



STATE OF MICHIGAN  
DEPARTMENT OF  
LIFELONG EDUCATION, ADVANCEMENT, AND POTENTIAL  
LANSING

GRETCHEN WHITMER  
GOVERNOR

MICHELLE RICHARD  
ACTING DIRECTOR

1/19/2024

Eman Saleh  
Early Explorers Academy  
2011 Dacosta Street,  
Dearborn, MI, 48128

License Number: DC630380575  
Special Investigation Number: SI-00079853

Dear Ms. Saleh,

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:

Rule/Law Number	Rule Description
R 400.8125(1)	All staff and volunteers shall provide appropriate care and supervision of children at all times.
R 400.8155(4)(a)	The name of the communicable disease the children were exposed to.
R 400.8125(1)	All staff and volunteers shall provide appropriate care and supervision of children at all times.

The details of the allegations are in the attached report. To investigate the allegations:

- I interviewed program directors Eman Saleh and Kathryn Thomas, CCSM 1, CCSM 2, and CCSM 3.
- I completed on-site inspections on the following dates: 11/27/2023

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

Rule/Law Number	Rule Description
R 400.8125(1)	All staff and volunteers shall provide appropriate care and supervision of children at all times.

I recommend no change to the current license status.

Due to the violations, you must send us a corrective action plan by 02/8/2024. You can use our corrective action plan form or create your own.

If you need help writing the corrective action plan, please contact licensing consultant Bagvati Yedur at (248) 736-1869 or yedurb@michigan.gov. If you do not send a corrective action plan, you may face disciplinary action. The corrective action plan must include the following:

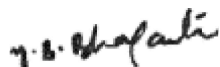
- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

<b>During this special investigation:</b>	<b>Yes</b>	<b>No</b>
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.

Please review this report for accuracy and contact your consultant, Bagvati Yedur at (248) 736-1869 or yedurb@michigan.gov. In the event that Bagvati Yedur is not available and you need to speak to someone immediately, please contact the Child Care Licensing Bureau at 517-284-9730.

Sincerely,



Bagvati Yedur, Licensing Consultant  
Michigan Department of Lifelong education, advancement and Potential  
611 W. Ottawa Street  
P.O. Box 30664  
Lansing, MI 48909  
(248) 736-1869

Enclosure

**MICHIGAN DEPARTMENT OF LIFELONG EDUCATION, ADVANCEMENT AND  
POTENTIAL  
CHILD CARE LICENSING BUREAU**

**Report Type:** Special Investigation Report

**Date of Report:** 1/19/2024

<b>Special Investigation Number</b>	<b>Complaint/Incident Receipt Date</b>
SI-00079853	11/21/2023
<b>Investigation Initiation Date</b>	<b>Report Due Date</b>
11/21/2023	1/20/2024
<b>License Number</b>	<b>Licensee Name(s)</b>
DC630380575	Early Explorers Academy
<b>Facility Name</b>	<b>Licensee Designee(s)</b>
Early Explorers Academy	Eman Saleh
<b>Program Type</b>	<b>Central Administrator(s)</b>
Center	
<b>Capacity</b>	<b>Program Director(s) Name</b>
120	Eman Saleh <b>Qualifications:</b> R 400.8113(7)(b) <b>Date PD Approved:</b> 8/10/2016 Kathryn Diane Thomas <b>Qualifications:</b> R 400.8113(7)(d) <b>Date PD Approved:</b> 7/25/2023
<b>Facility Address</b>	<b>Mailing Address</b>
2716 Dixie Highway, Waterford, MI, 48328	2011 Dacosta Street, Dearborn, MI, 48128
<b>Facility Phone Number</b>	<b>Facility Email Address</b>
2486180404	eman.saleh@earlyexplorersacademy.org
<b>Original License Issuance Date</b>	<b>License Status:</b>
2/18/2016	Provisional 1
<b>License Effective Date:</b>	<b>License Expiration Date:</b>
10/24/2023	4/24/2024

**ALLEGATION(S)**

	<b>Violation Established?</b>	
The center did not provide appropriate care when they did not feed Child A three days consecutively from 10 am to 3 pm and did not communicate to the parent regarding the same.	Yes	
The center did not provide details about the exposure of communicable diseases at the center such as Coronavirus (COVID) and Respiratory Syncytial Virus (RSV).		No

The center did not provide appropriate supervision when Child A had a busted lip.		No
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## METHODOLOGY

Date	Activity
11/21/2023	Special Investigation Case Created SI-00079853
11/21/2023	Special Investigation Initiated via Phone Call Interviewed the complainant.
11/21/2023	Interviewed Child A's mother via phone call.
11/27/2023	Inspection Completed On-Site from 10:30 am to 12:30 pm Interviewed program director/Licensee designee, Eman Saleh, program director, Kathryn Thomas and Child care staff members (CCSM), CCSM 1, CCSM 2 and CCSM 3.
01/10/2023	Exit Conference Conducted with licensee designee, Ms. Saleh

**ALLEGATION:** The center did not provide appropriate care when they did not feed child A three days consecutively from 10 am to 3 pm and did not communicate to the parent regarding the same.

