



GRETCHEN WHITMER
GOVERNOR

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

Michelle Richard
ACTING DIRECTOR

3/22/2024

Ariel Kramer
Yaldeinu Early Childhood, LLC
16217 Hilton Street,
Southfield, MI, 48075

License Number: DC630405091
Special Investigation Number: SI-00118395

Dear Ariel Kramer,

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
722.115p(1)	Except as provided in section 5n(14) and (15), a child care center, group child care home, or family child care home shall not allow an individual to be a child care staff member without requesting a criminal history check as required by section 5n.
R 400.8182(3)(a)	Infants and toddlers, birth until 30 months of age, child care staff member to child ratio of 1 to 4, maximum group size of 12.
R 400.8131(12)	When the department of licensing and regulatory affairs or the department of education publishes a notice that a new health and safety update document or a new health and safety update training activity has been published on MiRegistry, the licensee shall ensure that all personnel read and acknowledge the document or complete the activity within 6 months of the notice.
R 400.8122(5)	Lead caregivers shall meet 1 of the following qualifications shown in Table 3:
R 400.8137(1)(f)	Is washed, rinsed, and sanitized after each use.

R 400.8380(1)	The premises must be maintained in a clean and safe condition and must not pose a threat to health or safety.
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The details of the allegations are in the attached report. To investigate the allegations:

- I interviewed the complainant, Licensee, and CCSM's.
- I completed on-site inspections on the following dates: 02/02/2024, 02/29/2024 and 03/11/2024.

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

Rule/Law Number	Rule Description
722.115p(1)	Except as provided in section 5n(14) and (15), a child care center, group child care home, or family child care home shall not allow an individual to be a child care staff member without requesting a criminal history check as required by section 5n.
R 400.8182(3)(a)	Infants and toddlers, birth until 30 months of age, child care staff member to child ratio of 1 to 4, maximum group size of 12.
R 400.8131(3)	Before caring for children, all child care staff members and unsupervised volunteers who work directly with children shall be trained on prevention of shaken baby syndrome, abusive head trauma and child maltreatment, and recognition and reporting of child abuse and neglect.
R 400.8131(4)	Before unsupervised contact with children, all child care staff members who work directly with children shall complete prevention and control of infectious disease training, including immunizations.
R 400.8131(12)	When the department of licensing and regulatory affairs or the department of education publishes a notice that a new health and safety update document or a new health and safety update training activity has been published on MiRegistry, the licensee shall ensure that all personnel read and acknowledge the document or complete the activity within 6 months of the notice.
R 400.8122(5)	Lead caregivers shall meet 1 of the following qualifications shown in Table 3:
R 400.8137(1)(f)	Is washed, rinsed, and sanitized after each use.

Due to the violations, you must send us a corrective action plan by 04/11/2024. You can use our [corrective action plan](#) form or create your own.

If you need help writing the corrective action plan, please contact me. 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.	<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, RaSheeda Mitchell at (248) 762-1915 or mitchellr6@michigan.gov. In the event that RaSheeda Mitchell is not available and you need to speak to someone immediately, please contact the Child Care Licensing Bureau at 517-284-9730.

Sincerely,



RaSheeda Mitchell, Licensing Consultant

Enclosure

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

Report Type: Special Investigation Report

Date of Report: 3/22/2024

Special Investigation Number	Complaint/Incident Receipt Date
SI-00118395	2/1/2024
Investigation Initiation Date	Report Due Date
2/1/2024	4/2/2024
License Number	Licensee Name(s)
DC630405091	Yaldeinu Early Childhood, LLC
Facility Name	Licensee Designee(s)
B'Nai Israel	Ariel Kramer
Program Type	Central Administrator(s)
Center	
Capacity	
28	
Facility Address	Mailing Address
15400 W 10 Mile Rd, Oak Park, MI, 48237	16217 Hilton Street, Southfield, MI, 48075
Facility Phone Number	Facility Email Address
2489554333	ariel@yaldeinucc.com
Original License Issuance Date	License Status:
1/21/2021	Provisional 1
License Effective Date:	License Expiration Date:
4/19/2023	10/18/2023

ALLEGATION(S)

