



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

July 24, 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 07/21/2023 corrective action plan you submitted, regarding each rule violation cited in the recently completed Interim Inspection 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
8131(12)	Child Care Staff Member (CCSM) 1 did not complete the 2021 Health and Safety Refresher course on MiRegistry. CCSM 2 did not complete the 2020, 2021, and 2022 Health and Safety Refresher courses on MiRegistry.	All caregivers have completed/ will complete the MiRegistry Health and Safety training within 10 business days. Caregivers are given time during working hours to finish training. Director will check weekly to make sure it was completed. Ongoing Health and Safety training will be current for all caregivers and any new employees/ caregivers.	07/17/2023

8131(3)	CCSM's 2, 3, 4, 5, 6, and 7 were not trained on prevention of shaken baby syndrome, abusive head trauma, and child maltreatment, and recognition and reporting of child abuse and neglect prior to caring for children.	All caregivers have completed/ will complete the MiRegistry Health and Safety training within 10 business days. Caregivers are given time during working hours to finish training. Director will check weekly to make sure it was completed. Ongoing Health and Safety training will be current for all caregivers and any new employees/ caregivers.	07/17/2023
8131(4)	CCSM's 2, 3, 4, 5, 6, and 7 did not complete training in prevention and control of infectious disease, including immunizations before having unsupervised contact with children.	All caregivers have completed/ will complete the MiRegistry Health and Safety training within 10 business days. Caregivers are given time during working hours to finish training. Director will check weekly to make sure it was completed. Ongoing Health and Safety training will be current for all caregivers and any new employees/ caregivers.	07/17/2023
8131(5)	CCSM's 2, 3, and 7 did not complete training in the following topics within 90 days of hire: (a) Administration of medication. (b) Prevention of and response to emergencies due to food and allergic reactions. (c) Building and physical premises safety. (d) Emergency preparedness and response planning. (e) Handling and storage of hazardous materials and appropriate disposal of bio-contaminants. (f) Precautions in transporting	All caregivers have completed/ will complete the MiRegistry Health and Safety training within 10 business days. Caregivers are given time during working hours to finish training. Director will check weekly to make sure it was completed. Ongoing Health and Safety training will be current for all caregivers and any new employees/ caregivers.	07/17/2023

	children, if applicable. (g) Child development.		
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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,



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