



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

May 17, 2023

REDACTED REPORT

Derick Doe
Doeting Education Co Dba Goddard School Of Novi
48600 Grand River Ave
Novi, MI 48374

RE: License #: DC630387620
Investigation #: 2023D0211009
The Goddard School of Novi

Dear Mr. Doe:

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(1) Staff; volunteer; requirements
- R 400.8140(2)(a) Discipline.

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

- I interviewed the person who made the complaint, program director, licensee designee, child care staff members, and parents.
- I completed on-site inspections on the following dates: 03/24/2023 and 04/05/2023.

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.

During this special investigation:	Yes	No
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"/>

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,



Chimere Simmons, Licensing Consultant
Bureau of Community and Health Systems
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909

Enclosure

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

I. IDENTIFYING INFORMATION

License #:	DC630387620
Investigation #:	2023D0211009
Complaint Receipt Date:	03/16/2023
Investigation Initiation Date:	03/16/2023
Report Due Date:	05/15/2023
Licensee Name:	Doeting Education Co DbA Goddard School Of Novi
Licensee Address:	48600 Grand River Ave Novi, MI 48374
Licensee Telephone #:	(248) 962-3631
Administrator:	Derick Doe, Designee
Licensee Designee:	Derick Doe, Designee
Name of Facility:	The Goddard School of Novi
Facility Address:	48600 Grand River Ave Novi, MI 48374
Facility Telephone #:	(248) 938-0400
Original Issuance Date:	12/27/2017
License Status:	REGULAR
Effective Date:	05/25/2021
Expiration Date:	05/24/2023
Capacity:	154
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
Child A ([REDACTED], female) has injuries resulting from child care staff members physically disciplining her.	No
Child B is allowed to hit the other children in the classroom	No

III. METHODOLOGY

03/16/2023	Special Investigation Intake 2023D0211009
03/16/2023	Special Investigation Initiated - Telephone Spoke to complainant.
03/16/2023	Contact - Telephone call made. Spoke to Child A's Mother
03/17/2023	Contact - Document Received Correspondence with [REDACTED] [REDACTED]
03/24/2023	Inspection Completed On-site Onsite from 9:02 am to 12:17 pm with [REDACTED] Interviewed CCSM D, CCSM A, CCSM B, program director, Janelle LoGiudice, and licensee designee, Derick Doe.
03/31/2023	Contact - Telephone call received Spoke with [REDACTED]
04/05/2023	Inspection Completed On-site Onsite from 9:14 am to 9:47 am with [REDACTED] Interviewed CCSM C and CCSM A, Janelle LoGiudice, and Derick Doe
04/12/2023	Contact - Telephone call made Left voicemail for Child C's Mother
04/20/2023	Contact - Telephone call made. Left voicemail for Child D's Mother
04/20/2023	Contact - Telephone call made.

	Left voicemail for Child E's Mother
04/20/2023	Contact - Telephone call received. Spoke to Child D's Mother
04/24/2023	Contact - Document Sent Emailed Program Director, Janelle LoGiudice
04/25/2023	Exit Conference Exit conference with Licensee Designee, Derick Doe

ALLEGATION: Child A ([REDACTED], female) has injuries resulting from child care staff members physically disciplining her.

INVESTIGATION: On 03/16/2023, I spoke to the complainant via telephone. The complainant stated that CCSM A, CCSM C, CCSM D and program director, Janelle LoGiudice hit and kick the children in the pre-k classroom. The complainant shared that one day, CCSM A cut Child A with [REDACTED] and CCSM B witnessed the event.

On 03/16/2023, I spoke to Child A's Mother. Child A's Mother shared that Child A would come home from the child care center with bruises that she did not have before. Child A has been attending the child care center for approximately one year. When Child A's Mother asked Child A how she received the bruises, Child A told her that the child care staff members hit and kick the children. Child A shared with Child A's Mother that CCSM A hit her in the face with a backpack and CCSM C punched her. When she asked Child A why the staff members would do that, Child A replied, "All the teachers are naughty". Child A shared that Ms. LoGiudice gives out snacks in the morning, and Ms. LoGiudice would kick her in the shins when she passes by her. Child A also shared that the child care staff members wake the children up from naptime by screaming in their faces. Child A and her friends hide behind the couch in the classroom when the child care staff members are being mean until licensee designee, Derick Doe tells them it's safe to come out, and that "the teachers are being nice now."

