



GRETCHEN WHITMER
GOVERNOR

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

Michelle Richard
ACTING DIRECTOR

REDACTED REPORT

3/26/2024

Gretchen's House Inc.
4531 Concourse Dr.,
Ann Arbor, MI, 48108

License Number: DC810399935
Special Investigation Number: SI-00080355

Dear Gretchen's House Inc.,

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
R 400.8125(1)	All staff and volunteers shall provide appropriate care and supervision of children at all times.

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

- I interviewed: Program director, child care staff members, and parents.
- I completed on-site inspections on the following dates: 11/29/2023

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

Rule/Law Number	Rule Description
R 400.8125(1)	All staff and volunteers shall provide appropriate care and supervision of children at all times.
R 400.8158(2)(b)	An incident involving an allegation of inappropriate contact.

R 400.8158(4)

A licensee, licensee designee, or program director shall submit a written report to the department of the occurrences outlined in subrules (1), (2), and (3) of this rule, in a format provided by the department, within 72 hours of the verbal report to the department.

Due to the violations, you must send us a [corrective action plan](#) by 4/16/2024. You can use our corrective action plan form or create your own.

If you need help writing the corrective action plan, please contact licensing consultant Michelle Gleed at (517) 599-7404 or gleedm@michigan.gov. 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](#).

You will be sent two copies of this report. One is **not for public disclosure** and one is a **redacted report**.

- The report marked **not for public disclosure** is for your records only. This copy may contain legally protected information. It must not be placed in your licensing notebook.
- The report marked **redacted report** may have some legally protected information blacked out. If you do not have internet available for online review, **redacted report** and any related corrective action plans must be filed in your licensing notebook. The **redacted 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, Michelle Gleed at (517) 599-7404 or gleedm@michigan.gov. In the event that Michelle Gleed is not available and you need to speak to someone immediately, please contact the Child Care Licensing Bureau at 517-284-9730.

Sincerely,

A handwritten signature in cursive script, appearing to read "Michelle Gleed".

Michelle Gleed, Licensing Consultant

Enclosure

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

Report Type: Special Investigation Report

Date of Report: 3/26/2024

THIS REPORT CONTAINS QUOTED PROFANITY AND/OR SEXUALLY EXPLICIT LANGUAGE.

Special Investigation Number	Complaint/Incident Receipt Date
SI-00080355	10/30/2023
Investigation Initiation Date	Report Due Date
12/6/2023	2/4/2024
License Number	Licensee Name(s)
DC810399935	Gretchen's House Inc.
Facility Name	Licensee Designee(s)
Gretchen's House Northside	Heidi Marlene McFadden Gretchen Lee Preston
Program Type	Central Administrator(s)
Center	N/A
Capacity	
45	
Facility Address	Mailing Address
929 Barton Dr, Ann Arbor, MI, 48105	4531 Concourse Dr., Ann Arbor, MI, 48108
Facility Phone Number	Facility Email Address
7347612576	[REDACTED]@gretchenshouse.com
Original License Issuance Date	License Status:
6/18/2019	Regular
License Effective Date:	License Expiration Date:
12/18/2021	12/17/2023

ALLEGATION(S)**Violation Established?**

Child A reported he [REDACTED] Child B. This has been happening since September 2023. Measures were put in place, and it happened again.	Yes	
Additional Finding:	Yes	

METHODOLOGY

Date	Activity
12/6/2023	Special Investigation Case Created SI-00080355
11/28/2023	Contact – Document Received I received an email from licensing consultant Kimberly Brown.
11/29/2023	Inspection Completed On-Site I completed an on-site inspection at the Gretchen's House 1290 location from 10:45 a.m. to noon. I spoke with Child Care Staff Member 1 (CCSM 1).
11/29/2023	Special Investigation Initiated via On-site I completed an on-site inspection from 9:35 a.m. to 10:20 a.m. I spoke with interim Program Director
11/30/2023	Contact – Document Received I received an email from interim Program Director
1/17/2024	Contact – Document Sent I sent a text message to Child A's Mother and Child A's Father.
1/17/2024	Contact – Phone Call Made I left a voicemail for Child A's Mother and Child A's Father.
1/17/2024	Contact – Phone Call Made I spoke with Child Care Staff Member 2 (CCSM 2).
1/17/2024	Contact – Phone Call Made I left a voicemail for Child Care Staff Member 3 (CCSM 3).
1/17/2024	Contact – Document Sent I sent a text message to CCSM 3.
1/17/2024	Contact – Document Sent I sent a text message to Child Care Staff Member 6 (CCSM 6).
1/17/2024	Contact – Phone Call Made I spoke with CCSM 4.
1/17/2024	Contact – Phone Call Made I attempted to reach CCSM 4 by telephone and there was no answer, and her voicemail was full.

