



GRETCHEN WHITMER
GOVERNOR

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

DR BEVERLY WALKER
GRIFFEA
DIRECTOR

8/08/2024

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

License Number: DC630396400
Special Investigation Number: SI-00119662

Dear Jennifer 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(2)(h)	Confining a child in an enclosed area, such as a closet, locked room, box, or similar enclosure.

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

- I interviewed: Complainant, Child Care Staff Members (CCSM), Licensee Designee, and Parent
- I completed on-site inspections on the following dates: 3/8/2024.

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

Rule/Law Number	Rule Description
R 400.8140(2)(h)	Confining a child in an enclosed area, such as a closet, locked room, box, or similar enclosure.

Due to the violations, you must send us a [corrective action plan](#) by 8/28/2024. 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 Thomasa Bond at (248) 860-2439 or bondt2@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.

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, Thomasa Bond at (248) 860-2439 or bondt2@michigan.gov. In the event that Thomasa Bond is not available and you need to speak to someone immediately, please contact the Child Care Licensing Bureau at 517-284-9730.

Sincerely,



Thomasa Bond, Licensing Consultant

Enclosure

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

Report Type: Special Investigation Report

Date of Report: 8/08/2024

Special Investigation Number	Complaint/Incident Receipt Date
SI-00119662	02/29/2024
Investigation Initiation Date	Report Due Date
3/1/2024	04/29/2024
License Number	Licensee Name(s)
DC630396400	Cre8ive Beginnings Of Farmington Hills Inc.
Facility Name	Licensee Designee(s)
The Learning Experience	Jennifer Ann Bennetts Syed N Ahktar
Program Type	
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
2484270072	farmingtonhills@tlechildcare.com
Original License Issuance Date	License Status:
12/11/2018	Regular
License Effective Date:	License Expiration Date:
6/11/2023	6/10/2025

ALLEGATION(S)

	Violation Established?	
Child Care Staff Member (CCSM) 1 placed Child A (4-year-old) in the bathroom on 2/26/2024 for timeout.	Yes	

METHODOLOGY

Date	Activity
3/1/2024	Special Investigation Case Created SI-00119662
3/1/2024	Special Investigation Initiated via Phone Call spoke with the Complainant.

3/8/2024	Inspection Completed On-Site from 2:00 pm- 3:00 pm Interviewed: CCSM 2 CCSM 3
7/18/2024	Contact – Phone Call Made to CCSM 1
7/24/2024	Exit Conference- Ms. Bennetts
7/24/2024	Contact – Phone Call Made to Child A's Mother

ALLEGATION: CCSM 1 placed Child A (4-year-old) in the bathroom on 2/26/2024 for timeout.

INVESTIGATION:

On 3/1/2024, the Complainant stated that on 2/26/2024, CCSM 1 carried Child A (4-year-old) by both of her arms into the bathroom, placed her in timeout, and closed the door.

On 3/8/2024, CCSM 2 stated that she was informed by Child B's Mother that CCSM 1 was placing Child A in the bathroom as a form of discipline. CCSM 2 was not sure if this occurred more than once. CCSM 1's employment was not terminated. CCSM 1 was sent home by CCSM 2 and Ms. Bennetts on 2/27/2024 until they could investigate the allegations. CCSM 2 and CCSM 3 worked in the classroom together and they both denied the allegations. CCSM 2 stated that the children should be redirected if they are having a problem. CCSM 1 has not returned to work, and she did not return CCSM 2 and Ms. Bennetts phone calls.

On 3/8/2024, CCSM 3 stated that she works with CCSM 1, and she has never observed her placing Child A or any other child in the bathroom as a form of discipline. CCSM 3 stated that they will redirect the children when they are having any problems.

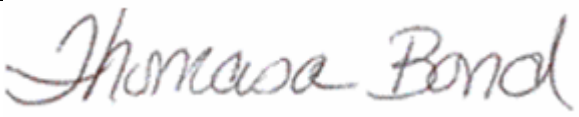
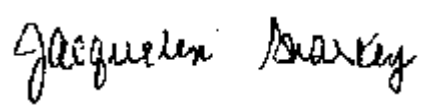
On 7/18/2024, CCSM 1 stated that she would carry Child A into the bathroom when she would not stop crying, mainly when she would not get her way during an activity. Child A was only placed in the bathroom so that she could calm down. CCSM 1 would leave the door open a crack so that she could still see her in the bathroom. She did not consider this to be a form of punishment just a time for Child A to calm down. If Child A would not walk on her own, CCSM 1 would carry her to the bathroom. She was not sure how long Child A would be in the bathroom, but it would be until she calmed down. She placed Child A in the bathroom on several occasions, but she did not have an exact number. CCSM 1 stated that she had observed other CCSM's at the center place children that were having a hard time listening or were upset during nap time in the bathroom, so she did not think she was doing anything wrong. She did not remember the names of the other staff or the dates it happened. CCSM 1 did not remember a specific training she had regarding the discipline policy. She knew that she could not discipline the children by hitting them, but she did not feel putting the children in the bathroom was not acceptable.

On 7/24/2024, Licensee Designee Jennifer Bennetts stated that she was informed about CCSM 1 placing Child A in the bathroom from Child A's Mother by email on 2/26/2024, and she contacted CCSM 1 and asked her about the allegations. CCSM 1 denied the allegations. She stated that she had only asked Child A to go into the bathroom to clean her face and calm down because she was crying. She did not send Child A into the bathroom as a form of punishment. On 2/27/2024, Child A's Mother informed her that she believed that the allegations were true because she had spoken with other parents. Ms. Bennetts sent CCSM 1 home on 2/27/2024, and CCSM 1 did not return her phone call and did not return to work after 2/27/2024. Ms. Bennetts retrained all of the staff on 3/19/2024, to remind them that the center does not use timeout and they are required to redirect the children. No child is to be placed in the bathroom.

On 7/24/2024, Child A's Mother stated that on 2/26/2024 after she picked Child A up from the center, Child A told her that CCSM 1 had placed her in the bathroom twice until she was not upset anymore. Child A's Mother emailed Ms. Bennetts to let her know what Child A had told her about CCSM 1. Child A's Mother called five parents and they spoke with their children and confirmed that CCSM 1 had placed Child A in the bathroom. Child A's Mother kept Child A home for a couple of days until Ms. Bennetts informed her that CCSM 1 was no longer working at the center.

RULE/STATUTORY VIOLATIONS:

APPLICABLE RULES	
R 400.8140(2)(h)	Confining a child in an enclosed area, such as a closet, locked room, box, or similar enclosure.
ANALYSIS:	CCSM 1 acknowledged that she confined Child A in the bathroom on several occasions.
CONCLUSION:	Violation Established

Approved By:			
			
Thomasa Bond	8/7/2024	Jacquelin Sharkey	8/08/2024
Consultant	Date	Area Manager	Date