



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

June 27, 2022

Taylor Berlin
Faith Baptist Church-Warren
15159 La Grande Plaza
Warren, MI 48088

RE: License #: DC500407083
Little Leaders Academy at Faith Baptist Church
34950 Little Mack Ave
Clinton Twp, MI 48035

Dear Mrs. Berlin:

This letter is to advise you that the 06/23/2022 corrective action plan Ms. Ray submitted, regarding each rule violation cited in the recently completed Renewal Licensing Study Report, is approved.

You can find a copy of this corrective action approval letter and the associated report on our [website](#) under [Statewide Search for Licensed Child Care Centers and Homes](#). A description of each type of report and corrective action plans can be found under [Overview of Licensing Reports](#).

Violation cited	Noncompliance observed	Plan to correct	Date to be completed
R 400.8110 (10) Applicant; licensee; licensee designee; requirements	During the onsite inspection, I observed an infant in the nap room. The nap room was not approved for use at the time of original issuance and written approval was not requested by the licensee or granted by the department prior to use as a nap room.	The licensee designees will request approval of all unapproved space before the space is used by children in care. A modification request has been submitted.	05/16/2022
R 400.8112 (1)(c) Comprehensive background check; fingerprinting.	Seven out of fifteen child care staff members did not have a comprehensive background check	The licensee designees will ensure that all child care staff members complete the comprehensive background	06/23/2022

	completed prior to unsupervised contact with children.	check and are found eligible before working unsupervised with children. All current child care staff members who have not completed their comprehensive background check will not be permitted to return to work.	
R 400.8122 (2) Lead caregiver; qualifications; responsibilities.	Farm room 2 did not have a lead caregiver. The licensee designee indicated she misunderstood and thought one lead was acceptable for both the Farm 1 and Farm 2 rooms. Leads were appointed in the Desert room and Ocean room, but credentials were not provided to verify the lead qualifications.	The licensee designees will ensure that all lead caregivers have the required lead caregiver credentials and the credentials are kept on file at the center.	09/01/2022
R 400.8125 (1) Staff; volunteer; requirements.	During the onsite inspection, I observed an unsupervised infant crying in the nap room.	The licensee designees will ensure that all children, including infants, are never left unsupervised.	06/23/2022
R 400.8128 Staff; volunteer; tuberculosis.	Eight out of fifteen child care staff member files reviewed did not have a TB test on file showing they were free from communicable TB.	The licensee designees will ensure that all child care staff members will have a TB test with negative results before contact with children.	06/23/2022
R 400.8131 (1) Professional development requirements.	The licensee indicated that an orientation was provided in January of 2022 to child care staff members. Five child care staff members hired after that time were not provided an orientation of the center's policies, practices and the licensing administrative rules.	The licensee designees will ensure that all new child care staff members have an orientation on the center's policies, procedures and rules before having unsupervised contact with children.	06/23/2022

R 400.8131(2) Professional development requirements.	Ten child care staff members who provide care for infants and toddlers did not have training in the prevention of sudden infant death syndrome and use of safe sleep practices.	The licensee designees will ensure that all infant/toddler child care staff members are trained in sudden infant death syndrome and safe sleep practices.	06/23/2022
R 400.8131(3) Professional development requirements	Nine out of fifteen child care staff members did not have training on prevention of shaken baby syndrome, abusive head trauma and child maltreatment, and recognition and reporting of child abuse and neglect before caring for children.	The licensee designees will ensure that all child care staff members are trained on prevention of shaken baby syndrome, abusive head trauma and child maltreatment, and recognition and reporting of child abuse and neglect before caring for children.	06/23/2022
R 400.8131(4) Professional development requirements.	Eight out of fifteen child care staff members did not complete prevention and control of infectious disease training, including immunizations before unsupervised contact with children.	The licensee designees will ensure that all child care staff members are trained on prevention and control of infectious disease training, including immunizations before unsupervised contact with children by having them complete the required health and safety modules.	06/23/2022
R 400.8131(5) Professional development requirements.	Six out of fifteen child care staff members did not complete trainings in administration of medication, prevention of and response to emergencies due to food and allergic reaction, building and physical premises safety, emergency preparedness and response planning, handling and storage of hazardous materials and appropriate disposal of bio-contaminants, precautions	The licensee designees will ensure that all child care staff members are trained on the administration of medication, prevention of and response to emergencies due to food and allergic reaction, building and physical premises safety, emergency preparedness and response planning, handling and storage of hazardous materials and appropriate disposal of bio-contaminants, precautions in transporting children, and child development. Child care staff members will be required to	06/23/2022