1/17/2024	Contact – Phone Call Received I spoke with CCSM 6.
1/17/2024	Contact – Phone Call Made I spoke with CCSM 3.
1/17/2024	Contact – Phone Call Made I spoke with Child B's Father.
1/17/2024	Contact – Phone Call Received I spoke with Child A's Mother.
1/17/2024	Contact – Document Sent I sent a text message to CCSM 4.
1/17/2024	Contact – Phone Call Made I spoke with Child Care Staff Member 5 (CCSM 5).
1/17/2024	Contact – Phone Call Made I attempted to reach Child Care Staff Member 6 (CCSM 6) and there was no answer, and her voicemail was full.
1/18/2024	Contact – Document Received I received an email from interim Program Director.
1/18/2024	Contact – Document Received I received an email from interim Program Director.
3/12/2024	Exit Conference I completed an exit conference with Program Director and Child Care Staff Member 7 (CCSM 7). CCSM 7 sat in on behalf of the Licensee Designee Heidi McFadden who was unavailable.

ALLEGATION: Child A reported he [REDACTED] Child B. This has been happening since September 2023. Measures were put in place, and it happened again.

INVESTIGATION:

On November 28, 2023, child care licensing consultant Kimberly Brown forwarded me an email she received from Program Director on November 16, 2023. The email notes that Child A's Mother and Father reported Child B [REDACTED] Child A. Program Director provided a timeline of events. The initial report was October 27, 2023, and noted that Child B [REDACTED] Child A's [REDACTED] over his clothes and was reportedly happened for around a month prior to this report. Child A noted it took place when the children were lined up at the school getting ready to walk over to Gretchen's house and it also happened at Gretchen's House Northside. Child A could not recall exact dates. Child B's Father was notified. On October 30, 2023, a safety plan was made and shared with Child A's Mother and Father. The plan included making sure all child care staff members were aware of the situation and the plan. The child care staff members would have conversations with all the children in attendance regarding personal space and the seriousness of body boundaries, and when lined up and during transition times, Child A and Child B would be kept separate. The safety plan also included having a child care staff member near Child B to monitor him and give

boundary reminders as needed. Child A's Mother and Father requested that Child A still be allowed to participate in group activities that could include Child B. It was requested that child care staff members not discuss the situation with Child A unless his parents were present. On November 14, 2023, Child A and another student had an issue and they problem solved regarding this. Child A seemed sad and this is why the child care staff members thought he was sad. Child A's Mother returned shortly after picking up to alert CCSM 1 that Child A had reported that Child B [REDACTED] over his clothes when they were playing touch football. There was a discussion with CCSM 1, Child A, and Child A's Mother. The child care staff members were observing the football game the entire time and the two children were never in a situation where they could be alone. However, it is in the realm of possibility that Child B could have tagged Child A on the [REDACTED] during the game. Child A's Mother and Father made the decision to remove Child A from the program.

On November 29, 2023, I completed an on-site inspection from 9:35 a.m. to 10:20 a.m. I spoke with Program Director, she stated on October 27, 2023, she was not present but was told about the situation regarding Child A. Child A was very upset at pick-up and told his father that Child B had [REDACTED] on the outside of his clothes. Child A told his father that this was not the first time this had happened. These things were never reported to or observed by child care staff members. Child B's Father came back into Gretchen's House Northside and spoke with CCSM 1. On October 27, 2023, CCSM 1, CCSM 2, CCSM 3, and CCSM 4 were all present. Program Director explained this allegedly happened in line walking from the school over to the center. Four child care staff members go over to the school. Two child care staff members take the younger children with one child care staff member at the front of the line and one at the back and walk them across the cross walk, to the building, down the stairs at the front entrance of the building, and into the child care area. The same thing happens a few minutes later with the older children and two child care staff members. None of the child care staff members present that day and/or transitioning Child A and B's group observed Child B touch Child A. However, CCSM 1 and Program Director took Child A's statements very seriously, CCSM 1 validated Child A, and immediately put a safety plan into place. The children were to be on opposite teams in the group games they play, Child A knew if he had any concerns to play with other friends, and they attempted to keep Child A and Child B separate as much as possible. Their goal was to always have safety measures in place. The safety plan was sent out to Child A's parents on October 30, 2023. On October 31, 2023, there was no school. On November 1, 2023, the child care staff members present reviewed and educated all the children present on safe touch. Child A was not present that day. On November 3, 2023, Child A's Mother requested a meeting, Program Director was out and the meeting was scheduled for the second week of November 2023. Child A's Mother then picked Child A up on November 14, 2023, and Child A again stated Child B had [REDACTED] on the outside of his clothes. This apparently happened during flag football and none of the child care staff members present observed this occur. Child A did not report this to them. The child care staff members review tag football rules such as where it is okay to tag and where it is not okay to tag prior to the start of each game. That day CCSM 1, CCSM 2, CCSM 3, and CCSM 6 were present. CCSM 1 asked CCSM 2, since he was near Child A and Child B