### INVESTIGATION:

On 11/21/23, the department received a complaint stating that Child A (11-month-old male) was not fed for three days while he was at the child care center from 10 am to 3 pm.

On 11/21/23, I interviewed Child A's mother who said that she received the daily reports from the center for 10/25/23, 10/26/23 and 10/27/23, and on all three days there was no entry for food from 10 am to 3 pm. Child A's mother said that she did not notice the daily report for 10/25/23 and 10/26/23, but after she saw that Child A had not eaten anything on 10/27/23, she asked the child care staff member (did not recall the name) about it. The staff member told her that Child A had refused to eat. The other staff members (did not recall the names) also told her that Child A sleeps a lot and there was no time to feed him in the time that he was awake. Child A's mother said that she had not received

any messages from the staff members when Child A did not eat anything on 10/25/23, 10/26/23 and 10/27/23.

Child A's mother said that she sends all the food for Child A from home. She packs two 8-ounce bottles, some snacks and water with Pedialyte mixed in. Child A's mother said that she mixed in oatmeal in the formula as per doctor's instructions on all the days. Child A's mother said that all the food came back home.

Child A's mother said that she would send copies of the daily reports for review for the three days. Child A's mother said that she had seen photos on the Bright Wheel application of Child A sitting with other children for mealtime, but he was not fed.

Child A's mother said that after the conversation that she had with the staff members, Child A has been fed on a regular basis, and she has been receiving daily reports with documented feeding of type, time and amount of food.

On 11/21/23 I received the daily report for 10/26/23 and 10/27/23. Child A's mother said that she could not find the daily report for 10/25/23. The details were as follows:

10/26/23: Child A came into the classroom feeding a bottle with formula and oatmeal mixed into it at 10 am. Child A had water with Pedialyte at 1:40 pm. Child A slept from 10:25 am to 11:10 am, 12:50 pm to 1:55 pm and 2:15 pm to 3 pm.

10/27/23: There was no information about Child A coming in with a bottle on this report. Child A had Pedialyte at 1 pm. Child A slept from 10:30 am to 11:50 am and 2:08 pm to 3:05 pm. Child A's mother did not have the daily report for 10/25/23.

On 11/27/23, I conducted an unannounced onsite inspection at the center. I reviewed the attendance sheets for 10/25/23, 10/26/23 and 10/27/23. On 10/25/23, CCSM 1 (10 am to 3 pm) and CCSM 3 (9 am to 3 pm) worked with Child A. On 10/26/23, CCSM 2 (11 am to 2 pm) and CCSM 3 (10 am to 3 pm) and CCSM 4 (10 am to 11 am and 2 pm to 3 pm) worked with Child A. On 10/27/23, CCSM 1 and CCSM 2 worked with Child A from 10 am to 3 pm.

On 11/27/23, I interviewed CCSM 1 who said that the two infant rooms were combined on 10/25/23 due to low attendance, and she worked with Child A. CCSM 1 said that she had offered the bottle, but Child A had refused but she did not document the same. CCSM 1 could not recall the times that the bottle was offered. CCSM 1 said that he came in with a bottle of formula at around 10 am. He does not finish the bottle most of the time. Child A has an 8-ounce bottle, but the mother overfills it to 10 ounces and there is always leftovers in the bottle. CCSM 1 said that she did not know until later that Child A's mother was bringing in formula with oatmeal in it. CCSM 1 said that she would wonder why Child A refused to eat since this has happened before when he has refused to eat. CCSM 1 said that she was told by other staff members (could not recall the names) that Child A's mother was aware of it, and she did not think of messaging the mother. CCSM 1 said that it was not unusual for Child A to refuse food sometimes.

CCSM 1 also indicated that Child A sleeps a lot during his day at the center. CCSM 1 did not recall any incidents from 10/27/23, even though she was aware that Child A had refused to eat sometimes. CCSM 1 said that she did not work in the infant room on 10/26/23 and she did not know that Child A had refused to eat on three consecutive days from 10 am to 3 pm.

