



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

September 16, 2022

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

RE: License #: DC460407120  
Investigation #: 2022D0106021  
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 400.8182      Ratio and group size requirements.  
R 400.8112      Comprehensive background check; fingerprinting.  
R 400.8131      Professional development requirements.

The details of the allegations are in the attached report. To investigate the allegations, I completed onsite inspections on 6/3/2022 and 6/18/2022. I interviewed: Program director, licensee designee, caregivers, and parents.

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

**R 400.8110      Applicant; licensee; licensee designee; requirements.**

I recommend no change to the current license status.

Due to the violations, you must send us a corrective action plan by 10/6/2022. 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.

	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,



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**

<b>License #:</b>	DC460407120
<b>Investigation #:</b>	2022D0106021
<b>Complaint Receipt Date:</b>	05/31/2022
<b>Investigation Initiation Date:</b>	06/03/2022
<b>Report Due Date:</b>	07/30/2022
<b>Licensee Name:</b>	Lenawee Intergenerational Learning Academy Too
<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 Too
<b>Facility Address:</b>	1100 Sutton Rd Adrian, MI 49221
<b>Facility Telephone #:</b>	(517) 918-5422
<b>Original Issuance Date:</b>	06/25/2021
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	12/25/2021
<b>Expiration Date:</b>	12/24/2023
<b>Capacity:</b>	37
<b>Program Type:</b>	CHILD CARE CENTER

## II. ALLEGATION(S)

	<b>Violation Established?</b>
I enrolled my daughter there for weekend care. When Child A's Mother picked Child A up there was an extreme amount of children and only one worker. They have to be way out of ratio.	No
On the first day of employment or what was called the "working interview", a child care staff member was left alone for several hours with four infants. She was not background checked/fingerprinted, and still wasn't background checked after 3 weeks of employment. She has not completed (or directed to complete) any training prior to being alone with children.	No
Additional Findings	Yes

### III. METHODOLOGY

05/31/2022	Special Investigation Intake 2022D0106021
06/03/2022	Special Investigation Initiated - On Site Observation and interviews with child care staff members Alexis Thomas and Hayley Mcgee at the 700 W. Adrian site in Blissfield from 1:00p.m. until 1:30p.m.
06/03/2022	Inspection Completed – On Site Observation and interviews with licensee designee Nichole Dodson and child care staff members Kennedy Armstrong and Marisa Cappelletty from 1:30p.m. to 3:00p.m.
07/18/2022	Inspection Completed – On Site Observation and interviews with licensee designee Nichole Dodson and child care staff members Mariah Mckinney, Emily Clark, and Bailey Miller from 2:00p.m. until 3:30p.m.
09/07/2022	Exit Conference Exit conference completed by telephone with licensee designee Nichole Dodson.
09/07/2022	Contact – Telephone Call Made Telephone calls to Child A’s Mother, Child B’s Mother and Child C’s Mother.

**ALLEGATION:** I enrolled my daughter there for weekend care. When I picked her up there was an extreme amount of children and only one worker. They have to be way out of ratio.

**INVESTIGATION:** On 6/3/2022 I completed an unannounced on-site inspection at Lenawee Intergenerational Learning Academy located at 700 W. Adrian St. in Blissfield, MI. I spoke with child care staff member Alexis Thomas in the infant and toddler room. Ms. Thomas informed me the program director was not currently at the site but would return soon. Ms. Thomas was in the infant room with four infants. I interviewed Ms. Thomas. Ms. Thomas said her classroom is always in ratio when she is present, and she has never seen or heard of any other classrooms being out of ratio. She works at the center Monday through Friday. I asked Ms. Thomas if she ever worked on Saturday or if she has heard of classrooms being out of ratio during weekend hours. Ms. Thomas told me the child care center does not operate on weekends. She said she believes the center used to provide weekend care but has not provided weekend care recently.

I spoke to child care staff member Hayley Mcgee who informed me the child care center provided weekend care in the past. The center has not provided weekend care in a couple of years due to a lack of need. Ms. Mcgee told me there is another Lenawee Intergeneration Learning Academy site located in Adrian, MI that provides child care on the weekends.