when they were playing football if he had seen anything and he said, “no”. This upset Child A’s Mother and she said, “I am out of here” and then she took Child A and left. CCSM 1 tried to explain but she did not stay. CCSM 1 said to Child A, “we believe you.”

On November 27, 2023, I completed an on-site inspection at the Gretchen’s House 1290 location from 10:30 a.m. to 11:45 a.m. I spoke with CCSM 1. CCSM 1 stated on October 27, 2023, Child A left with his father and then returned and Child A’s Father reported to CCSM 1 that Child A told him Child B was [REDACTED] when they would “line up.” He assumed this was [REDACTED] but those words were never spoken. He also assumed it was when they would line up at the school to walk the children over to the child care. He has an email from Child A’s Mother where she refers to the touching as “[REDACTED].” Child A reported this has been going on for about a month. Child B’s Father was informed and he was shocked that this was something that his son had allegedly done and he spoke to his son and reiterated with him where it is okay to touch friends and where it is not. The safety plan was always to shadow Child B and not single out Child A. When they were near each other they would be monitored as well. The shadowing and monitoring continued and he did not hear anything else from either Child A or Child B’s parents regarding the situation or further concerns. The child care staff members were constantly watching Child B and they never saw any concerns. He sent a follow up email to Child A’s Mother that things were going smoothly, there had been no issues, and Child A was having a good time at aftercare.

CCSM 1 stated on November 14, 2023, Child A’s Mother picked Child A up and then she returned with Child A as he had told her Child B had [REDACTED] while they were playing tag football. Child A’s Mother asked Child A if other things were happening like he had told her the first time and Child A said “no.” Child A’s Mother appeared very upset. During football time he and CCSM 6 were inside. CCSM 2 who was outside during football walked into the room while he was talking to Child A and Child A’s Mother. He asked CCSM 2 if he noticed anything inappropriate while Child A was playing football. CCSM 2 replied, “No and I was watching very closely.” Child A’s Mother was upset by this and left. When they play tag football the rules are one or two hands above the waist and they review where it is okay to touch; normally they have flags they just pull and it is normally the same group of children that play touch football.

CCSM 1 stated he has never observed Child B stating anything inappropriate. There are times the children will say, “Hey I am going to kick you in the butt.” However, this is done in a joking manner. CCSM 1 stated Child B has a good sense of purpose for the most part. Child B has good spatial boundaries for the most part. Child B is active and tends to be more physical but not in an unkind way. If he sees a friend, he will run up to them and “jostle” them in greeting. Child B is a “super kind child.” He always wants to help others and help in general. If another child appears to be bothering a child, he will stick up for them and advocate for them. He “looks after his neighbor.” This gives him a sense of purpose. CCSM 1 has never felt concerned for Child B or any of the children in care as far as inappropriate behavior is concerned. There was one time after the safety plan was put into place that Child B and Child A were playing “survival” which is a

pretend game the children play outside and Child A was sick, so Child B picked him up and began to “carry him to safety.” He was right there and told him he had to put Child A down because they keep their bodies to themselves. He has never seen Child B bully or intimidate, or inappropriately touch anyone.

CCSM 1 stated when they are inside, the child care staff members have a rule for one another that if there is a child care staff member watching a space, choose another space to watch the children in care. They are not allowed to use their cell phones, and child care staff members are expected to be engaged with children, talking, and at their level. Unless all the children are in the same place there are never two child care staff members in the same place. At the school the children used to sit or gather around the benches until all the children arrived and then they would line up. Since the incident with Child A was reported, they are very strict that the children must sit on the benches and remain seated until everyone has arrived. Then they all get up with a child care staff member at the front and one at the back, and they walk to the center. The children must stay between the adults and as close to a line as possible. They are children so they tend to sway a little out of the line at times. They have a good group of children in care and they really do help each other, stick to the routine, and have fun. When they use the restroom, one child may enter at a time and everyone else must wait outside the door where they are visible to a child care staff member. If there is more than one child waiting to use the restroom, a child care staff member will go over to them and assist while they wait/use the restroom. When they’re outside, they have zones and they stay in those zones, but do have walkie talkies and communicate with each other about what is happening or needed. They maintain a global view, not putting children behind them in their zone. They are always in ratio. CCSM 1 explained where all the zones are outside which are between the blacktop and climber, at the top of the hill, and near the sandbox.

