



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

LANSING

GRETCHEN WHITMER  
GOVERNOR

MICHELLE RICHARD  
ACTING DIRECTOR

01/22/2024

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

License Number: DC630380575  
Special Investigation Number: SI-00080169

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 400.8140(1)	Positive methods of discipline that encourage self-control, self-direction, self-esteem, and cooperation must be used.

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

- I interviewed: the licensee designee, the program director, child care staff members, parents, and a witness.
- I completed on-site inspections on the following dates: 11/30/2023

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

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

Due to the violations, you must send us a corrective action plan by 02/11/2024. 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 Alicia Wiggins at (248) 369-7892 or [wigginsa@michigan.gov](mailto:wigginsa@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, Alicia Wiggins at (248) 369-7892 or [wigginsa@michigan.gov](mailto:wigginsa@michigan.gov). In the event that Alicia Wiggins is not available and you need to speak to someone immediately, please contact the Child Care Licensing Bureau at (517) 284-9730.

Sincerely,



Alicia Wiggins, Licensing Consultant

Enclosure

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

**Report Type:** Special Investigation Report

**Date of Report:** 01/22/2024

<b>Special Investigation Number</b>	<b>Complaint/Incident Receipt Date</b>
SI-00080169	11/30/2023
<b>Investigation Initiation Date</b>	<b>Report Due Date</b>
11/30/2023	01/31/2024
<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(8)(b) (9). <b>Date PD Approved:</b> 08/10/2016 Kathryn Thomas <b>Qualifications:</b> R 400.8113(7)(d) (9). <b>Date PD Approved:</b> 07/25/2023
<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>
(248) 618-0404	eman.saleh@earlyexplorersacademy.org
<b>Original License Issuance Date</b>	<b>License Status:</b>
02/18/2016	Provisional 1
<b>License Effective Date:</b>	<b>License Expiration Date:</b>
10/24/2023	04/24/2024

**ALLEGATION(S)**

	<b>Violation Established?</b>	
A couple months ago, a male child was standing in the crib. Child Care Staff Member (CCSM) 1 put her hand on his head and watched him fall.	No	
A couple months ago, CCSM 1 fell asleep in a rocking chair with her daughter, who attends the child care center, in her hands.	Yes	
CCSM 1 tells the children to shut up.	No	

## METHODOLOGY

Date	Activity
12/01/2023	Special Investigation Case Created SI-00080169
11/30/2023	Special Investigation Initiated via On-site from 12:48 p.m. to 1:33 p.m.  Interviewed CCSM 1 CCSM 2 CCSM 3 CCSM 4 Kathryn Thomas, Program Director, via telephone while on-site
11/30/2023	Contact – Phone Call Received Interviewed Eman Saleh, Licensee Designee
12/20/2023	Contact – Phone Call Made Interviewed Child A's Mother
12/20/2023	Contact – Phone Call Made Interviewed Child B's Mother
12/20/2023	Contact – Phone Call Made Interviewed Child C's Mother
12/20/2023	Contact – Phone Call Made Interviewed Witness
01/16/2024	Exit Conference with Ms. Saleh

**ALLEGATION:** A couple months ago, a male child was standing in the crib. Child Care Staff Member (CCSM) 1 put her hand on his head and watched him fall.

### INVESTIGATION:

On 11/30/2023, I completed an unannounced on-site inspection. I interviewed CCSM 1, CCSM 2, CCSM 3 and CCSM 4, separately. While on-site, I interviewed Ms. Kathryn Thomas via telephone. Ms. Thomas stated she has never received any concerns regarding the allegation stated above. She has never observed CCSM 1 put her hand on any child's head while he or she was standing in the crib and watch him or her fall. She has never observed CCSM 1 do anything that would cause harm to a child.

CCSM 1 denied the allegation. She stated she has never physically harmed a child. She would never do anything that would cause harm to a child. She cares for the children like they are her own children.

CCSM 2 stated she was told by another staff that CCSM 1 put her hand on Child A's head when he was standing in the crib and watched him fall. She could not recall who

told her about the incident. Child A was not injured as a result of the incident. She did not report the incident to anyone because she did not know she could report it since she did not witness the incident. She has never observed CCSM 1 physically harm a child.

CCSM 3 stated she has not witnessed CCSM 1 put her hand on a child's head while he was standing in the crib and watched him fall, however, CCSM 2 told her that the incident happened with Child A. CCSM 1 did not provide her with any other details about the incident. She did not report the allegation because she was unaware that she should have reported it even if she had not witnessed the incident.

CCSM 4 stated CCSM 1 takes care of the children's immediate needs but sometimes her interactions with the children can be harsh and not always nurturing. For example, if a child crawls to her and tries to climb on her leg, she may move the child off her leg. CCSM 2 told her that she witnessed CCSM 1 put her hand on Child A's head and watched him fall. CCSM 1 did not provide her with any other details about the incident. She did not report the incident because she thought CCSM 2 was going to report the incident. She was unaware that she could have reported the incident although she was not the person who witnessed it.

On 11/30/2023, I interviewed Ms. Saleh via telephone. She stated she has never received any concerns regarding the allegation. She has never observed CCSM 1 put her hand on any child's head while he or she was standing in the crib and watch him or her fall. She has never observed her do anything that would cause harm to a child.

On 12/20/2023, I interviewed Child A's Mother, Child B's Mother, and Child C's Mother, separately via telephone. They reported no concerns regarding the care that CCSM 1 provides to their children. They have never been informed by anyone at the center that CCSM 1 has done anything inappropriate to their children. Their children have not been injured while in the care of CCSM 1. Child A's Mother was never informed that CCSM 1 put her hand on Child A's head while he was standing in the crib and watched him fall.

