



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

September 9, 2022

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

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

Dear Ms. Linscott:

Attached is your renewal inspection report. You can find a copy of this renewal inspection report and any associated corrective action plans on our [website](#) under [Statewide Search for Licensed Child Care Centers and Homes](#). A description of when renewal inspection reports are completed can be found under [Overview of Licensing Reports](#).

During the renewal inspection on 08/01/2022, I found eight violation(s) listed below and explained in the attached report: listed below and explained in the attached report:

- R 400.8122(1) Lead caregiver; qualifications; responsibilities.**
- R 400.8131(12) Professional development requirements.**
- R 400.8131(3) Professional development requirements.**
- R 400.8131(4) Professional development requirements.**
- R 400.8131(5) Professional development requirements.**
- R 400.8167(1) Indoor space.**
- R 400.8179(7) Program.**
- R 400.8380(1) Maintenance of premises.**

Due to the violations, you must send us a corrective action plan by 09/30/2022. 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.

Upon receipt of an acceptable corrective action plan, a regular license will be issued. You will receive it in the mail.

During calendar year 2021:	Total
Number of serious injuries that occurred in facility.	0
Number of deaths that occurred in the facility.	0
Number of substantiated cases of abuse and/or neglect of a child that occurred at the facility.	0

Please contact me with any questions. In the event that I am not available and you need to speak to someone immediately, please contact the local office at (517) 284-9730.

Per MCL 722.113g, this report and any related corrective action plans must be filed in your Licensing Notebook.

Sincerely,



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

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
CHILD CARE LICENSING BUREAU
RENEWAL INSPECTION REPORT**

I. IDENTIFYING INFORMATION

License #: DC700305351

Licensee Name: Future Steps, LLC

Licensee Address: 11260 8th Ave.
Grand Rapids, MI 49534

Licensee Telephone #:

Licensee/Designee: Renee Linscott, Designee

Name of Facility: Future Steps

Facility Address: 11260 8th Ave.
Grand Rapids, MI 49534

Facility Telephone #: (616) 735-2066

Original Issuance Date: 10/18/2010

Capacity: 54

Age Range: Ages Birth Thru 12 years

Program Components: PRESCHOOL
SCHOOL AGE
INFANT/TODDLER
FOOD SERVICE

II. METHODS OF INSPECTION

Date of On-Site Inspection(s): 08/01/2022
 Date of Environmental Health Inspection: 04/01/2022
 Date of Fire Safety Inspection: Pending
 Date of Lead Hazard Risk Assessment, if applicable: 8/17/2010
 Date of Documentation of Playground Compliance, if applicable: N/A

		No. of Records Reviewed	
No. of children enrolled in care	38	10	
No. of staff employed	5	5	
No. of volunteers	1	1	
No. of children present at time of inspection	22		
No. of staff present at time of inspection	4		
No. of volunteers present at time of inspection	0		
No. of children interviewed/observed	22		
Persons Interviewed:	Licensee/Licensee Designee	<input type="checkbox"/>	
	Program Director	<input checked="" type="checkbox"/>	
	Caregiving staff	<input checked="" type="checkbox"/>	

Approved Child Use Space: Infant/Toddler room and Preschool/School Age room.
 Approved Program Director: Jean Peavey
 Approved Central Administrator: None
 Approved Variances: None
 Key Indicator Inspection: No

III. DESCRIPTION OF FINDINGS & CONCLUSIONS

This renewal inspection involved a review of all applicable child care center administrative rules and statutes. Verification of compliance included direct observations of the physical environment and the program, discussions with staff, and a review of the center’s records, including staff records and children’s records. Staff records include background checks and training information. Children’s records include child information cards, physical examination dates, and immunizations.

During the inspection, the center was found to be in compliance with all applicable rules and statutes except for the following violations:

R 400.8122 Lead caregiver; qualifications; responsibilities.

(1) Lead caregivers are required only for groups of children who are preschool age and younger.

The Infant/ Toddler classroom is operating without a qualified lead caregiver.

R 400.8131 Professional development requirements.

(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 month of the notice.

Child Care Staff Members (CCSM) Jean Peavey, Rita Dean, and Paulette Montalvo did not complete the 2021 Health and Safety Refresher course on MiRegistry.

R 400.8131 Professional development requirements.

(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.

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.

REPEAT VIOLATION ESTABLISHED
LSR dated 07/17/2020
Corrective Action Plan dated 09/16/2020

R 400.8131 Professional development requirements.

(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.

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.

REPEAT VIOLATION ESTABLISHED

LSR dated 07/17/2020

Corrective Action Plan dated 09/16/2020

R 400.8131 Professional development requirements.

(5) Within 90 days of being hired, or the first day as an unsupervised volunteer, all child care staff members and unsupervised volunteers who work directly with children shall complete the following trainings, which may count toward annual professional development hours and are available at MiRegistry:

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

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.

REPEAT VIOLATION ESTABLISHED

LSR dated 07/17/2020

Corrective Action Plan dated 09/16/2020

R 400.8131(6) Professional development requirements.

(6) All child care staff members who work directly with children shall complete 16 clock hours of professional development annually on topics relevant to job responsibilities that include, but are not limited to, any of the following subjects:

- (a) Child development and learning.
- (b) Health, safety, and nutrition.
- (c) Family and community collaboration.

- (d) Program management.
- (e) Teaching and learning.
- (f) Observation, documentation, and assessment.
- (g) Interactions and guidance.
- (h) Child care center administrative rules.

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.

REPEAT VIOLATION ESTABLISHED
LSR dated 07/17/2020
Corrective Action Plan dated 09/16/2020

LSR dated 05/23/2018
Corrective Action Plan dated 07/10/2018

R 400.8167 Indoor space.

- (1) The required square footage of indoor space per child must be at least the following:
 - (a) Fifty square feet for infants and toddlers.
 - (b) Thirty-five square feet for preschoolers and school-agers.

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.

R 400.8179 Program.

- (7) When awake, use of confining equipment for infants must be minimized, not to exceed 30 minutes at a time.

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.

R 400.8380 Maintenance of premises.

- (1) The premises must be maintained in a clean and safe condition and must not pose a threat to health or safety.

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.

REPEAT VIOLATION ESTABLISHED

LSR dated 07/17/2020

Corrective Action Plan dated 09/16/2020

LSR dated 05/23/2018

Corrective Action Plan dated 07/10/2018

IV. RECOMMENDATION

Upon receipt of an acceptable corrective action plan and an 'A' rated Fire Inspection, I recommend issuance of a regular license to this child care center.



9/9/2022

Lisa Bush
Licensing Consultant

Date