



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

March 9, 2023

Tami Elliott
Scribbles & Giggles Daycare, Inc
2647 Hawthorne
Saline, MI 48176

RE: License #: DC810395673
Investigation #: 2023D0106005
Northstar Montessori Preschool

Dear Ms. Elliott:

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:

R 400.8140 Discipline.

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

- I interviewed: the person who made the program director, licensee designee, caregivers, a witness and parents.
- I completed an onsite inspection on 12/05/2022.

As a result of this investigation, I recommend no change to the current license status. I did not find any violations. The special investigation report is attached.

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 the enclosed documentation for accuracy and 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.

Sincerely,

A handwritten signature in cursive script that reads "Stacy Wables".

Stacy Wables, Licensing Consultant
Child Care Licensing Bureau
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
(517) 899-5790

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
CHILD CARE LICENSING BUREAU
SPECIAL INVESTIGATION REPORT**

I. IDENTIFYING INFORMATION

License #:	DC810395673
Investigation #:	2023D0106005
Complaint Receipt Date:	12/01/2022
Investigation Initiation Date:	12/05/2022
Report Due Date:	01/30/2023
Licensee Name:	Scribbles & Giggles Daycare, Inc
Licensee Address:	2647 Hawthorne Saline, MI 48176
Licensee Telephone #:	Unknown
Administrator:	Tami Elliott, Designee
Licensee Designee:	Tami Elliott, Designee
Name of Facility:	Northstar Montessori Preschool
Facility Address:	420 Russell St. Saline, MI 48176
Facility Telephone #:	(734) 686-1894
Original Issuance Date:	01/30/2019
License Status:	REGULAR
Effective Date:	07/31/2021
Expiration Date:	07/30/2023
Capacity:	266
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
CCSM 1 grabbed Child A by the arm twice, yelled at Child A in the face, and spanked Child A two to three times on the bottom.	No

III. METHODOLOGY

12/01/2022	Special Investigation Intake 2023D0106005
12/05/2022	Special Investigation Initiated – On site Observation and interviews with licensee designee and program director Tami Elliott, co-program director Shawn Dorris, Child Care Staff Member (CCSM)1, CCSM 2, CCSM 3, CCSM 4, and the witness from 1:00p.m. to 3:30p.m.
02/06/2023	Exit Conference I completed an exit conference with licensee designee Tami Elliott by telephone.
02/08/2023	Contact – Telephone Call Made Telephone calls to Child A’s Mother, Child B’s Mother and Child C’s Mother

ALLEGATION: CCSM 1 grabbed Child A by the arm twice, yelled at Child A in the face, and spanked Child A two to three times on the bottom.

INVESTIGATION: On 12/05/2022, I completed an unannounced on-site inspection at the child care center. I interviewed licensee designee and program director Tami Elliott and co-program director Shawn Dorris. Both were aware of the allegations and had reported the allegations to their assigned licensing consultant, Dalerie Hughes. Ms. Elliott said she was on vacation last week when she received a text message from the Witness on 11/30/2022. The witness stated she observed CCSM 1 use physical discipline on a male child. The witness stated CCSM 1 grabbed the male child by the arm twice, yelled at the male child in the face, and spanked the male child two to three times on the bottom. Ms. Elliott contacted Ms. Dorris regarding the concern. On 12/01/2022, Ms. Dorris spoke to the witness who stated on 11/30/2022 at 4:30p.m. she witnessed CCSM 1 grab a male child by the arm, then hit him on the bottom two or three times. The witness did not know the name of the child. The witness described the child as being not African American, but possibly mixed race and wearing a “fluffy hat with an orange ball.” Ms. Dorris

showed the witness a list of pictures of the children in the classroom where the witness observed the incident. The witness identified Child A as the child who “most stood out” as the child the witness believes CCSM 1 hit on his bottom. Ms. Dorris verified Child A has a hat with a fluffy ball on top. When Ms. Dorris reviewed the attendance sheet for 11/30/2022 she found that Child A was signed out of the center prior to 4:30p.m. when the witness stated she observed the incident. Ms. Dorris pointed out this information to the witness who said maybe the incident happened earlier than originally thought. Ms. Dorris said she spoke to CCSM 3 who is the lead caregiver in Child A's classroom and works with CCSM 1 regularly. Ms. Dorris inquired whether CCSM 3 ever had any concerns with CCSM 1's interactions with Child A, or any other children in the classroom. CCSM 3 told Ms. Dorris she has never had any concerns with how CCSM 1 interacts with Child A, or any children in the classroom. CCSM 3 told Ms. Dorris there are times CCSM 1 uses a tone of voice that can make her sound frustrated at times, but nothing that caused concern. When Ms. Dorris told CCSM 3 about the allegations against CCSM 1, CCSM 3 said she was “shocked” as she said she had never seen CCSM 1, or any other child care staff members, use physical discipline with Child A or any other child. CCSM 3 told Ms. Dorris she does not recall any incidents with CCSM 1 or Child A on 11/30/2022 that were concerning.