	Violation Established?	
CCSM's 6 and 7 (Child care staff members) have been employed since October 2023, and at this time they still have not been fingerprinted.	Yes	
The infant/toddler room and the preschool room have operated out of ratio within the last month during the mornings. In addition, staff are asked to work out of ratio.	Yes	
There is not a qualified lead caregiver for the two classrooms.	Yes	
Staff are not properly washing, rinsing and sanitizing the diaper pad after diapering.	Yes	
A toaster oven has been observed within reach of the children after being used to bake breads/cookies.		No
Staff needing the 2023 refresher have not completed this training.	Yes	
Additional Findings	Yes	

METHODOLOGY

Date	Activity
2/1/2024	Special Investigation Case Created SI-00118395
2/2/2024	Special Investigation Initiated via On Site Contact was made with Child Care Staff Members (CCSM) 1, 2, 3 and 4. Contact was made with Licensee, Ariel Kramer (8:55am-10:30am).
2/6/2024	Contact – Phone Call Made Contact attempted with CCSM 7. (A message was left)
2/6/2024	Contact – Document Received Staff and Child attendance records received
2/6/2024	Contact – Phone Call Made Contact attempted with CCSM 6. (A message was left)
2/8/2024	Contact – Phone Call Made Contact made with CCSM 4
2/8/2024	Contact – Phone Call Made Contact made with CCSM 7
2/8/2024	Contact – Phone Call Made Contact made with CCSM 5
2/9/2024	Contact – Phone Call Made Contact made with CCSM 6
2/29/2024	Inspection Completed On-Site Contact-Onsite Inspection (9:15am-10am) Contact made with CCSMs 1, 2, 6, 8, 9.
3/5/2024	Contact – Document Received Staff and Child attendance records received from Mr. Kramer.
3/11/2024	Inspection Completed On-Site Contact-Onsite Inspection (9:15-9:55am) Contact made with CCSMs 1, 2, 6, 8, 9.
3/12/2024	Exit Conference An exit conference was held with Ariel Kramer
3/18/2024	Contact – Phone Call Made Contact made with CCSM 7.
3/18/2024	Contact – Email Sent

ALLEGATION: CCSM's 6 and 7 (Child care staff members) have been employed since October 2023, and at this time they still have not been fingerprinted.

INVESTIGATION:

On 02/02/2024, I completed an unannounced onsite inspection. I spoke with Licensee Designee, Ariel Kramer. I informed Mr. Kramer of the complaint made against the facility and asked about Child Care Staff members (CCSM), 6 and 7 working at the facility but not being fingerprinted. Mr. Kramer shared he was informed about fingerprints for CCSM 6 and 7 because the previously appointed program director sent him an email. Mr. Kramer could not recall when the email was sent and confirmed he did not follow up with the program director to confirm the prints were completed. He said he asked the appointed program director to get them printed. Mr. Kramer said this was the responsibility of the program director, so he didn't think to follow-up with her. He said now that this has been brought to his attention, he will immediately have both CCSM 6 and 7 signed up for fingerprints. I informed Mr. Kramer the CCSM's could not work at the facility until they've been fingerprinted and found eligible.

On 02/02/2024, Mr. Kramer shared he completed the fingerprint request for CCSM's 6 and 7. He stated CCSM 7 was already in the system due to her previous job. An appointment was scheduled for CCSM 6 for 02/06/2024. I confirmed via the Child Care Background system that Mr. Kramer connected CCSM 7 to the facility and she is eligible.

On 02/08/2023, I spoke with CCSM 5 who shared she's no longer employed at the facility. She confirmed knowledge that two CCSM's were employed at the facility and not connected. She said this was recently brought to her attention, and up until January she was under the belief that Mr. Kramer who has always been responsible for onboarding had set CCSM 6 and CCSM 7 up for their prints. She shared CCSM 11 and herself hired CCSM's 6 and 7 in October 2023. She again reiterated Mr. Kramer is responsible for all the onboarding and it wasn't until she recently found out the two were not fingerprinted or connected to the system that Mr. Kramer told her he wasn't doing it and she could do it herself. She shared she had no training or clear instructions on how to complete their fingerprints. She did not follow up with Mr. Kramer because she was taken aback by how abrasive he was towards her bringing this to his attention as well as other matters.

On 02/08/2024, I spoke with CCSM 7 via telephone. CCSM 7 denied having fingerprints completed for the child care facility but shared she was fingerprinted at her previous child care facility.