Child A's Mother shared that on 03/15/2023, Child A had a cut on her thumb, and she took Child A to the doctor. [REDACTED]

[REDACTED] was able to obtain Child A's medical record from the physician regarding bruises and a cut on Child A's finger. The physician noted that Child A had a shallow cut on her thumb with dried blood. The physician also noted that Child A had small bruises on the shin, hip, and lower back above the right [REDACTED]. When she took Child A to the doctor, Child A informed Child A's Mother and the doctor that CCSM A had cut Child A with [REDACTED] at the child care center and Ms. CCSM B yelled at her for cutting her with the [REDACTED]. Later that evening at home, Child A told Child A's Mother about the staff members hitting and kicking all the children in

the classroom. When Child A's Mother asked Child A why she didn't tell her what was going on, Child A said that the staff members told the children not to tell their parents what happens at the child care center. Child A could not recall the days or dates of the incidents, but Child A's Mother believes it has been happening during the past eight months or so.

On 03/17/2023, I spoke with [REDACTED]. I informed [REDACTED] that I had spoken to the complainant and Child A's Mother via telephone. [REDACTED] informed me that she had met with Child A, Child A's Mother, and Child A's Father. Child A's Mother informed [REDACTED] that Child A will not be returning to the child care center.

On 03/24/2023, I conducted an unannounced onsite inspection with [REDACTED] and [REDACTED], from 9:02 am to 12:17 pm. We informed program director, Janelle LoGuidice of the allegations. Ms. LoGuidice stated that she was shocked and had no knowledge of the allegations. Ms. LoGuidice informed us that the child care center has cameras on the outside of the building only. Ms. LoGuidice shared that she has had to speak to staff in the past regarding the child care center's discipline policy. The child care center has had a special investigation in the past, [REDACTED], regarding discipline. Ms. LoGuidice shared that there were no findings as a result of the special investigation and the alleged staff member no longer works at the child care center.

Ms. LoGuidice denies ever witnessing any staff member hitting, kicking, or pushing a child. Ms. LoGuidice denies ever kicking or hitting Child A or any other child at the child care center. Ms. LoGuidice shared that she is typically never alone in a classroom with children and there are usually multiple staff members present. Ms. LoGuidice had never received any complaints from parents against herself or any of the staff members. Ms. LoGuidice said that she passes out snacks to the classrooms but denies ever kicking Child A while doing so. Ms. LoGuidice reported that she was not aware of any altercations between staff members. Ms. LoGuidice was aware that CCSM A had informed CCSM D how to redirect children and that she has talked to CCSM D about how to redirect children. Ms. LoGuidice denies ever witnessing CCSM D use physical discipline with Child A or any other child. Ms. LoGuidice has not received any complaints from parents about CCSM D.

Ms. LoGuidice stated that 03/14/2023 was "pie day" at the child care center and the children were served apple pie. She was not aware of any incidents with the cutting of the pies. The pies were cut in the kitchen and children do not have access to the kitchen. Ms. LoGuidice stated there would not have been a need for the pies to be cut in the classroom and that CCSM A would have told her if an incident with a knife had occurred. Ms. LoGuidice recalls going to the classroom on "pie day" and asking if they needed more pie. CCSM A told her that the pieces were pretty big and that she would cut the slices they already have. Ms. LoGuidice was in the classroom less

than one minute as she asked how many children were present then dropped off the apple pie and whipped cream.

Ms. LoGuidice stated that she doesn't remember kicking any child maliciously or accidentally. When asked if she has received any complaints from Child A's Mother, Ms. LoGuidice stated that on 03/09/2023, she received a message from Child A's Mother stating that Child C had kicked Child A and left a mark on her side. CCSM C called Child A's Mother who said the mark was now gone. On 03/10/2023, CCSM C messaged Child A's Mother for a follow up, however, Child A's Mother did not respond. On 03/14/2023, CCSM C had messaged Child A's Mother and informed her that Child A had a rash under her ear that Child A said was from her backpack.