Ms. Dorris spoke to CCSM 1 in person while Ms. Elliott participated via speaker phone. Both Ms. Elliott and Ms. Dorris attempted to ask CCSM 1 if she could think of anything that happened in the classroom on 11/30/2022 that they might be concerned about without leading CCSM 1 into anything specific. CCSM 1 could not think of anything to report to Ms. Dorris and Ms. Elliott. When Ms. Dorris and Ms. Elliott finally told her the allegations, CCSM 1 was “shocked and devastated.” CCSM 1 denied that she yelled at or spanked any child in the classroom. CCSM 1 told Ms. Dorris and Ms. Elliott she does not even spank her own children.

Ms. Dorris and Ms. Elliott said CCSM 1 has worked at the child care center for about one year. They both said they have never had any concerns about CCSM 1 using inappropriate discipline, or any other concerns, since she has worked at the child care center. I reviewed the attendance sheet from 11/30/2022 and found that Child A was signed out at 3:54p.m.

I interviewed CCSM 2. CCSM 2 said she worked in the classroom with CCSM 1 on 11/30/2022. CCSM 2 said she does not remember seeing anything out of the ordinary on that day during the timeframe it was reported CCSM 1 allegedly used physical discipline on Child A. CCSM 2 said she does not recall observing CCSM 1 appear to be frustrated with Child A, or any child in the classroom. CCSM 2 said she does not remember hearing Child A, or any other child, cry out as if they were upset. CCSM 2 said she has never seen CCSM1, or any other child care staff members, use physical discipline on a child. CCSM 2 said sometimes CCSM 1 shouts instructions across the room to a child instead of walking over to a child to speak to them directly. Although CCSM 1 has a loud voice at times, CCSM 2 said she believes CCSM 1 speaks appropriately to children. CCSM 2 said if she heard or saw

any incidents between any child care staff member and a child that concerned her, she would speak to a supervisor immediately.

I interviewed child care staff member CCSM 3. Ms. Stamper said she has “never seen anything like that” when I discussed with her of the allegations regarding CCSM1. CCSM 3 said she works with CCSM 1 every day. CCSM 3 said she has never seen CCSM 1, or any other child care staff members, get frustrated to the point that they appear they would use physical discipline on a child.

I interviewed CCSM 1. CCSM 1 said when Ms. Elliott and Ms. Dorris told her about the allegations against her, she replayed the entire day on 11/30/2022 “over and over again in my head.” CCSM 1 said she has never used physical discipline on Child A, or any of the child care children. CCSM 1 said she has never even used physical discipline on her own children. CCSM 1 said she was told the alleged incident happened around 4:30p.m. while Child A was wearing his coat and hat or possibly when Child A was getting ready to go outside earlier in the day. CCSM 1 said the time frames of the allegations do not make sense to her. On 11/30/2022, the children did not go outside due to the temperature being below 20 degrees per the center’s policy. When CCSM 1 reviewed the attendance sheet, she found that Child A was signed out prior to 4:30p.m. on 11/30/2022. CCSM 1 observed on the attendance sheet that only one child signed out around 4:30p.m. and CCSM 1 did not assist that child with getting ready to leave for the day. CCSM 1 said she is not sure who assisted Child A with getting ready to leave for the day, but it was not her. CCSM 1 said she cannot think of any interactions she had with Child A, or any other children, on 11/30/2022 that would have been misinterpreted as her grabbing a child by the arm and/or spanking a child. CCSM 1 said if she needed to move a child from one location to another location, she would take the child by the hand, or gently guide the child with her hand on their back. CCSM 1 said she has never yelled at or spanked any child care children.

