



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

May 10, 2023

REDACTED REPORT

Ann Robb
Oxford Area Community Schools
105 Pontiac St.
Oxford, MI 48371

RE: License #: DC630023230
Investigation #: 2023D0019007
OES Child Care Programs

Dear Ms. Robb:

I conducted a special investigation because the child care licensing division received information regarding your facility that related to licensing rules or law. The information was related to the following:

R 400.8125	Staff; volunteer; requirements.
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The details of the information are in the attached report. To investigate:

- I interviewed the program director, child care staff members, and others with relevant information.
- I completed on-site inspections on the following dates: 01/23/2023 and 03/03/2023.

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.

I recommend no change to the current license status.

During this special investigation:	Yes	No
A rule or law violation was found and a serious injury or death occurred.	☐	☒
A rule or law violation was found and abuse and/or neglect of a child occurred.	☐	☒

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.

You will be sent two copies of this report. One is ***not for public disclosure*** and one is a ***redacted report***.

- The report marked ***not for public disclosure*** is for your records only. This copy may contain legally protected information. It must not be placed in your licensing notebook.
- The report marked ***redacted report*** may have some legally protected information blacked out. The ***redacted report*** and any related corrective action plans must be placed in your licensing notebook. The ***redacted 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,



Michelle Fruehan, Licensing Consultant
Bureau of Community and Health Systems
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
(248) 672-9158

Enclosure

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

I. IDENTIFYING INFORMATION

License #:	DC630023230
Investigation #:	2023D0019007
Complaint Receipt Date:	01/18/2023
Investigation Initiation Date:	01/18/2023
Report Due Date:	03/19/2023
Licensee Name:	Oxford Area Community Schools
Licensee Address:	105 Pontiac St. Oxford, MI 48371
Licensee Telephone #:	(248) 969-5035
Administrator:	Ann Robb, Designee
Licensee Designee:	Ann Robb, Designee
Name of Facility:	OES Child Care Programs
Facility Address:	105 Pontiac St Oxford, MI 48371
Facility Telephone #:	(248) 969-5035
Original Issuance Date:	05/03/1996
License Status:	1ST PROVISIONAL
Effective Date:	12/13/2022
Expiration Date:	06/12/2023
Capacity:	160
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
Child Care Staff Member A did not provide appropriate care when [REDACTED] Child A's [REDACTED].	No

III. METHODOLOGY

01/18/2023	Special Investigation Intake 2023D0019007
01/18/2023	Contact - Telephone call made spoke with program director, Ann Robb
01/18/2023	Contact - Document Received incident report
01/18/2023	Contact - Telephone call made to [REDACTED] Oxford Community Schools
01/18/2023	Contact - Telephone call made to Child A's Mother
01/18/2023	Contact - Telephone call received spoke with Ms. Robb
01/18/2023	Special Investigation Initiated - Telephone with Child A's mother
01/23/2023	Inspection Completed On-site, from 12:15pm to 2: 30pm, I interviewed • Child Care Staff Member B (CCSM B) • Child Care Staff Member C (CCSM C) • Program Director, Ann Robb
01/27/2023	Contact - Document Received spoke to [REDACTED] [REDACTED]
01/30/2023	Contact - Face to Face from 11 am to 12pm at [REDACTED] [REDACTED]

	██████████, Child A's Mother, Forensic Interviewer ██████████, Child A, and an ██████████ ██████████.
03/06/2023	Inspection Completed On-site from 10:30 am to 12:00 pm with ██████████, we interviewed: • Ms. Robb • CCSM B • CCSM D • CCSM E • CCSM F
03/13/2023	Contact - Face to Face from 2:00 pm to 2:30 pm, at ██████████ ██████████ We interviewed CCSM A. ██████████ ██████████ was in attendance.
03/14/2023	Contact- ██████████ conducted a second onsite inspection. She interviewed Child B, Child C, CCSM B, and ██████████ ██████████.
03/15/2023	Contact - Telephone call received. with ██████████
04/07/2023	Contact- ██████████ emailed notification from ██████████
04/12/2023	Contact- ██████████, and Area Manager Jackie Sharkey met by phone.
04/11/2023	Exit Conference with Ms. Robb
04/26/2023	Inspection Completed- full compliance.