	in transporting children, and child development.	complete health and safety modules one and two before working with children.	
R 400.8131 (10) Professional development requirements.	Six child care staff members were not trained or certified in first aid and pediatric, child, and adult CPR within 90 days of hire. Only four of the fifteen child care staff members are trained in CPR and first aid.	All current child care staff members have been certified in cpr and first aid. Moving forward the licensee designees will ensure that at least 50% of the child care staff are certified in cpr/first and the other 50% are trained.	06/23/2022
R 400.8134 (2)(g) Hand washing.	During the onsite inspection, I observed a child care staff member wipe a child's nose during snack, then continue to serve snack without washing her hands.	The licensee designees will ensure that all child care staff members wash their hands after handling body fluids.	06/23/2022
R 400.8134 (3)(a) Hand washing.	During the onsite inspection, I observed children in Farm 2 eat snack without washing their hands before eating.	The licensee designees will ensure that all child care staff members wash children's hands before meals and snacks.	06/23/2022
R 400.8137 (1)(b) Diapering; toileting.	During the onsite inspection, I observed an infant child care staff member repeatedly wash her hands in a food prep sink instead of the sink that is located directly behind the diapering table.	The licensee designees have retrained child care staff members on hand washing at the diapering hand washing sink after diapering.	06/23/2022
R 400.8143 Children's records. (6)(b)(c)	Out of fifteen child care files reviewed, three preschoolers and one toddler did not have a physical on file and they had been in care over 30 days.	The licensee designees will ensure that all children in care will have a physical on file within 30 days of attendance.	06/23/2022

R 400.8161 (5) Emergency procedures.	A fire drill was not conducted during the winter quarter of December 2011/January 2022 /February 2022.	The licensee designees will ensure that fire drills are conducted quarterly and logged.	06/23/202
R 400.8161 (6) Emergency procedures.	The original license was issued in September 2021. No tornado drills have been conducted since the license has been open.	The licensee designees will ensure that two tornado drills are conducted yearly between March and November and logged.	06/23/2022
R 400.8170 (11) Outdoor play area.	During the onsite inspection, I observed an elevated piece of residential equipment. The licensee designee was informed at original issuance that residential equipment was not permitted in the outdoor play area. The licensee designee indicated the equipment was not used by children in care and was just stored in the outdoor play area. During outdoor play time, children went directly to the residential equipment and began playing on it.	The residential equipment was removed from the outdoor play area. The licensee designees will ensure that no additional residential climbing equipment is added to the outdoor play area.	06/23/2022
R 400.8170 (13) Outdoor play area.	During the onsite inspection, I observed elevated residential play equipment that was set up outside of the designated play area. The elevated equipment was placed on top of cement. The licensee indicated that children in care do not use that equipment. During the outdoor play time, a child	The licensee designees will ensure that all climbing equipment is inspected by a certified public playground inspector and climbing equipment is never placed on hard surfaces like concrete.	06/23/2022