On 02/09/2024, I spoke with CCSM 6 via telephone. CCSM 6 denied having been fingerprinted prior to being hired at the child care facility and denied currently being fingerprinted. She shared CCSM's 5 and 11 completed her onboarding process and hired her as the lead caregiver for the afternoon shift in the preschool classroom. She shared she was hired in November 2023.

On 02/26/2024, I completed an unannounced ratio follow-up (onsite) inspection. During the onsite, staff members identified themselves as CCSM's 1, CCSM 6 and CCSM 9. CCSM 9 was not a CCSM previously identified by Mr. Kramer as a CCSM or an active substitute. I confirmed via the Child Care Background system that CCSM 9 was not listed under the facility as an individual who had been found eligible. CCSM 9 shared today was her first day. CCSM's 1 and 6 confirmed nine children were scheduled to be present and CCSM 9 would be used for ratio.

On 03/12/2024, I spoke with CCSM 6 who confirmed CCSM 9 has continued to work at the facility as a CCSM working directly with children.

RULE/STATUTORY VIOLATIONS:

APPLICABLE RULES	
722.115p(1)	Except as provided in section 5n(14) and (15), a child care center, group child care home, or family child care home shall not allow an individual to be a child care staff member without requesting a criminal history check as required by section 5n.
ANALYSIS:	The child care center allowed three individuals (CCSM 6, CCSM 7 and CCSM 9) to be child care members without requesting a criminal history check. It was later found that CCSM 7 had a criminal history check with another facility; however, Mr. Kramer did not ensure CCSM 7 had the criminal history check for Yaldeinu Early Childhood by completing and maintaining connection of CCSM 7 in the Child Care Background Check system.
CONCLUSION:	Violation Established

ALLEGATION: The infant/toddler room and the preschool room have operated out of ratio within the last month during the mornings. In addition, staff are asked to work out of ratio.

INVESTIGATION:

On 02/02/2024, I spoke with CCSM 1. She shared there have been times in the mornings that she's been out of 1 to 4 ratio in the infant/toddler room. She was not sure of specific dates but shared it was within the past month. She shared it isn't for long periods and has mainly occurred during the mornings.

On 02/02/2024, I spoke with CCSM 2. She shared she's been at the child care facility since May 2023 and works from 9:15am-12:45 daily. During her shift, the preschool

classroom in which she works is always in ratio compliance. She denied any knowledge of other classrooms being out of ratio and was able to confirm a 1 to 8 ratio as the staff to children ratio for her age group.

On 02/02/2024, I spoke with Ariel Kramer. Mr. Kramer denied knowledge of recent (within the past two months) ratio concerns. He shared the facility has multiple subs that are able to come in to assist with ratio issues. He shared no one has brought ratio concerns to his attention. During the mornings as mentioned in the complaint, he shared there are only eight children total from 8:45am-9:15am with two staff. He stated it's possible if someone is running late, they could be out of ratio, but again, he is not aware of any such scenarios. He denied that he has ever asked anyone to work out of ratio and denied knowledge that any other staff member has asked anyone to work outside of the ratio requirements.

On 02/02/2024, I spoke with CCSM 8. She denied having any ratio concerns for her preschool classroom.

On 02/02/2024, I observed both the infant/toddler and the preschool classroom to be in staff to child ratio compliance.

On 02/08/2024, I spoke with CCSM 4. She shared she works where she's needed. Her work hours are 9:30am-12:30pm. When she comes in, the room in which she's assigned to is complying, and when she leaves in the afternoon there is enough staff to children present. I asked if she could share what the ratio is for each room. She was able to share a 1 to 4 ratio for the infant/toddler classroom but wasn't sure about the preschool room.

On 02/08/2024, I spoke with previously employed CCSM 5. I asked if she had any knowledge of ratio concerns within the two classrooms. She shared she did and was asked by Mr. Kramer to operate out of ratio on multiple occasions when she brought concerns to his attention. She said Mr. Kramer struggles with turning parents away when ratio is a concern, but she was hired to help with maintaining ratio and addressing previous concerns within the facility, and she didn't feel like she was effective because her concerns were not addressed by Mr. Kramer. Due to this, she was limited to what she was allowed to do within her role. She doesn't have exact dates and times, but she knows there have been multiple times during December and January when the facility was out of ratio, specifically during the mornings.

On 02/08/2024, I spoke with CCSM 7 via telephone. CCSM 7 shared her shift is afternoons in the preschool classroom. Since she started working at the facility, November 2023, she has worked with CCSM 6 daily. During their time together, the room is in 1 to 8 ratio compliance. She shared if there is a schedule change, a substitute comes in, and she has not had any ratio concerns.