On 03/15/2023, Child A's Mother came to the child care center and gathered Child A's things. Ms. LoGuidice denies scaring the children or screaming at them. Ms. LoGuidice shared the child care center conducts active intruder drills where she and licensee designee, Derick Doe will go from classroom to classroom and tell the children and staff, "Hey, it's safe to come out". Mr. Doe has informed the parents about the intruder drills and that they have been prompted by recent events, including school shootings.

On 03/24/2023, I interviewed licensee designee, Derick Doe. [REDACTED] informed Mr. Doe of the allegations. Mr. Doe shared that they conduct active shooter drills and children go to the restrooms or other hidden areas of the classroom. Mr. Doe explained that they turn off the light for two to three minutes, and he along with other staff go around to the classrooms and give the "okay". Mr. Doe denied that children are taught to hide behind the child- size couches in the classroom. The active shooter drills are conducted a couple of times per year, and the last drill was about a month ago. Mr. Doe explained that the drills usually occur with no issues, and they have had no issues in the past five years. Mr. Doe denies telling the children they can come out now and that "the teachers are being nice now". Mr. Doe also shared that he nor any other staff act like the "bad guy" during the active shooter/intruder drills.

When asked about the child care staff member that allegedly kicked Child A, Mr. Doe clarified that there are two staff members at the child care center that have the same first name. Mr. Doe explained that there is the program director and CCSM F. CCSM F is a resource staff that conducts observations in the classrooms and may relieve staff. Mr. Doe expressed that he believes that in general they are all good staff members. Mr. Doe shared that CCSM D, CCSM A and [REDACTED] were nominated for Goddard School's teacher of the year award. Mr. Doe shared that Pre-k 1 is a very busy classroom as they are preparing the children for kindergarten. Mr. Doe is unaware of any issues between staff and that he does not tolerate drama. Mr. Doe shared that sometimes personalities do not mix but staff mostly collaborate well together. Mr. Doe expressed that he was unaware of any verbal altercations between CCSM D and CCSM A. Mr. Doe shared that he and Ms. LoGuidice have had conversations with CCSM D due to her tone with children in the classroom.

They decided that CCSM D will not have a dedicated classroom but will be the music instructor and support staff. Mr. Doe denies ever witnessing CCSM D or any of the staff hit or kick children. Mr. Doe was also present on “pie day” but was unaware of Child A being injured by a knife. He shared that if something did happen, an incident report would have been completed.

On 03/24/2023, I interviewed CCSM A. CCSM A has worked at the child care center for five years and this was the first time she has received a complaint from a parent. CCSM A shared that the only discipline she utilizes with the children is talking to them. CCSM A recalls that on 03/14/2023, “pie day” was a good day with the kids and there were no accidents that day. CCSM A shared that she and CCSM C cut the pie, but there were no children cut by the knife. They have plastic knives in the classroom, but the children are not given knives to use. CCSM A denied cutting Child A with a knife and was unaware of Child A being cut by a knife. CCSM A shared that the pie was already cut into slices when they received it from the kitchen but noticed the slices were pretty big. CCSM A had left at 3:30 pm but before leaving she used a plastic knife to cut the slices into smaller pieces. CCSM A does not recall or remember Child A coming up to her at the table where she was cutting the pie.

CCSM A denied hitting Child A or any of the children. She also denied witnessing any other staff using physical discipline with the children. CCSM A also shared that she has never had any altercations with other staff members. She has talked to CCSM B about two months ago regarding yelling at the children. The talk happened during the children’s nap time (12:30 pm to 3 pm) and it was a quiet conversation off to the side. CCSM A shared that she did not see any bruises on Child A, nor has she completed an incident report for Child A. CCSM A confirmed that there is a child-size bench and chair in a “library area” in the classroom. CCSM A shared that sometimes children will hide behind the bench and chair to play. The children never hid behind the chair and/or bench out of fear of her or the other child care staff members. CCSM A denies Mr. Doe ever having to come into classroom and call the children out from the couch.