On 11/27/23, I interviewed CCSM 2 who said that she only worked with Child A on 10/27/23 and did not recall working with Child A on the other two days. CCSM 2 said that Child A comes in with a bottle of formula mixed with oatmeal every day. It is common for Child A to refuse to eat sometimes, but she had a conversation with Child A's mother when Child A was in her room about two months ago and the mother was aware of it. CCSM 2 said that she did not think anything when Child A refused to eat on 10/27/23. CCSM 2 said that there was no way that they would not have offered Child A anything to eat but did not document that he had refused to eat.

CCSM 2 said that she had worked with Child A since he was 4 months old and had understood his food habits and intake quite well. CCSM 2 did not realize that Child A had refused to eat for three consecutive days. CCSM 2 said that Child A's mother had come to her about this incident a couple of weeks ago, and she had explained to her that Child A appears pretty full all the time and refuses to eat most of the time. CCSM 2 told Child A's mother that Child A has leftovers in his bottle almost every time when he comes in with an 8-ounce bottle overfilled. CCSM 2 asked Child A's mother to help her with what to feed Child A and at what time to come up with a schedule. CCSM 2 said that after a long conversation, they had decided that Child A would not have oatmeal in his bottle when he arrived. CCSM 2 said that recently Child A was moved to the infant 2 room, and she was not a staff member for Child A. She worked with him only on the days when the two infant rooms would be combined on certain days due to low attendance. CCSM 2 said that CCSM 4 works regularly with Child A.

On 11/27/23, I interviewed CCSM 3 who said that she could only recall being in the infant room on 10/25/23. CCSM 3 said that she floats from one room to another and knows to document in the daily log whenever she is in the infant/toddler rooms. CCSM 3 said that Child A was not a very good eater and may have refused to eat, but she was not sure. As far as she can recall, Child A would nibble on food and eat very little but did not refuse to eat while she was present. CCSM 3 said that sometimes she tells the lead caregiver to document when she feeds children also. Therefore CCSM 3 was not sure what happened on those three days.

On 11/27/23, I interviewed program directors, Ms. Saleh and Ms. Thomas. Ms. Saleh said that Child A's mother had come to her about three weeks ago stating that Child A had not been eating well at the center and mentioned the three days in October when he was not fed at all. Ms. Saleh talked to the staff members who worked with Child A on those days and found out that Child A came in with a bottle every day that had formula along with oatmeal. Child A sleeps a lot during his day at the center and refuses to eat when fed. Ms. Saleh said that Ms. Thomas worked with the staff members and Child A's mother to come up with a feeding schedule for Child A.

Ms. Thomas stated that she made it clear to Child A's mother that Child A was on an on-demand schedule classroom and not all children are fed at the same time. Child A's mother wanted Child A be included in the mealtimes to sit with the other children even though it was not his time to eat. Ms. Thomas talked to CCSM 4 to make sure that Child A was included in the mealtimes. During the meeting they also came up with a feeding schedule that the mother wanted. Ms. Thomas said that she has been in touch with Child A's mother for the last two weeks to make sure that the feeding schedule has worked out. Ms. Thomas said that Child A's mother expressed that she is very happy with the way things are going.

On 10/28/23 and 12/4/23, I left voicemail for CCSM 4 and did not receive a call back.

**RULE/STATUTORY VIOLATIONS:**

APPLICABLE RULES	
R 400.8125(1)	All staff and volunteers shall provide appropriate care and supervision of children at all times.
ANALYSIS:	The center did not provide appropriate care to Child A when they did not communicate to the parent that Child A had refused to eat for three consecutive days.
CONCLUSION:	<p>VIOLATION ESTABLISHED</p> <p><b>Repeat Violation Established</b></p> <p><b>Reference:</b>            LSR generated: 7/5/2023.            Corrective action plan dated: 9/18/2023.</p>

**ALLEGATION:** The center did not provide details about the exposure of communicable diseases at the center such as Coronavirus (COVID) and Respiratory Syncytial Virus (RSV).

**INVESTIGATION:** On 11/21/23, the department received a complaint stating that the center did not provide information regarding outbreaks of communicable diseases. The complainant stated that there was COVID in the infant room and also RSV but there was no information provided to the parents regarding the same. The outbreak happened in the months of October and November 2023. The complainant did not have specific dates.

On 11/21/23, I interviewed the complainant who said that there was COVID and RSV in the infant classroom, but they were not provided with any information regarding the same in the infant classroom. The complainant stated that they were provided an email

notification that there was Hand, Foot, and Mouth disease in the infant room but not anything about RSV or COVID. The complainant said that they were aware that there were many infants infected with the diseases and the infant rooms were combined because of low attendance during this time.