I completed an unannounced on-site inspection at Lenawee Intergenerational Learning Academy located at 1100 W. Sutton in Adrian, MI. I informed program director and licensee designee Nichole Dodson of the allegations. Ms. Dodson confirmed the child care center provides weekend child care. Ms. Dodson said the site in Blissfield used to provide weekend child care. There is not currently a need to have weekend care at both sites. Therefore, the children who require weekend care were combined into the site located in Adrian a couple of years ago. Ms. Dodson said the child care center always has extra child care staff members scheduled daily due to the number of special needs children who are enrolled at the center. Ms. Dodson makes sure there are extra child care staff members so the children who have behavior challenges can be provided with extra attention without taking appropriate supervision away from the other children. Ms. Dodson worked at the child care center on Saturday 5/28/2022 from 5:50a.m. until 7:00p.m. The child care center was always in ratio while she was present. Ms. Dodson said all the children who attend the child care center on weekends have been enrolled at the child care center for quite some time. Ms. Dodson has not had any parents express concern that any of the classrooms are out of ratio.

I reviewed attendance records for the past week and did not observe any instances where the classrooms were documented to be out of ratio.

I interviewed child care staff member Kennedy Armstrong. Ms. Armstrong said she has never observed any classrooms at the child care center to be out of ratio. Ms.

Armstrong said child care staff members are taught that their scheduled time to leave for the day is a “suggested” time. Child Care staff members are not allowed to leave for the day unless the classrooms are in ratio. If a parent is running late to pick up a child and a child care staff member leaving would cause the classroom to be out of ratio, the child care staff member who is scheduled to leave is expected to remain in the classroom until the classroom is in ratio. If a parent arrives early with a child causing a classroom to be out of ratio until the next scheduled child care staff member arrives, the child care staff members ask the parent to stay until the next child care staff member arrives, or the child care staff member will see if there are any extra child care staff members available to cover the classroom until the next scheduled child care staff member arrives. Ms. Armstrong said she believes it is better to have too many child care staff members scheduled and send a couple home than to have not enough child care staff members. Ms. Armstrong believes all the child care staff members know the required ratios for all the age groups and take the ratio requirements seriously. Ms. Armstrong said the ratio expectations at the child care center are the same for both weekdays and weekends.

I interviewed child care staff member and co-program director Marisa Cappelletty. Ms. Cappelletty said she creates the schedules for the child care center and always overstaffs the child care center. Ms. Cappelletty said she overstaffs for various reasons. Sometimes parents drop kids off earlier than expected. If there is a child who is a biter or children who have behavioral challenges, Ms. Cappelletty schedules extra child care staff members so all the children get appropriate care and attention. There have been times where there were two child care staff members with only four children because the children in the classroom had a combination of challenging behaviors. Ms. Cappelletty does not want to overwhelm one child care staff member with overseeing four challenging children alone. She especially overstaffs on Saturdays because parents seem to be less consistent with following their scheduled days and times for child care on that day.

I observed all the classrooms, infant room one had four children and two child care staff members, infant room two to contain five children and two child care staff members. The toddler room (ages 2.5 to 3 mos.) had six children and two child care staff members. All three classrooms were within the ratio requirement of one child care staff member per four children. The junior preschool classroom (ages 3 and 4 years) had five children and one child care staff member which is within the required ratio of one child care staff member per 10 children. The preschool room (age 4 and up) had six children and one child care staff member which is within the required ratio of one child care staff member per 12 children.

On 6/18/2022 I completed an unannounced on-site inspection at the child care center. I observed all the classrooms. The infant room one had four children and one child care staff member and the infant room two had four children and one child care staff member. The toddler room (ages 2.5 to 30 mos.) had five children and two child care staff members. All three classrooms were within the ratio requirement of one child care staff member per four children. The junior preschool classroom (ages

3 and 4 years) had six children and one child care staff member which is within the required ratio of one child care staff member per 10 children. The preschool room (age 4 and up) had nine children and two child care staff members which is within the required ratio of one child care staff member per 12 children.

On 9/7/2022 I completed an exit conference by telephone with licensee designee Nichole Dodson.

On 9/7/2022 I placed telephone calls to Child A's Mother, Child B's Mother and Child C's Mother. I left voice messages requesting return telephone calls.