ALLEGATION: CCSM A did not provide appropriate care when ██████████
Child A's ██████████.

INVESTIGATION: On 01/18/2023 I received a phone call and a completed incident report form from Program Director, Ann Robb. Ms. Robb informed me that an allegation of inappropriate contact between Child Care Staff Member (CCSM) A and Child A was made. She stated it occurred in the Great Start Readiness Program (GSRP) classroom. A specific date and time were not available.

Ms. Robb said she was made aware of the allegation on 01/18/2023 when CCSM B informed her that she received a call from Child A's Mother the evening before.

CCSM B stated that Child A's Mother informed her that Child A said that CCSM A (Co-lead, GSRP staff) [REDACTED] in the classroom. Child A's Mother asked Child A if CCSM A [REDACTED], and Child A replied, "Yes." Child A's Mother stated that Child A said it occurred when CCSM B was out of the classroom and while she played under a table or near the couch. No other information was provided. On 01/18/2023, Ms. Robb met with CCSM A briefly. He was placed on administrative leave pending an investigation. Child A is enrolled in the GSRP program Monday through Friday. CCSM A, CCSM B, and CCSM C all work in the classroom on a daily basis.

On 01/18/2023 I interviewed Child A's Mother. She stated, on Friday, 01/13/2023, while they waited for Child A's sister to be dismissed from the Middle School, Child A told her that she was playing with her friends, and CCSM A "kept messing with me." Child A's Mother stated this meant bothering her. Child A told her mother that CCSM A [REDACTED] and demonstrated the [REDACTED] at least twice. Child A's Mother asked if CCSM A [REDACTED]. Child A responded yes and [REDACTED]. Child A's Mother said Child A said, "Mom, I am telling you the truth." Child A's Mother is unsure when it occurred but said Child A stated that CCSM B was out of the classroom at the time of the alleged incident. Child A's Mother said that she always asks both of her children how their day (at school) was and asks them if anyone was "messing with them," but she did not ask Child A on 01/13/2023 because it was not a school day. Child A's Mother was concerned with the allegation and reached out to CCSM B to inform her of what Child A said. Child A's Mother said that CCSM B was made aware of the incident on 01/17/2023. CCSM B told Child A's Mother that she was very surprised about the allegation. CCSM B spoke to Child A on the phone. Child A repeated her statement regarding [REDACTED] to CCSM B. Child A's Mother asked for a meeting with CCSM A, however, Ms. Robb stated that she needed to contact the human resources department to determine how to proceed.

On 01/23/2023, I completed an unannounced, onsite inspection at OES Child Care Programs in Oxford. I interviewed CCSM B, CCSM C, and Ms. Robb. CCSM B has worked with CCSM A for the last nine years. CCSM C works in the GSRP classroom as a third staff member. She covers lunch breaks, time off, and provides support during lunch time. CCSM C has worked at OES for the last 6 months. CCSM B is listed as Child A's primary care provider.

CCSM B stated that she did not observe CCSM A [REDACTED] Child A in an [REDACTED] and that Child A did not tell her that CCSM A "messed with her," or that CCSM A [REDACTED], prior to the phone call on 01/17/2023.

CCSM B said she received a phone call from Child A's Mother on 01/17/2023. During this call, Child A's Mother told her that Child A said that CCSM A [REDACTED] Child A's Mother put Child A on the phone. Child A told her that CCSM A [REDACTED] Child A was not able to recall the date or time of the day, however, CCSM B concluded that the alleged incident must have

happened at lunch because Child A told her that she was not in the classroom at the time of the incident. CCSM B said the only time that she is out of the room is during lunch prep. Child A stated she told CCSM B that CCSM A [REDACTED] when it happened, however, CCSM B indicated that did not happen. Child A did not tell her that CCSM A [REDACTED]

CCSM B said that when she is out of the room to get the lunch cart, CCSM C is in the classroom with CCSM A. There is always at least two staff members in the classroom. CCSM B stated that she has never observed CCSM A [REDACTED] children in [REDACTED]. She said CCSM A is not very physical with children. CCSM B said Child A will give high-fives or fist bumps to children but does not generally hug children, allow children to sit on his lap, pick children up, or assist in the bathroom. CCSM B said if girls need bathroom assistance, she is always the person that provides that support. CCSM A does not go in the girl's bathroom. CCSM B stated that she provides the discipline in the classroom when needed, and CCSM A often defers to CCSM B when children are misbehaving. She is usually the one that problem solves and talks with children who are not listening. She stated that children are not taken out the room for any form of discipline and she has never observed any concerning forms of discipline given to Child A or any other children by CCSM A. CCSM B was shocked by the allegation and does not believe that CCSM A had the opportunity or [REDACTED] children in [REDACTED].

