



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

September 27, 2022

Lizabeth White  
L & A Educational Services Inc  
6280 Carroll  
West Bloomfield, MI 48322

RE: License #: DC630077836  
**Early Impressions**  
**25000 W Ten Mile**  
**Southfield, MI 48034**

Dear Ms. White:

Attached is your renewal inspection report. You can find a copy of this renewal inspection report and any associated corrective action plans on our [website](#) under [Statewide Search for Licensed Child Care Centers and Homes](#). A description of when renewal inspection reports are completed can be found under [Overview of Licensing Reports](#).

During the renewal inspection on 10/26/2022, I found 7 violation(s) listed below and explained in the attached report: listed below and explained in the attached report:

<b>R400.8128 Staff; volunteer; tuberculosis.</b>
<b>R400.8131 Professional development requirements.</b>
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<b>R400.8134 Hand washing.</b>
<b>R400.8152 Medication; administrative procedures.</b>
<b>R400.8325 Sanitization</b>

Due to the violations, you must send us a corrective action plan by 10/23/2022. 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.

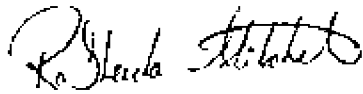
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

<b>During calendar year 2021:</b>	<b>Total</b>
Number of serious injuries that occurred in facility.	<b>0</b>
Number of deaths that occurred in the facility.	<b>0</b>
Number of substantiated cases of abuse and/or neglect of a child that occurred at the facility.	<b>0</b>

Please 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 (248) 975-5053.

Per MCL 722.113g, this report and any related corrective action plans must be filed in your Licensing Notebook.

Sincerely,



RaSheeda Mitchell, Licensing Consultant  
 Bureau of Community and Health Systems  
 611 W. Ottawa Street  
 P.O. Box 30664  
 Lansing, MI 48909  
 (248) 762-1915

Enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
CHILD CARE LICENSING BUREAU  
RENEWAL INSPECTION REPORT**

**I. IDENTIFYING INFORMATION**

**License#:** DC630077836

**Licensee Name:** L & A Educational Services Inc

**Licensee Address:** 6280 Carroll  
West Bloomfield, MI 48322

**Licensee Telephone #:**

**Licensee/Designee:** Lizabeth White, Designee

**Name of Facility:** Early Impressions

**Facility Address:** 25000 W Ten Mile  
Southfield, MI 48034

**Facility Telephone #:** (248) 357-1740

**Original Issuance Date:** 12/04/1997

**Capacity:** 133

**Age Range:** Ages 2 years 0 months Thru 12 years

**Program Components:** SWIMMING  
PRESCHOOL  
INFANT/TODDLER  
FOOD SERVICE

**II. METHODS OF INSPECTION**

Date of On-Site Inspection(s): 09/26/2022  
 Date of Environmental Health Inspection: N/A  
 Date of Fire Safety Inspection: 12/05/2022  
 Date of Lead Hazard Risk Assessment, if applicable:  
 Date of Documentation of Playground Compliance, if applicable:

		No. of Records Reviewed
No. of children enrolled in care	88	15
No. of staff employed	19	9
No. of volunteers	0	0
No. of children present at time of inspection	56	
No. of staff present at time of inspection	10	
No. of volunteers present at time of inspection	0	
No. of children interviewed/observed	56	
Persons Interviewed:	Licensee/Licensee Designee	<input checked="" type="checkbox"/>
	Program Director	<input checked="" type="checkbox"/>
	Caregiving staff	<input checked="" type="checkbox"/>

Approved Child Use Space: Classrooms 1-6 on the lower levels are approved for child use space.

Approved Program Director: Lizabeth White

Approved Central Administrator: None

Approved Variances: None

Key Indicator Inspection: No

**III. DESCRIPTION OF FINDINGS & CONCLUSIONS**

This renewal inspection involved a review of all applicable child care center administrative rules and statutes. Verification of compliance included direct observations of the physical environment and the program, discussions with staff, and a review of the center’s records, including staff records and children’s records. Staff records include background checks and training information. Children’s records include child information cards, physical examination dates, and immunizations.

During the inspection, the center was found to be in compliance with all applicable rules and statutes except for the following violations:

**R 400.8128                    Staff; volunteer; tuberculosis.**

A center shall keep on file at the center evidence to verify that each child care staff member and each volunteer who has contact with children at least 4 hours per week for more than 2 consecutive weeks is free from communicable tuberculosis (TB). Verification of TB status is required within 1 year before employment or volunteering.

CCSM, R.G. did not have verification of her TB status on file.

**R 400.8131                    Professional development requirements.**

(2) Child care staff members shall have training that includes information about prevention of sudden infant death syndrome and use of safe sleep practices before caring for infants and toddlers.

(3) Before caring for children, all child care staff members and unsupervised volunteers 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.

(4) Before unsupervised contact with children, all child care staff members who work directly with children shall complete prevention and control of infectious disease training, including immunizations.

Of the nine staff files reviewed only three had all of the requirements of this rule.

**R 400.8131                    Professional development requirements.**

(5) Within 90 days of being hired, or the first day as an unsupervised volunteer, all child care staff members and unsupervised volunteers who work directly with children shall complete the following trainings, which may count toward annual professional development hours and are available at MiRegistry:

- (a) Administration of medication.
- (b) Prevention of and response to emergencies due to food and allergic reactions.
- (c) Building and physical premises safety.
- (d) Emergency preparedness and response planning.
- (e) Handling and storage of hazardous materials and appropriate disposal of bio-contaminants.

- (f) Precautions in transporting children, if applicable.
- (g) Child development.

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.

**R 400.8131 Professional development requirements.**

- (6) All child care staff members who work directly with children shall complete 16 clock hours of professional development annually on topics relevant to job responsibilities that include, but are not limited to, any of the following subjects:
  - (a) Child development and learning.
  - (b) Health, safety, and nutrition.
  - (c) Family and community collaboration.
  - (d) Program management.
  - (e) Teaching and learning.
  - (f) Observation, documentation, and assessment.
  - (g) Interactions and guidance.
  - (h) Child care center administrative rules.

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.

**R 400.8134 Hand washing.**

- (2) All staff and volunteers shall wash their hands at all of the following times:
  - (g) After handling bodily fluids.

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 to her attention, she did wash her hands.

**R 400.8152 Medication; administrative procedures.**

- (2) A child care staff member shall give or apply medication, prescription or nonprescription, only with prior written permission from a parent.

**R 400.8325 Sanitization.**

- (1) All tableware, utensils, food contact surfaces, and food service equipment must be thoroughly washed, rinsed, and

sanitized after each use. Multi-purpose tables must be thoroughly washed, rinsed, and sanitized before and after they are used for meals or snacks.

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.

**I provided technical assistance and consultation on the following:**

- Crisis manage plans should not be posted (only required emergency procedures R400.8161a-d)
- Immediately disconnect all staff members who no longer work for the child care facility R400.8112(2)(f)
- Ensure all staff comply with the completion of required refresher trainings R400.8131(12)
- Ensure each child have documentation of a completed physical on file (page 2 missing for one child).

Upon receipt of an acceptable corrective action plan, I recommend issuance of a regular status license.

**IV. RECOMMENDATION**



09/27/2022

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RaSheeda Mitchell  
Licensing Consultant

Date