On 02/09/2024, I spoke with CCSM 6. She shared when she arrives for her afternoon shift, she is in ratio compliance. She was able to share the ratio as 1 to 4 in the

infant/toddler room and 1 to 8 for her preschool classroom. When she leaves for the day, she always makes sure there's enough staff in her classroom. She denied knowledge about ratio concerns in the infant/toddler classroom or during the morning for the preschool classroom prior to her arrival.

On 02/29/2024, I completed an unannounced onsite inspection. During this contact, I observed both the infant/toddler classroom and the preschool classroom to be in ratio compliance.

I spoke with CCSM 1 who shared she recently was out of ratio during the morning and believed the date to be 2/22/2024. I asked to review the attendance records on the Brightwheel app used by the facility, however, due to the way the program is set up it was not time conducive to look through each child record to find previous days/weeks daily attendance time. CCSM 1 did not know how to operate the system to pull up a spreadsheet listing each staff members and child's times in and out. CCSM 1 believes she had 5 or 6 children total by herself for a period between 10-15 minutes. She shared there was another time two weeks ago she was out of ratio for about 30 minutes, but she could not recall the specific date. She believed she had five children at this time, and it occurred during the morning.

I spoke with CCSM 6 who shared she's been working in the mornings to assist with ratio in the mornings now to ensure ratio compliance, and once the infant/toddler room is staffed appropriately she leaves and returns to work her afternoon shift in the preschool classroom. She denied having any ratio concerns for the infant/toddler room during the recent mornings she's assisted or with her preschool afternoon classroom.

On 03/11/2024, I completed an unannounced onsite inspection for ratio follow-up. I observed ratio compliance within the infant/toddler and the preschool classroom.

I spoke with CCSM 8 who shared the preschool classroom has been in full 1 to 8 ratio compliance, and she continues to have no concerns within her assigned room.

I spoke with CCSM 2 about ratio concerns, and she denied having any concerns with maintaining ratio in the preschool classroom. She shared she isn't aware of any ratio concerns in the infant/toddler classroom but believes they have been good.

I spoke with CCSM 1. She shared last week she was out of compliance with nine toddler age children with two staff last week (March 4th, 5th, 6th and 7th). I was able to view the time of arrival for nine children on the 7th but due to the tablet used by the facility, I was not able to obtain records through the Brightwheel application for the 4th, 5th and 6th. I viewed records for the 7th on CCSM 1's personal cell phone though the Brightwheel app she downloaded. CCSM 1 shared due to CCSM 6 being off work that week she had individuals substitute and she could not recall which staff members worked which days but knows she worked mainly with CCSM 7 with nine children. She could not provide a specific timeframe in which she worked out of compliance but

shared it was for several hours. She was unable to provide names for staff who came in the afternoon.

I spoke with CCSM 6 who shared she was off work last week and was not sure about ratio compliance. She shared since my last visit during her shifts there have been no issues with ratio compliance.

On 03/12/2024, I spoke with Mr. Kramer to complete an exit conference. During this conference I brought to his attention that I was informed during the week of February 19th the infant/toddler room was out of ratio as well as the week of March 4th. Mr. Kramer denied knowledge of this and shared he was confident that there were enough staff members. He shared he would provide the attendance and staff records from Brightwheel. I inquired about the previous document received from Mr. Kramer for the week of February 19th where his name was signed in. He shared this was during times he signed in staff members who forgot to sign in.

On 03/18/2024, I sent a follow-up email to Mr. Kramer requesting the staff and child attendance records from Brightwheel for the week of March 4th.

On 03/18/2024, I made contact with CCSM 7. She confirmed working in the infant/toddler room during the week of March 4th. She shared she worked with one other staff member with nine children that Monday-Thursday. She wasn't sure how many children were present that Friday because she did not work in the classroom. She confirmed an understanding of the 1 to 4 ratio for the infant/toddler classroom and knew the room was not in compliance. She shared another staff came in "around" noon but wasn't sure which staff worked on which days.

On 03/19/2024, I received an email from Mr. Kramer indicating he accidentally deleted the attendance records for the week of March 4-7th which are the records requested by the department.

