stern voice to re-direct children at times. He has never heard a child care staff member “full blown yelling” at a child. Mr. Costa has only heard a child care staff members voice get loud if the noise level in a classroom gets loud and the child care staff member must raise their voice to get the attention of the children to ask the children to quiet down. If the children get loud as a group, often the child care staff members will tell the children to “put a bubble” in their mouth. Mr. Costa described this as the children pretending to put a bubble in their mouth so everyone will be quiet briefly so the

children can hear the child care staff member's directions. Mr. Costa said if he ever heard a child care member call children names or tell them to shut up, Mr. Costa would not have a problem telling Ms. Dodson. Mr. Costa has seen some of the special needs children get physically aggressive with child care staff members, but the child care staff members "keep cool." Mr. Costa said there are special needs children enrolled at the center who scream more than other children because they have a difficult time verbally expressing themselves. Mr. Costa said the center has a sensory area where child care staff member take children who have a difficult time calming themselves. The sensory area has various visual and tactile objects children can focus on to help with calming.

I interviewed child care staff member Tamar Slovak. Ms. Slovak said she has never heard a child care staff member call children names or tell them to shut up. Ms. Slovak said there are several children at the center who have behavior problems. Some of the children enrolled at the center have experienced trauma in the past and have not had solid parental support. It is common for these children to have temper tantrums that involve screaming. The center has a "calm down spot" that contains several "sensory tools." The child care members teach the children to use the tools to help the children calm their body and regulate themselves. Some children take longer to calm than others. Ms. Slovak said none of the child care staff members have made her feel uncomfortable with the way they treat the children. Ms. Slovak said if she heard a child care staff member talking to a child inappropriately, she would tell Ms. Dodson. Ms. Slovak said Ms. Dodson is good about handling things appropriately and Ms. Slovak believes all the administration at the child care center is approachable when she has anything she needs to discuss with them.

I interviewed child care staff member Nik Owen. Mr. Owen said he has never heard a child care staff member call children names or tell them to shut up. Mr. Owen said if he ever heard anything like that he would speak up and tell a supervisor. If a child care staff member was talking to a child very bad, Mr. Owen would interfere right away. Mr. Owen said there are children enrolled at the child care center who have various diagnoses such as Autism and Down Syndrome. These children tend to get agitated more easily than some of the other children. It also may take these children longer to calm down. Mr. Owen said he believes he knows the children all well enough to identify what each child needs to help calm the child.

I interviewed child care staff member Brandi Croy. Ms. Croy said she has "absolutely not" heard any child care staff members call children names or tell them to shut up. There is one particular child who screams often. Ms. Croy believes all the child care staff members work well together as a team. If Ms. Croy ever had any concerns with the way a child care staff member was treating children, she would have no hesitation addressing the concern with her supervisor. Ms. Croy said she is also a mandated reporter of child abuse and neglect, so she is required to report such behavior.

On 4/1/2022 I spoke to Child A's Mother in person at the child care center. Child A's Mother said she has never heard any of the child care staff members speak to a child in an inappropriate manner. Child A's Mother said Child A has some behaviors that can be challenging. Child care staff members work with recommendations made by the child's therapist to help address the child's behaviors in a consistent manner. Child A's Mother does not have any concerns about the care Child A receives at the child care center.

On 7/7/2022 I completed an exit conference by telephone with licensee designee Nichole Dodson.

On 7/8/2022 I placed telephone calls to Child B's Mother and Child C's Mother. I left voice messages requesting return telephone calls.

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:	Some children enrolled at the child care center scream as a form of communication due to low verbal skills. Child care staff members provide appropriate care and supervision. Child care staff members recognize the needs of individual children and utilize positive methods to meet the needs of the children.
CONCLUSION:	VIOLATION NOT ESTABLISHED

APPLICABLE RULE	
R 400.8140	Discipline.
	(1) Positive methods of discipline that encourage self-control, self-direction, self-esteem, and cooperation must be used.

ANALYSIS:	Child care staff members and the licensee designee state they have never heard any child care staff members call children names or tell children to shut up. There are children enrolled at the child care center who have special needs that cause them to yell out inappropriate words at times. The child care staff members address the behaviors with the children individually based on individual recommended behavioral plans.
CONCLUSION:	VIOLATION NOT ESTABLISHED

IV. RECOMMENDATION

I recommend no change in the status of the license.

Stacy Wables

7/8/2022

Stacy Wables Date
Licensing Consultant

Approved By:

Darlese McConnell

07/13/2022

Darlese McConnell Date
Area Manager