	care staff member indicated that children have played on that equipment when the designated play area is too wet and muddy.		
R 400.8176 (3) Sleeping equipment.	During the onsite inspection, I observed three infants sleeping in their cribs with blankets covering them.	The licensee designees will ensure that child care staff members do not place any soft objects including blankets in or near a resting infant. Infant/toddler child care staff members have been retrained on safe sleep practices.	06/23/2022
R 400.8176 (6) Sleeping equipment.	During the onsite inspection, I observed a play yard in the Farm Room 1 classroom and another play yard in the Farm Room 2 classroom. The licensee designee indicated that the play yard was brought in because they did not have enough cribs for children in care.	The licensee designees will ensure that only cribs or porta-cribs are used. The play yards have been removed.	06/23/2022
R 400.8176 (13) Sleeping equipment.	During the onsite inspection, I observed an infant sleeping in an infant rocking seat with a blanket partially covering the infant's face.	The licensee designees will ensure that child care staff members immediately move sleeping infants from unapproved sleep equipment. The infant/toddler child care staff members have been retrained on safe sleep practices.	06/23/2022
R 400.8182 (3)(a) Ratio and group size requirements.	During the onsite inspection, I observed a 1:6 child care staff to child ratio. The children ages ranged from 12-18 months requiring a 1:4 child care staff to child ratio. The licensee designee indicated she thought Farm room 1 and Farm room 2 could be	The licensee designees will ensure that ratios are maintained in all rooms at all times.	06/23/2022

	considered one room and ratios combined.		
R 400.8185 (2) Primary care.	Infant and toddler child care staff members were not familiar with the primary care system and responsibilities.	The licensee designees have developed and implemented a primary care system. Child care staff members have been trained on primary care responsibilities.	06/23/2022
R 400.8185 (5) Primary care.	Primary care assignments were not developed therefore, were not provide to parents.	A primary care board showing children's primary care assignments have been set up in the classrooms.	06/23/2022
R 400.8315 (1) Food and equipment storage.	The refrigerator in Farm room 2 did not have a thermometer.	A thermometer was ordered for the refrigerator.	06/23/2022
R 400.8320 (5) Food preparation.	In the Farm room 2 and the Jungle room, I observed child care staff members serve ready to eat snacks using their bare hands.	The licensee designees will ensure that all child care staff members use food service gloves or pour the snack so that bare hands are not used.	06/23/2022
R 400.8325 (5) Sanitization.	I observed a dirty bottle in the refrigerator in Farm room 2. The child care staff member indicated she placed the used bottle in the refrigerator so that it would not stink before she washed it. The child care staff member washes the bottle in the sink with soap and a bottle brush. The bottle is not sanitized as required for manual handwashing.	Child care staff members have been informed that dishes cannot be washed, rinsed and sanitized by staff. Used bottles will be rinsed and placed in the child's diaper bag to be sent home for cleaning.	06/23/2022
R 400.8340 (3) Food services and nutrition; provided by parents.	In Farm room 1, I observed two bottles being served to two different children. The bottles did not have the child's first and last name and the date.	The licensee designees will ensure that all child care staff members label children's bottles.	06/23/2022

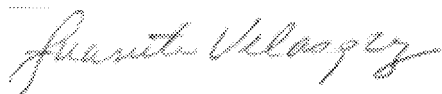
R 400.8340 (7) Food services and nutrition; provided by parents.	In the refrigerator in Farm room 2, there were three different cartons of milk provided by parents. None of the cartons had been labeled with the date of opening.	The licensee designees have requested that parents supply a daily supply of milk for their child. Cartons of milk will no longer be accepted.	06/23/2022
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It is expected that the corrective action plan will be implemented within the time frames as outlined in your plan.

Follow-up evaluations will be made to verify compliance. Should the corrections not be implemented in the specified time, it may be necessary to reevaluate the status of your license.

The office provides technical assistance to meet the licensing requirements and consultation to improve services. Please contact me with any questions. In the event that I am not available and you need to speak to someone immediately, you may contact the local office at (517)284-9730.

Sincerely,



Juanita G. Velasquez, Licensing Consultant
(586) 256-2044