RULE/STATUTORY VIOLATIONS:

APPLICABLE RULES	
R 400.8182(3)(a)	Infants and toddlers, birth until 30 months of age, child care staff member to child ratio of 1 to 4, maximum group size of 12.
ANALYSIS:	The infant/toddler room has operated out of ratio compliance specifically the week of March 4 th -March 7 th with two CCSM's and nine toddler aged children. In addition, CCSM 1 and previously employed CCSM 5 reported additional times the room has operated out of compliance during the months of December and January.
CONCLUSION:	Repeat Violation Established

	<p>LSR: 03/21/2023 Corrective Action Plan:</p> <p>LSR: 01/10/2022 Corrective Action Plan: 01/21/2022</p>
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ALLEGATION: There is not a qualified lead caregiver for the two classrooms.

INVESTIGATION:

On 02/02/2024, I spoke with Mr. Kramer who said he was not aware of the educational qualifications for any assigned lead CCSM's. Mr. Kramer shared the appointed program director (PD) was responsible for ensuring qualified leads were in place. The appointed PD resigned without proper notice a week ago. Per my request, Mr. Kramer shared he would provide the department with educational documentation.

On 02/02/2024, I spoke with CCSM 8. She identified herself as the assigned lead in the preschool classroom since Fall 2023. She shared she's recently enrolled in an early childhood program. She isn't sure if she meets the requirements through licensing to be a lead at this time.

On 02/06/2024, Mr. Kramer provided documentation for identified CCSM 8 via a document from MiRegistry and shared CCSM 1 was working towards an Associate Degree in Early Childhood Education, and at this time due to her not qualifying he would like to complete a variance for her to be the lead. Multiple emails were sent between me Mr. Kramer discussing qualifications for lead caregivers and explaining the identified 67 CEU's he was under the belief CCSM 8 had. It was determined that at this time CCSM 1 and CCSM 8 who he identified did not meet the qualifications to be a lead caregiver. In addition, due to both staff working under 6 hours per day (in accordance with R400.8122(2)) he would need to identify two additional CCSM's for the afternoon time. On 02/12/2024 Mr. Kramer shared CCSM 1 is currently working a full day.

On 02/08/2024, I spoke with previously employed CCSM 5. Mr. Kramer shared it was the responsibility of CCSM 5 to hire qualified lead caregivers. CCSM 5 shared this was partly true. She worked closely with Mr. Kramer's wife who was responsible for hiring and reviewing qualifications. She did her best to provide feedback but there were times she didn't feel heard or that she had the responsibility to make pertinent decisions such as who is hired as a lead or not. She confirmed, to her knowledge, that prior to leaving, only CCSM 10 was qualified to be a lead caregiver. I asked if staff were working a full day due to the facility operating for six or more hours. She shared no one is working a full six-hour shift, therefore, there would need to be a total of four qualified lead caregivers, and during her time working at the facility there were never four lead caregivers.

On 02/08/2024, I spoke with CCSM 7. She identified CCSM's 6 and 8 as the morning and afternoon lead caregivers for the preschool classroom.

On 02/09/2024, I spoke with CCSM 6 who identified herself as being assigned as a lead in the afternoon preschool classroom. CCSM shared she recently transitioned to the United States, and at this time she doesn't have a degree in early childhood education or child development. She does have experience working with older children at her previous employer, but after I discussed the lead caregiver qualifications, she shared she didn't believe she would meet them. I did encourage her to provide Mr. Kramer with any educational documents so he could review them and provide it to the department if additional review support was needed.

On 03/12/2024, I spoke with Mr. Kramer via phone to discuss the current (identified) lead caregivers and provide an understanding of the department's current variance requirements for individuals who do not meet the education or hours of work experience to qualify under the rule. Mr. Kramer confirmed that, at this time, he will have to complete a variance request for leads in both the infant/toddler classroom and the preschool classroom.

On 03/13/2024, Mr. Kramer provided documentation for a variance request for two CCSM's, including hours of work experience for their time at Yaldeinu.

RULE/STATUTORY VIOLATIONS:

APPLICABLE RULES	
R 400.8122(5)	Lead caregivers shall meet 1 of the following qualifications shown in Table 3:
ANALYSIS:	At the initial time of this investigation, there was not a qualified lead caregiver for the infant/toddler classroom or the preschool classroom.
CONCLUSION:	Repeat Violation Established LSR: 03/21/2023 Corrective Action Plan: 03/31/2023

ALLEGATION: Staff are not properly washing, rinsing and sanitizing the diaper pad after diapering.