I interviewed child care staff member CCSM 4. CCSM 4 said she was in the classroom with CCSM 1 on 11/30/2022 around 4:30p.m. CCSM 4 said she reviewed the attendance sheet and found that Child A was signed out from the center at 3:54p.m. CCSM 4 said if a witness observed CCSM 1 grab and spank a child at 4:30p.m., then the child in question could not have been Child A. CCSM 4 said she was told there might have been some confusion on whether the incident occurred while CCSM 1 was getting Child A ready to go outside or if she was getting Child A ready to go home for the day. CCSM 4 said they did not take the children outside on 11/30/2022 because the temperature was below what the center’s policy defines as too cold to take the children outside. CCSM 4 said she believes if CCSM 1 yelled at and spanked a child in the classroom, CCSM 4 would have heard or seen the incident.

I interviewed the witness. The witness said while walking through the classroom where CCSM 1 was working, a male child was observed wandering around the classroom. The witness heard CCSM 1 yell at the child, then grab the child’s bicep

and yank him. The witness then observed CCSM 1 grab the male child by his forearm, turn him around and hit him hard on the bottom two or three times. The witness is not sure if the male child cried or yelled out at the time as the witness left the room after that. The witness does not know the name of the male child. The witness believes the male child is of mixed race and was wearing a coat was orange but was unsure and believes the male child was wearing an orange hat with a ball on the top. The witness believes the incident occurred around 4:30p.m. The witness believes the male child was getting ready to leave for the day because he was wearing his coat. The witness said it is possible the incident happened earlier in the day when the children were getting ready to go outside. The complainant saw CCSM 4 present in Child A's classroom at the time but is unsure if any other child care staff members besides CCSM 1 and CCSM 4 were present in the classroom at the time. The witness sent a text message to Ms. Elliott explaining what was observed. Ms. Elliott was out of town, so the witness set up a meeting with Ms. Dorris. Ms. Dorris showed the witness pictures of all the children who are enrolled in the classroom where CCSM 1 works. The witness said after reviewing the pictures of all the children in the classroom, Child A stood out as the child who most resembled the child involved in the incident with CCSM1. At first, the witness did not know CCSM's name, so the witness asked a child care staff member who provided the complainant with CCSM's name.

I observed Child A's classroom. I found the classrooms to be separated by partial walls and various gates. Child A's classroom is visible to surrounding classrooms in the center. I observed that child care staff members can easily view and hear interactions from surrounding classrooms. Ms. Elliott and Ms. Dorris said no child care staff members from Child A's classroom, or any of the surrounding classrooms reported that they heard or saw any concerning interactions between Child A and CCSM 1 on 11/30/2022.

On 2/6/2023, I completed an exit conference with licensee designee Tami Elliott by telephone. Ms. Elliott verified she reported the alleged incident to Child A's Mother. Child A's Mother told Ms. Elliott she was surprised to hear of the allegation. Child A's Mother told Ms. Elliott that she believes Child A would have been crying or upset when she picked him up on 11/30/2022 if a child care staff member yelled at him and spanked him right before he left. Child A's Mother said Child A did not seem upset when she picked him up on 11/30/2022. Ms. Elliott said Child A's Mother told her Child A has not mentioned that he had any concerns about any of the child care staff members at the center.

I reviewed the center's discipline policy and found that physical discipline is listed as a prohibited form of discipline.

On 2/8/2023 I spoke to Child B's Mother by telephone. She said she has had a "very good" experience with the child care center. She said Child B recently transitioned to a different classroom due to his age and the child care staff members made sure it was a smooth transitions. Child B's Mother said she likes that the child care staff

members take the children outside a lot. Child B's Mother said the child care staff members provide good and timely communication if there are any concerns with Child B. Child B's Mother does not have any concerns with supervision or discipline at the center. Child B's Mother said Child B is very verbal for his age and she believes Child B would say something if there was something Child B did not like about the center.

On 2/8/2023 I placed telephone calls to Child A's Mother and Child C's Mother. I left voice messages requesting return calls.

APPLICABLE RULE	
R 400.8140	Discipline.
	(2) All of the following means of punishment are prohibited: (a) Hitting, spanking, shaking, biting, pinching, or inflicting other forms of corporal punishment.
ANALYSIS:	There is not enough evidence to support that CCSM 1 used physical discipline on Child A. There was other child care staff members present in the classroom and in surrounding classrooms where CCSM 1 was visible and within hearing distance to other child care staff members. None of the child care staff members observed or heard CCSM 1 yell at or spank Child A.
CONCLUSION:	VIOLATION NOT ESTABLISHED

IV. RECOMMENDATION

I recommend no change in the status of the license.

Stacy Wables

03/09/2023

Stacy Wables
Licensing Consultant

Date

Approved By:

Darlese McConnell

03/09/2023

Darlese McConnell
Area Manager

Date