On 03/24/2023, I interviewed CCSM B. CCSM B has worked at the child care center for four years but has been full time for the past two years. CCSM B shared that she was in the classroom in the afternoon on 03/14/2023. She does not recall any child getting hurt that day. When she arrived in the classroom, CCSM A was at the table cutting the pie with a plastic knife. While CCSM A cut the pie, she was on the carpet reading a book to the children. CCSM B shared that while CCSM A was cutting the pie at the rainbow table, it’s possible that a child could have walked up to her and asked her a question, but she wasn’t sure. CCSM B does not remember Child A getting cut. CCSM B does not remember any child getting hurt, or crying, or asking for a Band-aid. CCSM E was also in the classroom helping CCSM A put the slices of pie by the children’s names on the table. CCSM B stated that the plastic knife never left CCSM A’s side. She stated that CCSM A is very good with the kids and likes working in her classroom because it flows so well. CCSM B shared that sometimes the kids like to play hide, and they hide in their cubbies; not because they

were afraid of the staff, but they were playing together. CCSM B stated that Child A usually wears long sleeves and long pants and had not witnessed any bruises on her. CCSM B also shared that she talks with the children and asks if they need a hug. If the child(ren) are causing harm then the child(ren) are removed by holding their hand. If the child pulls away, then they let go of the child's hand. CCSM B denies ever witnessing a staff member physically discipline a child.

On 03/24/2023, I interviewed CCSM D. CCSM D has worked at the child care center for five years and primarily works in the toddler classroom. CCSM D stated that physical discipline is not allowed at the child care center. Redirection is the main form of discipline and time out is not permitted. CCSM D shared that with the older preschool children, they are redirected or led to another area. In the toddler classroom, children are picked up and moved to another area if needed. CCSM D denies witnessing CCSM A, CCSM C, and/or Ms. LoGuidice hit or kick any child in the center.

On 04/05/2023, I along with [REDACTED] conducted an unannounced onsite inspection at the center from 9:14 am to 9:47 am. During the onsite inspection, I interviewed CCSM C. CCSM C has worked at the child care center for four and one-half years and has worked with CCSM A for three years in the pre-k classroom. CCSM C was aware of the allegations of Child A and "pie day". CCSM C stated that they don't discipline children; the children are given choices to calm down by reading a book or coloring, but it's the child's choice. CCSM C stated that she has never kicked a child and would never do that. When asked about Child A's cut, CCSM C denies that Child A was injured or hurt on "pie day". CCSM C shared that this is the first time she or CCSM A has had any problems or issues with a parent.

CCSM C stated that she has never witnessed any staff kick children. She has never witnessed CCSM A swing a bag or hit Child A with a bag or anything of that nature. CCSM C shared that she has never seen the program director kick or hit children and denies that Ms. LoGuidice hit Child A on the hip causing her injury. CCSM C also shared that she has never seen CCSM A and CCSM D argue. When asked about the children hiding from the staff members out of fear, CCSM C stated that some of the children would hide behind the furniture when they were playing but were not hiding out of fear. CCSM C went on to share that staff members would only say you can come out when it's a drill practice, but Mr. Doe is not always the person to give the all- clear.

[REDACTED] have concluded their individual investigations with no findings.

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:	Based on interviews and observation of the children and staff members in the classroom, there is no evidence to support the allegations of inappropriate care.
CONCLUSION:	VIOLATION NOT ESTABLISHED

APPLICABLE RULE	
R 400.8140	Discipline.
	(2) All of the following means of punishment are prohibited: (a) Hitting, spanking, shaking, biting, pinching, or inflicting other forms of corporal punishment.
ANALYSIS:	Child care staff members deny hitting or kicking Child A and reported using positive methods of discipline with the children including redirection and appropriate child-level options.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION: Child B is allowed to hit the other children in the classroom.

INVESTIGATION: On 03/16/2023, I spoke to the complainant. The complainant shared that Child B is allowed to hit all the girls in the classroom. The complainant shared they did not know why Child B only hit, kicked, and pushed the girls in the classroom. The complainant also shared that all the parents in the classroom are aware that Child B bullies the girls, but the child care center will not do anything to stop it. The complainant did not provide any specific dates or time frames.

On 03/16/2023, I spoke to Child A's Mother. Child A's Mother shared that she was informed by Child A that Child B hits and kicks her and the other girls in the classroom at the child care center. Child A's Mother shared that she has received three incident reports pertaining to Child A being injured due to Child B. Child A's Mother also shared that she has received a phone call or a message about incidents involving Child B hurting or harming Child A. Child A's Mother shared that the child care staff members and administrative staff are very friendly and nice but believes they only tell her what she wants to hear and/or only what they want her to know.