INVESTIGATION:

On 02/02/2024, I spoke with CCSM 1 regarding the diapering process. She shared she uses the bleach and water bottle to clean the diaper pad and only completes the three steps of wash, rinse and sanitize on the toys that are cleaned weekly. I asked if she had ever been trained on the three-step process for diapering, and she shared this was the only way she does it.

On 02/02/2024, I spoke with CCSM 2 regarding the diapering process. She shared there are three bottles, and one is used for the diaper pad after changing and the others are for the table and chairs. I specifically asked if there was a wash, rinse and sanitize process used for the diaper pad after changing and she shared there was not.

On 02/02/2024, I spoke with Mr. Kramer about the diapering process for washing, rinsing, and sanitizing the diaper pad. Mr. Kramer shared he has no knowledge about this area as he does not work in the child care facility or provide direct supervision.

On 02/02/2024, I spoke with CCSM 8 about the cleaning process for the diapering pad. It was shared that she only uses the bottle that has the bleach solution in it to clean the diaper pad. She shared they have a total of three bottles, and one is for the table and chairs, and one is for the diapering pad; and she wasn't sure about the third bottle.

On 02/08/2024, I spoke with CCSM 4. She confirmed knowledge that the diapering procedures are not being followed properly. She shared with me she knows it's a three step-process of washing, rinsing, and sanitizing. She shared these are the steps she follows. She has observed others only using one bottle after diapering.

On 02/08/2024, I spoke with previously employed CCSM 5. I asked during her time of employment if she had any knowledge of how CCSM's clean the diapering pad. She shared she practices using the three-step wash, rinse and sanitize process and shared there are even three labeled bottles at the diapering stations but other CCSM's only wash the pad. She confirmed observing CCSM's only using one step to clean the diaper pad. She shared she tried to teach them the proper three-step process, but they continued to do it their way, and one staff member told her no one else does it so why do I have to.

On 02/08/2024, I spoke with CCSM 7. She is aware of the three-step process for the diaper pad and shared she follows the requirements of this rule.

On 02/09/2024, I spoke with CCSM 6 regarding the diaper pad cleaning process. She shared she uses the sanitizer which is a bleach water solution to clean the diapering pad. I asked if she was received training on the proper three step process, and she shared she was not trained in this area.

RULE/STATUTORY VIOLATIONS:

APPLICABLE RULES	
R 400.8137(1)(f)	Is washed, rinsed, and sanitized after each use.
ANALYSIS:	Multiple CCSM's confirmed the proper wash, rinse and sanitize steps have not been used on the diaper pad after diapering.
CONCLUSION:	Repeat Violation Established LSR: 06/24/2021 Corrective Action Plan: 07/06/2021

ALLEGATION: A toaster oven has been observed within reach of the children after being used to bake breads/cookies.

INVESTIGATION:

On 2/02/2024, I spoke with Mr. Kramer who shared he is aware a toaster oven has been used in the classroom to bake breads in honor of Sabbath. He has not personally observed it and isn't sure where the toaster is located during those times. He was not sure of the last date the toaster oven was used. He denied having any concerns regarding the toaster oven and denied that any CCSM has shared any concerns with him.

On 02/02/2024, I spoke with CCSM 2 about a toaster oven being used. She confirmed there was a time during the 2023 Fall season when the classroom used a toaster oven to bake bread. This was something done under adult supervision and the children were never allowed direct contact with the toaster oven. The children received dough to work with, and staff placed it in the toaster oven. They discontinued this when the appointed program director who she identified as CCSM 5 told them she didn't think it was a good idea to have it in the classroom and asked that it be removed. She shared the toaster oven was immediately removed and they haven't used it since then. I asked where the toaster was placed in the classroom during the times it was in use. She shared it was at a separate taller table in the corner of the classroom and was never placed on the children's table. After this interview, CCSM 2 showed me where the toaster oven was placed in the classroom, and I observed the placement to be out of the play area used by the children or the tables used by children.

On 02/08/2024, I spoke with CCSM 4. She denied having any knowledge of a toaster oven being used in the preschool classroom.

On 02/08/2024, I spoke with CCSM 7 via telephone. She denied knowledge of a toaster oven being used during her time of employment.