CCSM B said Child A is independent and stubborn at times but enjoys playing with other children. She said she does not tend to get in "trouble," but is silly and playful. The week prior to the incident, Child A played in the bathroom. She put soap on her hands, made bubbles, and clapped her hands multiple times. This resulted in a wet and soapy floor. CCSM B asked Child A to help her clean up the mess. Child A hid under the table. She was angry with CCSM B but did help eventually. Child A remained angry after the incident occurred.

I interviewed CCSM C. She said that she did not observe CCSM A [REDACTED] Child A's [REDACTED]. She stated she has never seen CCSM A act inappropriately or even get upset or frustrated with children. She said CCSM A is never alone with children. The children love him. CCSM C said Child A has bonded with her. She always asks for hugs and high-fives. Child A likes to engage in imaginary play with other children. They often pretend to be dogs and crawl around the floors. Child A did not tell her that CCSM A [REDACTED] her. She said Child A made an unusual comment to her sometime in December. Child A asked her if she ever gets whooping's (hit) with a [REDACTED]. CCSM C said, "No, I don't." Child A replied, [REDACTED]. CCSM C did not ask any questions, she redirected the conversation to another subject. She informed Ms. Robb of the comment.

I interviewed Ms. Robb. She stated she was made aware of the allegations on 01/18/2023. She said CCSM A and CCSM B came into her office, and CCSM B proceeded to tell her that she received a phone call from Child A's Mother on 01/17/2023 at 9 pm. During this phone call, Child A's Mother informed CCSM B that

Child A told her that CCSM A [REDACTED]. There was no established timeline or time of day provided. Child A's Mother asked to meet with CCSM A, however, Ms. Robb indicated that CCSM A was placed on administrative leave due to the allegations. Ms. Robb attempted to reach out to Child A's Mother two or three times on 01/18/2023, however, a return call was not received. Ms. Robb reported the incident to the Human Resources Department, and [REDACTED] was notified of the incident. Ms. Robb stated she has not had any concerns regarding CCSM A's interactions with children and he has not received any disciplinary action regarding inappropriate contact with children.

On 01/18/2023 I spoke to [REDACTED]. He interviewed Child A's Mother, and a forensic interview at [REDACTED] was scheduled for 01/30/2023.

On 01/30/2023 a meeting was held at [REDACTED] Oxford Schools [REDACTED] Child A's Mother, Child A's Father (via phone), Forensic Interviewer [REDACTED], Child A, and an [REDACTED] were present. Child A's Mother stated that Child A told her that it happened when she played under the table with other children (Child B and Child C) and that Child A said CCSM A told her not to tell anyone. Child A's Mother said that she asked Child A to show her how CCSM A [REDACTED], and she [REDACTED]. Child A told her mother, he was [REDACTED] When asked what he was doing Child A described that he was touching her shoulder and she started hiding under the table and behind the couch.

Child A was interviewed. Her disclosures did not align with the allegations made against CCSM A.

On 03/06/2023, together with [REDACTED], I completed a second onsite inspection. We interviewed Ms. Robb, CCSM C, and CCSM D. CCSM B was not present.

Ms. Robb informed us that CCSM A has worked for the Oxford School District since 05/16/2014. CCSM A does not have a history of allegations of inappropriate contact between himself and children. Ms. Robb stated that she has had no concerns with CCSM A's interactions with children.