<b>APPLICABLE RULE</b>																			
<b>R 400.8182</b>	<b>Ratio and group size requirements.</b>																		
	<p><b>(3) In each room or well-defined space, the maximum group size and ratio of child care staff members to children, including children related to a staff member or the licensee, must be as shown in Table 4:</b></p> <table border="1"> <thead> <tr> <th><b>Age</b></th> <th><b>Child Care Staff member to Child Ratio</b></th> <th><b>Maximum Group Size</b></th> </tr> </thead> <tbody> <tr> <td><b>a)Infants and toddlers, birth until 30 months of age</b></td> <td><b>1 to 4</b></td> <td><b>12</b></td> </tr> <tr> <td><b>b)Preschoolers, 30 months of age until 3 years of age</b></td> <td><b>1 to 8</b></td> <td><b>16</b></td> </tr> <tr> <td><b>c)Preschoolers, 3 years of age until 4 years of age</b></td> <td><b>1 to 10</b></td> <td><b>Not applicable</b></td> </tr> <tr> <td><b>d)Preschoolers, 4 years of age until school-age</b></td> <td><b>1 to 12</b></td> <td><b>Not applicable</b></td> </tr> <tr> <td><b>e)School-agers</b></td> <td><b>1 to 18</b></td> <td><b>Not applicable</b></td> </tr> </tbody> </table>	<b>Age</b>	<b>Child Care Staff member to Child Ratio</b>	<b>Maximum Group Size</b>	<b>a)Infants and toddlers, birth until 30 months of age</b>	<b>1 to 4</b>	<b>12</b>	<b>b)Preschoolers, 30 months of age until 3 years of age</b>	<b>1 to 8</b>	<b>16</b>	<b>c)Preschoolers, 3 years of age until 4 years of age</b>	<b>1 to 10</b>	<b>Not applicable</b>	<b>d)Preschoolers, 4 years of age until school-age</b>	<b>1 to 12</b>	<b>Not applicable</b>	<b>e)School-agers</b>	<b>1 to 18</b>	<b>Not applicable</b>
<b>Age</b>	<b>Child Care Staff member to Child Ratio</b>	<b>Maximum Group Size</b>																	
<b>a)Infants and toddlers, birth until 30 months of age</b>	<b>1 to 4</b>	<b>12</b>																	
<b>b)Preschoolers, 30 months of age until 3 years of age</b>	<b>1 to 8</b>	<b>16</b>																	
<b>c)Preschoolers, 3 years of age until 4 years of age</b>	<b>1 to 10</b>	<b>Not applicable</b>																	
<b>d)Preschoolers, 4 years of age until school-age</b>	<b>1 to 12</b>	<b>Not applicable</b>																	
<b>e)School-agers</b>	<b>1 to 18</b>	<b>Not applicable</b>																	
	After reviewing attendance records and during two unannounced on-site inspections, I found the classrooms to be within the required ratios.																		
<b>CONCLUSION:</b>	<b>VIOLATION NOT ESTABLISHED</b>																		

**ALLEGATION:** On the first day of employment or what was called the "working interview", an employee was left alone for several hours with four

**infants. She was not background checked/fingerprinted, and still wasn't background checked after 3 weeks of employment. She has not completed (or directed to complete) any training prior to being alone with children.**

**INVESTIGATION:** On 6/3/2022 the above allegation was received regarding this child care center. This allegation was combined with the allegation received on 5/31/2022.

On 7/18/2022, I completed an unannounced on-site inspection at the child care center. I informed program director and licensee designee Nichole Dodson of the additional allegations. Ms. Dodson said if she believes a potential child care staff member will be a good fit at the center during the initial interview, Ms. Dodson will have the child care staff member candidate come to the center for a "working interview." Ms. Dodson said a working interview consists of having the candidate spend some time in each classroom for the candidate to get an idea of what it would be like to work at the center and which age group the candidate works best with. Ms. Dodson said she has had several candidates decide the job is not for them after the working interview. Or Ms. Dodson observes the candidate is not a good fit after all. Ms. Dodson said the candidates are always supervised by herself or qualified and eligible child care staff members. If both Ms. Dodson and the candidate agree to proceed with the hiring process, Ms. Dodson has the candidate complete a background check. Ms. Dodson said child care staff member new hires are not left alone with children until they are determined to be eligible and have completed all trainings required before unsupervised contact with children. Ms. Dodson said she recently hired a child care staff member who was employed at another child care center. The child care staff member was already determined to be eligible at the other center, so Ms. Dodson connected the child care staff member to this child care center. The new child care staff member also completed the required licensing trainings. Ms. Dodson said it might have appeared to the other child care staff members that the new hire did not receive a background check or complete trainings in between her interview and start date if they did not realize her background check and trainings were transferred from the previous center.