On 02/09/2024, I spoke with CCSM 6 regarding the toaster oven in the preschool classroom. She denied using this and shared it used to be in the classroom on a table but has been removed for a couple of weeks now. She shared CCSM 5 said it couldn't be in the room.

RULE/STATUTORY VIOLATIONS:

APPLICABLE RULES	
R 400.8380(1)	The premises must be maintained in a clean and safe condition and must not pose a threat to health or safety.
ANALYSIS:	The premises was found to be maintained in a safe condition for the children and was not found to pose a threat to health or safety concerns with the presence of the toast oven in the classroom (which has since been removed).
CONCLUSION:	Violation Not Established

ALLEGATION: Staff needing the 2023 refresher have not completed this training.

INVESTIGATION:

On 02/02/2024, I spoke with Mr. Kramer. He shared he was not aware of the required refresher training because this isn't an area of the business he handles. He identified previously employed CCSM 5 as the one who was responsible for ensuring all staff met the training requirements.

On 02/08/2024, I spoke with previously employed CCSM 5 who Mr. Kramer shared was responsible for ensuring all CCSM's completed the appropriate training. CCSM 5 reported working closely with CCSM's to get all the required training completed, however, some were not as easy to encourage to complete the training within the required time. At this time, she believes there are one or two staff members who did not meet the requirements of the refresher training.

On 02/08/2024, I confirmed via the MiRegistry system that CCSM 11 did not complete the 2022 or the 2023 refresher trainings and CCSM 4 did not have the 2022 refresher training.

RULE/STATUTORY VIOLATIONS:

APPLICABLE RULES	
R 400.8131(12)	When the department of licensing and regulatory affairs or the department of education publishes a notice that a new health and safety update document or a new health and safety update training activity has been published on MiRegistry, the licensee

	shall ensure that all personnel read and acknowledge the document or complete the activity within 6 months of the notice.
ANALYSIS:	There were 2 CCSM's that failed to complete the required 2022 and or the 2023 refresher trainings within the 6 months of notice.
CONCLUSION:	Repeat Violation Established LSR: 03/21/2023 Corrective Action Plan: 03/31/2023

ADDITIONAL FINDING:

INVESTIGATION:

On 02/26/2024 I spoke with CCSM 9 who confirmed being employed (with today being her first day). I asked CCSM 9 if she completed any pre-employment training addressing prevention of shaken baby, abusive head trauma and child maltreatment, recognition and reporting of child abuse and neglect, and prevention and control of infectious disease training, including immunizations. She confirmed she had not completed any trainings and specifically shared she was not aware of MiRegistry.

On 03/11/2024, I spoke with Mr. Kramer about CCSMs needing the required trainings prior to working with children in care.

RULE/STATUTORY VIOLATIONS:


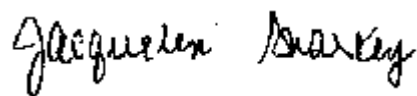
APPLICABLE RULES	
R 400.8131(3)	Before caring for children, all child care staff members and unsupervised volunteers who work directly with children shall be trained on prevention of shaken baby syndrome, abusive head trauma and child maltreatment, and recognition and reporting of child abuse and neglect.
ANALYSIS:	CCSM 9 was observed working with children prior to the completion of this training.
CONCLUSION:	Repeat Violation Established LSR: 03/21/2023 Corrective Action Plan: 03/31/2023 LSR: 01/10/2022 Corrective Action Plan: 01/21/2022 LSR: 06/24/2021 Corrective Action Plan: 07/06/2021

RULE/STATUTORY VIOLATIONS:

APPLICABLE RULES	
R 400.8131(4)	Before unsupervised contact with children, all child care staff members who work directly with children shall complete prevention and control of infectious disease training, including immunizations.
ANALYSIS:	CCSM 9 was observed working with children prior to the completion of this training.
CONCLUSION:	<p>Repeat Violation Established</p> <p>LSR: 03/21/2023 Corrective Action Plan: 03/31/2023</p> <p>LSR: 01/10/2022 Corrective Action Plan: 01/21/2022</p> <p>LSR: 06/24/2021 Corrective Action Plan: 07/06/2021</p>

BUREAU RECOMMENDATION

Upon receipt of an acceptable corrective action plan, I recommend increased monitoring and no change in the status of the license.

Approved By:  	
RaSheeda Mitchell 03/22/2024 Consultant Date	Jacquelin Sharkey 03/22/2024 Area Manager Date