



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

October 26, 2022

Lizabeth White
25000 W Ten Mile
Southfield, MI 48034

RE: License #: DC630077836

RE: SI LOG #: Early Impressions
25000 W Ten Mile
Southfield, MI 48034

Dear Ms. White:

This letter is to advise you that the 10/25/2022 corrective action plan you 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
R400.8128	CCSM, R.G. did not have verification of her TB status on file.	All staff will have to provide evidence to verify that they are free from communicable tuberculosis and a copy kept in their employee file before employment. Corrective action has already been taken and all files and staff compliant as of	10/21/2022
R400.8131	Of the nine staff files reviewed only three had all of the requirements of this rule.	All toddler teachers will have training that includes information about prevention of SIDS and safe sleep practices before caring for infants and toddlers. Proof of training will be required	

before employee start date. All toddler teachers that did not meet this requirement have already completed the training or are in the process of completing the training and will have it completed no later than one week from now.

(3) All child care staff members who work directly with children shall be trained on prevention of shaken baby syndrome, abusive head trauma and child maltreatment, and recognition and reporting of child abuse and neglect. All staff that did not complete this requirement has been given the information and will have it completed no later than one week from now. Proof of completion is required and will be maintained in our Professional Development records.

(4) All child care staff members will complete prevention and control of infectious disease training including immunizations before unsupervised contact. All staff who did not

		meet this requirement will have it completed no later than one week from now and provide proof of completion to be maintained in our Professional Development records.	
R400.8131	Six of the nine CCSM files reviewed were missing the required trainings of this rule. A professional development plan was reviewed, and the requirement of these trainings were noted as well as the link to gain access for completion.	Within 90 days of being hired, all child care staff members will complete all of the required trainings. All staff who did not meet this requirement will have it completed by 12/20/22 and provide proof of completion to be maintained in our Professional Development records.	12/20/2022
R400.8131	Seven of the nine staff files reviewed did not have at least 16 clock hours for 2020 and 2021. The other two staff files were new hires.	All child care staff members shall complete 16 hours of professional development annually. This requirement has been communicated to the teachers. All staff that does not complete this requirement may not begin the next school year until all hours have been satisfied.	
R400.8134	I observed a CCSM in the toddler room wipe a child's running nose (with a glove on) and did not wash her hands following. I observed the same CCSM wipe her own bodily fluids on her face and did not wash her hands following. After this was brought	Handwashing procedures have been reviewed with all staff on 09/26/2022 and procedures are posted near all sinks and in classrooms.	09/26/2022

	to her attention, she did wash her hands.		
R400.8152	Medication was on site without parent written permission.	New medication forms with prior written permission from the parent have been provided to the parents on 09/27/2022 and will be used in the future.	09/27/2022
R400.8325	The multi-purposed table in the toddler room was not washed, rinsed and sanitized after I observed a child having a morning snack. The children transitioned to playing with playdough without the table being processed.	Rules regarding table surfaces have been reviewed with all staff members on 09/26/2022.	09/26/2022

It is expected that the corrective action plan will be implemented within the time frames as outlined in your plan.

A follow-up evaluation may 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,



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