[REDACTED] and I interviewed CCSM C. She stated that CCSM B leaves the classroom daily to get lunch from the cafeteria at 11:30 am. During this time, children finish playtime then clean up, while lunches are being placed on tables. CCSM C said that there are three staff in the classroom at most times. All staff members play and interact with children. If problems arise with or between children, staff provide problem solving assistance. CCSM C states she has never heard CCSM A raise his voice or express anger with children. CCSM A did not appear overwhelmed in the classroom and has positive interactions with children. CCSM C

stated that children do not sit on her lap, when they try, she tells them to sit beside her. She said that children do not sit on CCSM A's lap, they sit beside him. CCSM C said when children use the bathroom, which is located directly outside of the classroom door, staff members stand in the hallway to make sure they go in and out of the bathroom. CCSM C said that staff will go in the bathroom if children soil themselves but that's really the only time any staff member is in the bathroom.

██████████ and I interviewed CCSM D. She stated that she works as CCSM A's mentor. She observes CCSM A once a month and provides feedback. She stated that she has never observed any concerning interactions between CCSM A and children. CCSM D said children do not generally play under the tables. There is one student (██████████) that hides under the table.

██████████ and I interviewed CCSM E. She stated that she has worked with CCSM A for around eight years. She stated that CCSM A is very calm. He never raises his voice and is easy to work with. She has never observed any concerning interactions between CCSM A and children. She added that CCSM A is easy to work with and that children love him. CCSM E said if she observed children playing under tables, she would ask them to get out from under the table.

██████████ and I completed a classroom observation. There were no children in attendance on this day. All the chairs were on top of two tables. There was a sensory table, used for sand and water play. There were no other tables observed inside the room. There was a small couch separating the kitchen area and the dress up area. The couch was perpendicular to the wall with no space for hiding. Ms. Rob indicated that this was the typical set up of the classroom, except the chairs are on the floor. There were a couple of different areas segmented off throughout the room, but only by short bookshelves. Adults can see throughout the room whether sitting in a chair or standing.

On 03/13/2023, together with ██████████, we interviewed CCSM A. ██████████ was in attendance. CCSM A has been employed with Oxford Schools for about eight years but has been in his current position for the past four years. The classroom follows a 1: 8 ratio and there are sixteen children and two or three adults in the classroom. He said that any one-on-one work in class is done at a table and at least one other staff member is in the room. Most work is done in groups, small or large. He said he is never left alone in the room. CCSM A said, when children are not following directions, CCSM A refers to the central agreements (classroom rules). He gives children reminders like, "walking feet," when children are running inside and, "gentle hands," if children are hitting each other. CCSM A said he does not raise his voice. CCSM A stated if children's behaviors become too difficult, he can contact the administration team, and they will provide classroom support.

CCSM A explained that Child A is happy and goofy. She does not have behavior problems in the classroom. Child A likes to pretend she is a cat or dog when she

does free play in class. CCSM A denied that there were any hugs, secrets, or possible times where he could have [REDACTED] Child A's [REDACTED]. CCSM A does not believe that there could have been an accidental time in class when this could have happened for any reason. CCSM A said the only time he can recall Child A getting in, "trouble," was in January of this year, when she spread soap all over the bathroom walls at classroom bathroom time. CCSM A explained that this occurred at lunch time and Child A was told, after she got back from cleaning her mess with CCSM B, that she needed to eat her lunch. Child A refused to eat her lunch at first. CCSM B told Child A that she needed to finish her lunch as she would not be able to eat it once lunch time was done. Child A ate her lunch. CCSM A stated he did not have any physical contact with Child A during this incident.

On 03/14/2023, [REDACTED] completed an onsite inspection. She interviewed Child B and Child C, CCSM B, and [REDACTED] observed children in the classroom and noted, "There were multiple times when it was very easy to see that any part of a child's body and teachers body were likely to touch for short periods of time as everyone moves about in the room."

Child B's legal competency could be established, and he agreed to follow the ground rules. Child A explained that neither he nor any of the kids in his class are afraid of CCSM A. He could not think of any times when anyone would be afraid of CCSM A. He could not think of a time when any students hid under any tables. He could not think of a time when any students hid on a couch. Child A was unable to distinguish the difference between safe and unsafe touches.

Child C's legal competency could not be established as he was unable to verify that he would not guess at anything. Child C stated that his staff is CCSM B. Child C did not know what happens when anyone gets in trouble. Child B could not think of any time when he has been afraid at school and could not think of any times when any other kids were afraid in his class. Child C could not think of any time when any kids have ever hid under any tables in his class.