I interviewed child care staff member Mairah Mckinney. Ms. Mckinney said when she applied to be a child care staff member she did a verbal interview, then came back to do a working interview. Ms. Mckinney said during her working interview she spent a few hours at the center and visited all the classrooms. Ms. Mckinney said when she did her working interview, she was always with a child care staff member. Ms. Mckinney said she had to wait until her background check results came back and she completed some trainings before she was left alone with any children. Ms. Mckinney said she has seen child care staff member candidates complete working interviews at the center. She has never seen the candidates left alone with children. Ms. Mckinney said she works primarily in the infant room. She has not seen or heard that a candidate completing a working interview was ever left alone with children prior to receiving the required background check and completing the required trainings.

I interviewed child care staff member Emily Clark. Ms. Clark said she completed a working interview prior to hire at the child care center. Ms. Clark said during her working interview she went to all the classrooms to decide which classroom would be the best fit for her. Ms. Clark said she always had a child care staff member with her during her working interview. Ms. Clark said she had to complete a background check and various trainings, including CPR and First Aid, before she was allowed to be left alone with children. Ms. Clark said she has never seen a person left alone with children during a working interview.

I interviewed child care staff member Bailey Miller. Ms. Miller said when she was hired at the child care center, she completed a working interview after her initial interview. Ms. Miller said she visited all the classrooms during her working interview. Ms. Miller said she was never left alone in any of the classrooms. A child care staff member was always with her. Ms. Miller said she was not allowed to be alone with children until her background check results came back and she completed health and safety trainings. Ms. Miller said she remembers she was told she was not allowed to come work at the center until she completed the health and safety trainings.

I reviewed the child care center's current list of employees and reviewed the child care background check website and found all the current child care staff members to be eligible and connected to the child care center. I reviewed the child care center's MiRegistry records and found that all current child care staff members completed all trainings required by licensing within the specified time frames.

<b>APPLICABLE RULE</b>	
<b>R 400.8112</b>	<b>Comprehensive background check; fingerprinting.</b>
	<p><b>(1) Pursuant to section 5n of the act, MCL 722.115n, before an individual has unsupervised contact with children, the department shall determine the individual's eligibility to be any of the following:</b></p> <ul style="list-style-type: none"> <li><b>(a) A licensee.</b></li> <li><b>(b) A licensee designee.</b></li> <li><b>(c) A child care staff member.</b></li> <li><b>(d) A child care aide.</b></li> <li><b>(e) An unsupervised volunteer.</b></li> </ul>

<b>ANALYSIS:</b>	Child care staff member candidates who complete a working interview at the child care center are always supervised by qualified and eligible child care staff members. Child care staff members are not left alone with children until their comprehensive background checks have been completed.
<b>CONCLUSION:</b>	<b>VIOLATION NOT ESTABLISHED</b>

<b>APPLICABLE RULE</b>	
<b>R 400.8131</b>	<b>Professional development requirements.</b>
	<b>(11) Verification of all professional development required by this rule must be kept on file at the center or online at MiRegistry. Verification must be issued from the training organization or trainer and include the date of the course, the name of the training organization or trainer, the topic covered, and the number of clock hours. Training hours from MiRegistry also meet this rule.</b>
<b>ANALYSIS:</b>	The licensee designee maintains child care staff member training records via MiRegistry.
<b>CONCLUSION:</b>	<b>VIOLATION NOT ESTABLISHED</b>

## **ADDITIONAL FINDINGS**

**INVESTIGATION:** During my unannounced on-site inspection on 6/3/2022, I reviewed the attendance records for Saturday 5/28/2022. I found the first child was signed in at 8:15a.m. but the first child care staff member was not signed in until 9:45a.m. Ms. Dodson reported she opened the center by herself around 5:50a.m. but forgot to clock herself in that morning.

<b>APPLICABLE RULE</b>	
<b>R 400.8110</b>	<b>Applicant; licensee; licensee designee; requirements.</b>
	<b>(6) The licensee or licensee designee shall maintain accurate records detailing daily arrival and departure times for each child care staff member, child care aide, and volunteer.</b>

<b>ANALYSIS:</b>	Licensee designee Nichole Dodson said she forgot to sign in for the day when she opened the child care center on 5/28/2022. I reviewed the attendance records for children and child care staff members and found this to be true.
<b>CONCLUSION:</b>	<b>VIOLATION NOT ESTABLISHED</b>

**IV. RECOMMENDATION**

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

*Stacy Wables*

9/16/2022

\_\_\_\_\_  
 Stacy Wables  
 Licensing Consultant

\_\_\_\_\_  
 Date

Approved By:

*Darlese McConnell*

09/16/2022

\_\_\_\_\_  
 Darlese McConnell

\_\_\_\_\_  
 Date

Area Manager