On 11/27/23, I interviewed the co-program director Ms. Thomas who stated that there was no COVID in the infant room; therefore, they did not post any information on the infant room door. However, there was a posting regarding an RSV outbreak at the center on the infant room door and at the entrance doors of the center describing the symptoms of the disease.

On 11/27/23, I observed the posting for RSV at the entrance of the center outlining the name, symptoms and prevention measures from The Center for Disease Control.

On 11/27/23, I interviewed CCSM 1, CCSM 2, and CCSM 3, who stated that there was no COVID in the infant room, and they had seen postings of RSV at the center.

**RULE/STATUTORY VIOLATIONS:**

APPLICABLE RULES	
R 400.8155(4)(a)	The name of the communicable disease the children were exposed to.
ANALYSIS:	The center communicated to the parents about the name, symptoms and preventive measures for the communicable disease of RSV as per CDC requirements.
CONCLUSION:	VIOLATION NOT ESTABLISHED

**ALLEGATION:** Child A was injured due to lack of supervision.

**INVESTIGATION:** On 11/21/23, the department received a complaint stating that on 11/2/23, Child A had a busted lip due to lack of supervision.

11/21/23, I interviewed Child A's mother who said that Child A had a busted lip in the classroom on 11/2/23. She said that CCSM4 was in the class at the time and sent her a message on the Brightwheel application on the phone giving a description of how the injury occurred. Child A's mother also got a photo of the injury. Child A's mother spoke to CCSM 4 the next morning about the injury and told her that she did not want Child A to pull up and try to stand up when there is not a staff member around. She said that she had a meeting with the program director Ms. Thomas and explained to her that she did not want Child A to be pulling up or trying to stand up when there are no adults

around. Since then, she has not seen any injuries on Child A. She keeps an eye on the camera on the phone application to make sure that Child A is not trying to stand up while there are no adults around. She has also observed that there is always a staff member with Child A when he is walking around and standing up.

On 11/27/23, I conducted an unannounced onsite inspection at the center. I reviewed the message on the Brightwheel application that was sent to Child A's mother from CCSM 4. It stated that Child A got injured while he was standing at one of the bookshelves and his hand slipped and he fell on the shelf with his cheek. His tooth apparently caught his lip a little bit and it cut. It bled a little, but ice was applied, and he is doing fine. He quickly stopped crying after a little bit and is going down for a nap. There was a photo of the injury attached to the message and Child A's mother has acknowledged the same.

On 11/27/23, I went to the infant classroom where the incident took place and observed the furniture, especially the shelves. The shelves are age-appropriate, and I did not see any hazards in the classroom that could cause an injury.

On 11/27/23, I reviewed the attendance record for 11/2/23. At the time of the injury, CCSM 4 was the only staff member in the classroom with four children.

On 11/27/23, I interviewed CCSM 1, CCSM 2, and CCSM 3 who said that they were not aware of a busted lip for Child A.

On 11/27/23, I interviewed co-program director, Ms. Thomas, who said that she had a meeting with Child A's mother regarding the incident of the busted lip. Ms. Thomas said that Child A's mother had told her that Child A should not be allowed to stand up, even while holding the furniture since he was a premature baby and he was too young to pull up to stand. Ms. Thomas said that she spoke in detail to Child A's mother about the developmental milestones and explained that it was appropriate for Child A to pull up to stand holding on. Ms. Thomas told Child A's mother that she would talk to the staff and let them know that if they are diapering, they are to have the children around on the carpet so that they will not be going to a child that is trying to stand up. Ms. Thomas spoke to CCSM 4 about the injury the very next morning after the incident report was made but did not know where CCSM 4 was at the time of the injury.


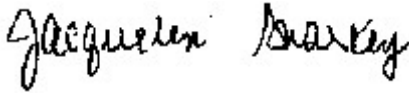
On 11/28/23 and 12/4/23, I left a voicemail for CCSM 4 but did not receive a return call.

**RULE/STATUTORY VIOLATIONS:**

R 400.8125(1)	All staff and volunteers shall provide appropriate care and supervision of children at all times.
ANALYSIS:	The center provided appropriate supervision when Child A fell and had an injury.

CONCLUSION:	VIOLATION NOT ESTABLISHED

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

Approved By:	
 1/18/24  Bagvati Yedur <b>Consultant</b>	 01/19/24  Jacquelin Sharkey <b>Area Manager</b>