On 03/24/2023, I interviewed program director, Janelle LoGuidice. Ms. LoGuidice stated that there were concerns regarding Child B's behavior at the child care center and that Child B no longer attends due to those concerns. Ms. LoGuidice said that Child B would hit, kick, and push other children in the classroom, however, Child B never hurt anyone to the point where they would need to seek medical attention. Ms. LoGuidice was concerned about Child B's behavior because Child B appeared to have no remorse after hitting or kicking other children. Ms. LoGuidice also shared that they had meetings with Child B's Father regarding Child B's behaviors. Ms. LoGuidice has never met Child B's Mother. Ms. LoGuidice shared that child care staff members are required to complete incident reports whenever a child is hurt in

the center. Child B had been sent home several times due to his aggressive behavior towards the other children, including hitting and kicking. Ms. LoGuidice stated that several parents complained that Child B had been hurting their daughters. While Child B would become aggressive with the other children, Child B was allowed to attack the other children in the classroom. Child B's last day attending the child care center was 03/08/2023. Child B's Father sent an email on 03/23/2023, stating that Child B was enrolled at another child care center.

On 03/24/2023, I interviewed licensee designee, Derick Doe. Mr. Doe shared that CCSM A had informed him that parents were becoming frustrated with Child B's behaviors. Mr. Doe stated that the pre-k classroom is a busy room as the children are older and there are more children in the classroom. Mr. Doe stated that he had conversations with Child B's Father about Child B hitting and kicking other children in the classroom. As Child B's behavior progressed, they began to send Child B home. Mr. Doe shared that Child B no longer attends the child care center. While Mr. Doe reported there were challenges with Child B, he did not state that child care staff members allowed Child B to hit and kick the children. Mr. Doe shared that in addition to the staff assigned to the classroom, there is also support staff at the child care center.

On 03/24/2023, I interviewed CCSM A. CCSM A is the lead caregiver in the pre-k 1 classroom and stated there are 25 children enrolled. CCSM A shared that Child B no longer attends the center but did have behavior issues such as hitting other children in the classroom.

On 03/24/2023, I interviewed CCSM D. CCSM D works in the pre-todds classroom but also assists in the pre-k 1 classroom when needed. CCSM D stated that she is aware of Child B's behavior and hitting/kicking of other children in the classroom. CCSM D shared that she believes Child B cannot control himself when he is in large group settings with the other children. She reported that Child B would push the other children over, shove or push them, kick and sometimes step on the children's hands. CCSM D shared that Child B would laugh after doing so. CCSM D also shared that she initially believed that Child B's behavior was due to a language barrier as English is not Child B's first language. When Child B would have incidents of hurting other children, she would redirect Child B. CCSM D stated that the classroom has a "cozy corner" where children can go to calm down and relax if redirection does not work.

On 03/24/2023, I interviewed CCSM C. CCSM C shared that Child B seemed to have a hard time controlling his impulses and would hit and kick the other children. CCSM C stated that Child B did not really play with toys and did not know how to play with the other children. CCSM C shared that if Child B had left a mark on one of

the children as a result of hitting or kicking, they would complete an incident report. CCSM C also shared that Child B appeared to hit the other children to get attention.

On 04/20/2023, I spoke with Child D's Mother. Child D's Mother shared that she had no concerns with any of the staff at the child care center. She stated that she was very happy with the service provided and did not have any concerns. Child D's Mother went on to say that she sometimes gets annoyed because they don't always wipe Child D's face. Child D's Mother shared that Child D has attended the child care center for a while and believes the staff are very diligent about notifying her of any incidents. She said the child care staff are very detailed, sometimes too detailed. Child D's Mother shared that she has had two children in care at the center over the years and the oldest is now in elementary school.

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:	The staff members provided appropriate care and supervision. The staff did not allow Child B to hit the children in the classroom.
CONCLUSION:	VIOLATION NOT ESTABLISHED

IV. RECOMMENDATION

I recommend no change in the status of the license.

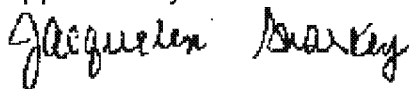


05/15/2023

Chimere Simmons
Licensing Consultant

Date

Approved By:



05/17/2023

Jacquelin Sharkey
Area Manager

Date