



GRETCHEN WHITMER
GOVERNOR

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

Michelle Richard
ACTING DIRECTOR

04/19/2024

Jennifer Bennetts
Cre8ive Beginnings of Farmington Hills Inc.
12587 Fair Lakes Circle
Fairfax, VA 22033

License Number: DC630396400
Special Investigation Number: SI-00118337

Dear Ms. Bennetts,

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 400.8140(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 complainant, program director, licensee designee, child care staff member, and witness.
- I completed on-site inspections on the following dates: 01/31/2024.

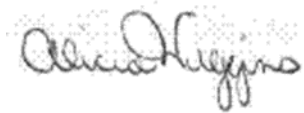
As a result of this investigation, I recommend no change to the current license status. I did not find any violations. The special investigation report is attached.

During this special investigation:	Yes	No
A rule or law violation was found and a serious injury or death occurred.	☐	☒
A rule or law violation was found and abuse and/or neglect of a child occurred.	☐	☒

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. 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**

Report Type: Special Investigation Report

Date of Report: 04/19/2024

Special Investigation Number	Complaint/Incident Receipt Date
SI-00118337	01/29/2024
Investigation Initiation Date	Report Due Date
01/31/2024	04/01/2024
License Number	Licensee Name(s)
DC630396400	Cre8ive Beginnings of Farmington Hills Inc.
Facility Name	Licensee Designee(s)
The Learning Experience	Jennifer Bennetts
Program Type	Central Administrator(s)
Center	
Capacity	
153	
Facility Address	Mailing Address
23500 Orchard Lake Rd Farmington Hills, MI 48336	12587 Fair Lakes Circle Fairfax, VA 22033
Facility Phone Number	Facility Email Address
(248) 427-0072	farmingtonhills@tlechildcare.com
Original License Issuance Date	License Status:
12/11/2018	Regular
License Effective Date:	License Expiration Date:
06/11/2023	06/10/2025

ALLEGATION(S)

	Violation Established?
The Lead Caregiver in the Preschool 1 classroom belittles children, calls them names, talks badly about children to other staff when they can hear her, and threatens to call the program director on them.	No

METHODOLOGY

Date	Activity
01/31/2024	Special Investigation Case Created SI-00118337
01/31/2024	Contact – Phone Call Made Interviewed the Complainant
01/31/2024	Special Investigation Initiated via On-site

	from 2:53 p.m. to 3:31p.m. Interviewed Jennifer Bennetts, Licensee Designee Lead Caregiver Child Care Staff Member (CCSM)
01/31/2024	Contact – Phone Call Made Interviewed Witness
04/05/2024	Contact – Phone Call Made Interviewed Lead Caregiver
04/09/2024	Exit Conference with Ms. Bennetts

ALLEGATION: The Lead Caregiver in the Preschool 1 classroom belittles children, calls them names, talks badly about children to other staff when they can hear her, and threatens to call the program director on them.

INVESTIGATION:

On 01/31/2024, I completed an unannounced on-site inspection. I interviewed Ms. Bennetts, the Lead Caregiver and CCSM, separately. I interviewed the Lead Caregiver again on 04/05/2024 to ask follow-up questions.

Ms. Bennetts stated she has never received any complaints or concerns about the Lead Caregiver until this current investigation. Witness emailed her on 01/30/2024 stating she wanted to speak to her about the Lead Caregiver but Witness never returned her telephone call. She has never heard the Lead Caregiver belittle children, call them names, or talk badly about children to other staff when they can hear her talking. She encourages all of the staff to contact her for assistance when they need help handling behavioral issues with children. Staff asking for assistance is not meant to be a threat made to the children. The Lead Caregiver has a loud voice, but she has never heard her say any inappropriate comments to the children nor has she observed her have any inappropriate physical contact with the children.

CCSM stated the Lead Caregiver is always encouraging the children to try their best. She talks loudly and her voice carries. She does not belittle children, call them names, or talk badly about children to other staff when they can hear her. She calls them sweetie and honey. All staff will tell the children that they will have to call Ms. Bennetts when they need assistance because the children are not responding to their redirection. This comment to the children is not meant to be a threat. The Lead Caregiver has never harmed a child and has never had inappropriate physical contact with the children. She has no concerns regarding the Lead Caregiver's interaction with the children.

The Lead Caregiver denied that she belittles children, calls them names, talks badly about children to other staff when they can hear her, and threatens to call the program

director on them. The allegations are not a representation of who she is. She stated she always encourages the children and tries to keep them safe. She uses terms of endearment when speaking to the children such as calling them sweetie, friend, and honey. She will ask for Ms. Bennetts' help when she has tried to address behavior problems with the children and the behaviors continue. Her asking for help is not a threat made to the children. She treats all the children with kindness. Recently, Witness had an issue with her when she asked Witness to not intervene with helping a child because she was working with the child on her being independent when completing certain tasks. It was Witness' first time working in the room, therefore, she was unaware of what she had been working on with the child. During the follow-up interview with Lead Caregiver, she denied telling Witness that the child was being manipulative. She told her that she had been working on independent skills with her and wanted her to try to put away her own belongings. The Lead Caregiver has never had any inappropriate physical contact with the children. She did not recall an incident occurring with a child having a toy when they were going outside. She denied calling any child a liar.

On 01/31/2024, I interviewed the Complainant via telephone. The Complainant restated the allegations and had no additional information to provide.

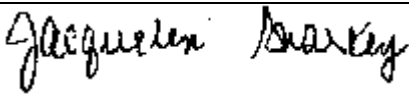
On 01/31/2024, I interviewed Witness via telephone. Witness stated she was in training in the Preschool 1 classroom for a few hours. A female child did not want to put her nap time belongings away and she asked the child if she wanted help. The Lead Caregiver quickly intervened telling her that she could not help her because she told the child to put away her own belongings. While the child was present, she said the child was manipulating her to put the belongings away for her. When they were lining up to go outside, the Lead Caregiver harshly turned the children around the way she wanted them to stand in the line. There was also a male child who was going to take a toy spider outside. When she asked him if it was his toy, he initially said yes, and then the Lead Caregiver yelled across from the front of the line that he was a liar and that the toy was not his. She also yelled at the children that she was calling Ms. Bennetts because they would not do what she wanted them to do.

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 insufficient evidence to support that the Lead Caregiver in the Preschool 1 classroom belittles children, calls them names, talks badly about children to other staff when they can hear her, and threatens to call the program director on them.
CONCLUSION:	Violation Not Established

BUREAU RECOMMENDATION

Bureau Recommendation
I recommend no change in the status of the license.

Approved By:	
 04/19/2024	 04/19/2024
Alicia Wiggins Consultant Date	Jacquelin Sharkey Area Manager Date