



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

January 10, 2023

Renee Linscott
Future Steps, LLC
11260 8th Ave.
Grand Rapids, MI 49534

RE: License #: DC700305351
RE: SI LOG #:
Future Steps
11260 8th Ave.
Grand Rapids, MI 49534

Dear Ms. Linscott:

This letter is to advise you that the 11/26/2022 and 10/15/2022 corrective action plan you submitted, regarding each rule violation cited in the recently completed Renewal Licensing Study Report, is approved.

You can find a copy of this corrective action approval letter and the associated report on our [website](#) under [Statewide Search for Licensed Child Care Centers and Homes](#). A description of each type of report and corrective action plans can be found under [Overview of Licensing Reports](#).

Violation cited	Noncompliance observed	Plan to correct	Date to be completed
R 400.8122 (1)	The Infant/ Toddler classroom is operating without a qualified lead caregiver.	Rita Dean is currently taking classes for her CDA license. Ms. Linscott has applied for a lead caregiver variance request. (Approved on 10/15/2022 corrective action plan)	Waiting on approval from the department.
R 400.8131 (12)	Child Care Staff Members (CCSM) Jean Peavey, Rita Dean, and Paulette Montalvo did not complete the 2021 Health and Safety	All Health and Safety Refresher courses will be completed within the 6 month period. Staff will complete the 2021 Health and Safety Refresher course by	May 2023

	Refresher course on MiRegistry.	requesting access to the past training. (Approved on 11/24/2022 corrective action plan)	
R 400.8131 (3)	CCSM's Paulette Montalvo, Nataleigh Pratt, and Destiny Raymo did not complete training on prevention of shaken baby syndrome, abusive head trauma, and child maltreatment, and recognition and reporting child abuse and neglect before caring for children.	Rita Dean and Paulette Montalvo completed this training in October 2022. Jean Peavey had technical difficulties and will call by 11/20/2022 to get support help on MiRegistry. Ms. Peavey will complete this training. (Approved on 11/24/2022 corrective action plan)	Completed/ 12/02/2022
R 400.8131 (4)	CCSM's Paulette Montalvo, Nataleigh Pratt, and Destiny Raymo did not complete training on prevention and control of infectious disease training, including immunizations before unsupervised contact with children.	Rita Dean and Paulette Montalvo completed this training in October 2022. Jean Peavey had technical difficulties and will call by 11/20/2022 to get support help on MiRegistry. Ms. Peavey will complete this training. (Approved on 11/24/2022 corrective action plan)	Completed/ 12/02/2022
R 400.8131 (5)	CCSM's Paulette Montalvo, Nataleigh Pratt, and Destiny Raymo did not complete training on administration of medication, prevention of and response to emergencies due to food and allergic reactions, building and physical premises safety, emergency preparedness and response planning, handling and storage of hazardous materials and appropriate disposal of bio-contaminants, precautions in transporting children, if applicable, and child development within 90 days of being hired.	Rita Dean and Paulette Montalvo completed this training in October 2022. Jean Peavey had technical difficulties and will call by 11/20/2022 to get support help on MiRegistry. Ms. Peavey will complete this training. (Approved on 11/24/2022 corrective action plan)	Completed/ 12/02/2022

R 400.8131(6)	CCSM's Jean Peavey, Rita Dean, and Paulette Montalvo did not complete the required 16 clock hours of professional development for the 2020 and 2021 calendar years.	16 hours of training will be completed annually by all staff members. (Approved on 11/24/2022 corrective action plan)	Ongoing 2022 and 2023
R 400.8167 (1)	The Infant/ Toddler classroom is divided into three well defined spaces. The entire space was measured to determine the overall capacity of the classroom. One third of the classroom was not being fully utilized for children.	The infant/toddler classroom is being rearranged to utilize the space required. The three well defined spaces will be removed. The sleeping area will remain as is. (Approved on 10/15/2022 corrective action plan)	11/25/2022
R 400.8179 (7)	During my onsite inspection I observed a child sitting in a highchair built into a table for approximately 30 minutes. At this time, the child did not have any toys or activities to occupy their time.	It is not center policy for children to sit at a table for any length of time with nothing to do. This will be closely observed and will not happen again. (Approved on 10/15/2022 corrective action plan)	Immediately 08/01/2022
R 400.8380 (1)	Bug spray and sunscreen were stored within reach of child care children in the Infant/Toddler and Preschool classrooms. The Infant/Toddler classroom also had markers, glue sticks, papers, Play-Doh, and plastic bags within reach of children.	Bug spray, sunscreen, markers playdoh, papers were all relocated and placed in a locked cabinet. (Approved on 10/15/2022 corrective action plan)	Immediately 08/01/2022

It is expected that the corrective action plan will be implemented within the time frames as outlined in your plan.

A follow-up evaluation may be made to verify compliance. Should the corrections not be implemented in the specified time, it may be necessary to reevaluate the status of your license.

The office provides technical assistance to meet the licensing requirements and consultation to improve services. Please contact me with any questions. In the event that I am not available and you need to speak to someone immediately, you may contact the local office at (517) 284-9730.

Sincerely,

A handwritten signature in cursive script that reads "Lisa Bush".

Lisa Bush, Licensing Consultant
Child Care Licensing Bureau
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
(616) 558-0326