[REDACTED] interviewed CCSM B. She explained on 01/12/2023, Child A had gotten in trouble with her, because she spread soap all over the walls in the bathroom. Child A was asked to clean her mess. Child A cleaned up her mess despite being extremely mad. After returning to class, Child A was so angry she hid under the table during lunch time. CCSM A told her that she could not be under the table and that she should sit and eat lunch. When there was five minutes left in lunch time, CCSM A told Child A lunch was about to end. Child A was visibly mad but sat at the table and ate her lunch. CCSM A reminded her there was one minute left to finish eating. That was the end of the incident, and Child A went on to have a successful afternoon. CCSM A was not upset; he did not raise his voice, and at no point was he within the ability to [REDACTED] Child A's [REDACTED] in any way throughout that conversation. This was the first time this school year where Child A has individually been in trouble for a deliberate action, outside of the normal things all kids in the class struggle with.

A meeting was completed with [REDACTED] who works with Oxford Early Learning Center, [REDACTED] explained that she has observed the GSRP classroom "multiple times" as two different children who have been on her caseload have been in that classroom. She explained that at no point in this school year has she had any concerns with either staff member in that classroom. She reported that the classroom is extremely small, and when all of the kids are moving around or it is playtime, there are multiple times that she, herself, has apologized to kids for brushing them accidentally. She has never witnessed or heard about any inappropriate behavior by CCSM A toward any of the children in the class, prior to this investigation. [REDACTED] reported that she has also never had any times, in her observations, that she has observed any actions by CCSM A that could be misconstrued as having [REDACTED] has never observed any of the children fearful of CCSM A, B, or C. She has never observed CCSM A become frustrated or angry.

Ms. Robb asked [REDACTED] to sit in on a meeting between the administrative staff and Child A's Mother. The meeting was completed, and [REDACTED] spoke with her supervisor about speaking with Child A. There was a clear understanding that [REDACTED] is not an investigator but was more focused on trying to obtain some form of a timeframe. [REDACTED] had a session with Child A. Child A's mother was in the classroom but did not participate in any way. [REDACTED] spoke with Child A. [REDACTED] observed that Child A appeared annoyed by CCSM A. [REDACTED] explained that she told Child A, "I heard you were telling your mom something big about Mr. CCSM A." Child A was extremely hard to follow when she told the story as there was no time frame or chronological order. [REDACTED] was able to gather that there were two different days that Child A was referencing. Child A talked about one day when she hid under the desk. She talked about a completely different day and referenced that CCSM A [REDACTED], and she asked him to stop, but he did not listen. Child A pointed to [REDACTED], when asked where she [REDACTED]. She clarified it was [REDACTED]. There were no additional time frames or information gathered.

[REDACTED] explained that she was at the center the other day and heard Child A say, [REDACTED]. She then started giggling uncontrollably. This occurred with another student, while walking in line. CCSM A reiterated that we keep our hands and bodies to ourselves.

On 03/15/2023, [REDACTED] contacted me to inform me of her interviews.

04/07/2023 I received an email indicating that [REDACTED] is not pursuing criminal charges.

04/12/2023 [REDACTED], and Area Manager Jackie Sharkey met by phone. [REDACTED] indicated that there are no findings, and she is closing the investigation.

04/13/2023 I spoke to Ms. Robb. I informed her that there are no substantiated violations, and the investigation will be closed. Ms. Robb informed me that CCSM A is returning to work but will be located at a different facility.

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 were provided. CCSM B, CCSM C, Child B, and Child C did not observe CCSM A [REDACTED] Child A in [REDACTED]. CCSM A denied inappropriate contact. Child A's disclosures did not align with the allegations made against CCSM A.
CONCLUSION:	VIOLATION NOT ESTABLISHED

IV. RECOMMENDATION

I recommend no change in the status of this child care license.

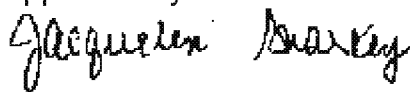


05/09/2023

Michelle Fruehan
Licensing Consultant

Date

Approved By:



05/10/2023

Jacquelin Sharkey
Area Manager

Date