On 12/20/2023, I interviewed Witness via telephone. Witness has observed CCSM 1 working with the children at the center. She stated she has never received any concerns regarding the allegation. She has never observed CCSM 1 put her hand on any child's head while he or she was standing in the crib and watch him or her fall. She has never observed her do anything that would cause harm to a child.

**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:	Based on the interviews that were conducted, there is no evidence to support that CCSM 1 put her hand on a child's head when he or she was standing in the crib and watched him fall.

	None of the individuals that were interviewed stated that they witnessed the alleged incident. CCSM 1 denied the allegation.
<b>CONCLUSION:</b>	<b>Violation Not Established</b>

**ALLEGATION:** A couple months ago, CCSM 1 fell asleep in a rocking chair with her daughter, who attends the child care center, in her hands.

**INVESTIGATION:**

On 11/30/2023, I completed an unannounced on-site inspection. I interviewed CCSM 1, CCSM 2, CCSM 3 and CCSM 4, separately. While on-site, I interviewed Ms. Thomas via telephone. Ms. Thomas stated she has never received any concerns regarding the allegation stated above. She has not observed CCSM 1 asleep in a rocking chair either holding her daughter or not holding her daughter.

CCSM 1 denied that she has fallen asleep while caring for the children. She stated she has closed her eyes while rocking her daughter to sleep but she was not sleeping. She could not recall what the other children were doing when she closed her eyes, and she could not recall if other staff were in the room with her.

CCSM 2 stated she saw CCSM 1 fall asleep twice last year when she was pregnant. Her eyes were closed when she was in the room with her, so she assumed she was asleep. She was not holding a child. She did not tell the program director or anyone else about her falling asleep.

CCSM 3 stated she has witnessed CCSM 1 fall asleep months ago for about fifteen to thirty minutes. They were working together and CCSM 1 was holding her daughter when she was sleeping. She did not try to wake her up nor did she express her concerns to the program director.

CCSM 4 stated she has never witnessed CCSM 1 fall asleep while caring for the children.

On 11/30/2023, I interviewed Ms. Saleh via telephone. I interviewed Witness on 12/20/2023 via telephone. They both stated they have never received concerns that CCSM 1 was falling asleep while caring for the children. They have never observed her sleeping while caring for the children.

**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:	Based on the interviews that were conducted, there is insufficient evidence to support that CCSM 1 has fallen asleep in a rocking chair while holding her daughter. However, CCSM 1 admitted that she has closed her eyes while she was rocking her daughter to sleep. While CCSM 1's eyes are closed, she is not ensuring that the children are receiving appropriate care and supervision.
CONCLUSION:	<b>Violation Established</b>

**ALLEGATION:** CCSM 1 tells the children to shut up.

**INVESTIGATION:**

On 11/30/2023, I completed an unannounced on-site inspection. I interviewed CCSM 1, CCSM 2, CCSM 3 and CCSM 4, separately. While on-site, I interviewed Ms. Thomas via telephone. Ms. Thomas stated she has never received any concerns regarding the allegation stated above. She has never heard CCSM 1 tell children to shut up. She has only heard her speak appropriately to the children.

CCSM 1 denied telling the children to shut up. She does not yell or say inappropriate things to the children.

CCSM 2 stated she has never heard CCSM 1 tell the children to shut up. She has heard her use a raised voice saying, "Hey, don't do that." She has never heard her say anything inappropriate to the children.

CCSM 3 stated she has heard CCSM 1 speak to the children in an abrasive manner, and she has heard her tell the children to shut up when they were crying. She did not inform the program director about her concerns regarding how she speaks to the children.

CCSM 4 stated she has never heard CCSM 1 tell the children to shut up, nor has she heard her say anything inappropriate to the children.

On 11/30/2023, I interviewed Ms. Saleh via telephone. I interviewed Witness on 12/20/2023 via telephone. They both stated they have never received concerns that CCSM 1 tells the children to shut up. They have never heard her say anything inappropriate to the children.

**RULE/STATUTORY VIOLATIONS:**

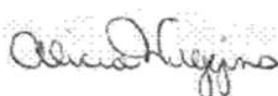
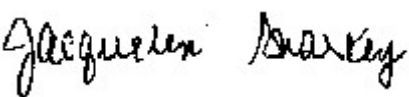
APPLICABLE RULES	
R 400.8140(1)	Positive methods of discipline that encourage self-control, self-direction, self-esteem, and cooperation must be used.

ANALYSIS:	Based on the interviews that were conducted, there is no evidence to support that CCSM 1 tells the children to shut up or has said anything inappropriate to the children.
CONCLUSION:	<b>Violation Not Established</b>

Technical Assistance	
R 400.8125(5)	A written statement must be signed and dated by staff and volunteers at the time of hiring or before volunteering indicating all of the following information: (a) The individual is aware that abuse and neglect of children is against the law. (b) The individual has been informed of the center's policies on child abuse and neglect. (c) The individual knows that all staff and volunteers are required by law to immediately report suspected abuse and neglect to children's protective services.
R 400.8158(2)	A licensee, licensee designee, or program director shall report to the child's parent and the department, directly or via phone, fax, or email, within 24 hours of the occurrence of any of the following: (b) An incident involving an allegation of inappropriate contact.

**BUREAU RECOMMENDATION**

Bureau Recommendation
Upon receipt of an acceptable corrective action plan, I recommend no change in the status of the license.

Approved By:	
 January 18, 2024 <b>Alicia Wiggins</b> <b>Consultant</b>	<b>Date</b>
 January 22, 2024 <b>Jacquelin Sharkey</b> <b>Area Manager</b>	<b>Date</b>