On November 30, 2023, I received an email from Program Director. She provided the emails between Child A’s Mother dated November 15, 2023. It details her picking Child A up, seeing a look on his face and knowing something was wrong, his disclosure, the interactions with the child care staff members, and describing what has happened as “a complete violation of Child A’s dignity.” It noted the Child A told her that he feels Child B is attempting to touch him when the adults are not looking. Child A’s Mother affirmed him and told him she and his dad believe him. She stated, “Child A looked to have some relief but later at home was subdued.”

On January 17, 2024, I spoke with CCSM 2. CCSM 2 stated on October 27, 2023, he was working in the building but did not see anything happen as he was not with Child A or Child B at the time. On November 14, 2023, he was right there when Child A and Child B were playing football and nothing happened. Around 4:40 p.m. Child A’s Mother came in and told CCSM 1 that something happened. CCSM 1 asked CCSM 2 if he saw any inappropriate contact between Child A and Child B and he told CCSM 1 he had not seen anything and was watching Child A and Child B very carefully. CCSM 1 later told him Child A had reported while playing football Child B [REDACTED] outside his clothes. CCSM 2 stated when they were playing football on November 14, 2023, he

believes they had flags on, but they were still trying to learn to use them. Before they began, he discussed appropriate touching, gentle touching to not be too rough. The policy is two-finger touch from the chest to the shoulders or grabbing the flag. It was all boys that were playing football, there were four boys playing. There was one time for each Child A and Child B where they were being rough with another child (not each other) and wanting to tackle instead of touch. He explained the rule to them and they each immediately corrected the concern. He made sure that when Child A had the ball, Child B was covering one of the other children and when Child B had the ball, Child A was covering one of the other children.

CCSM 2 stated in the past prior to the incidents reported by Child A, he had to talk to Child B a few times because he jokingly smacked a child on the butt. He explained to Child B that he cannot smack anyone on the butt, that he must use appropriate touches, and he must ask before he hugs or high fives another child. This is to respect the other child's space and personal boundaries. This happened two or three times during 2023. Child B thought it was funny, he never did it in a mean or inappropriate way. The child care staff members explained to Child B this is not a way to be silly or funny. He has never seen Child B do this to Child A. There was one time when the children were getting out of school and Child B saw Child A on the benches and ran over happy to see his friend and sat next to him and leaned his head on him as if saying he was happy to see him. Even then, he reminded Child B to watch his personal space and Child B moved. Anytime Child A and Child B were "jovial" with each other they were both laughing, and they were both reminded to maintain personal space and be appropriate with friends. He has no concerns for Child A or Child B. CCMS 2 stated Child A is no longer in attendance. Child B does well, but they do have to keep eyes on him and remind him of personal space.

CCSM 2 stated he knew about the safety plan right after the October 27, 2023, incident as did all the child care staff members. The plan was always to shadow Child B and if there were any concerns with Child A or Child B, they would log it in a notebook that included simple things like if the child seemed happy. There were no concerns in the notebook, one time he noted that Child B was tackling children and another time he noted Child B was crying when came out of school.

On January 17, 2024, I spoke with Child B's Father. Child B's Father stated when CCSM 1 told him about the alleged incident of his son touching another child, it was "beyond the realm of imagination" to think that anything like that which would warrant anyone's concern could happen with his son. He told CCSM 1 it was "bizarre" that anyone would say Child B would do this. He believes it was a younger child that misinterpreted incidental contact that had no intent. His son has been attending Gretchen's House Northside for a few years now. He has never had any type of inappropriate contact or situation there. He is the most well-adjusted, gregarious, very aware child. When he spoke to Child B about the allegation that he had touched another child inappropriately, Child B looked at his dad like he was "crazy." He can tell if his son is lying or trying to pass something off/make an excuse and that was not the case. Child B looked at his father like he was "crazy" and said, "Dad what are you talking about. Are

you insane, what are you thinking, I would never do anything like that.” They discussed it and he told Child B there was nothing for him to worry about at all.

On January 17, 2024, I spoke with CCSM 3. CCSM 3 stated she was there when they were implementing the separation of Child A and Child B. Child A and Child B are in the same friend group and the plan was to observe and monitor as they were not going to make them play with other friends. She would go over and get the children from school but she was with the younger group and she left before Child A and Child B were both outside; she did not see anything. The safety plan was implemented right away, this was to shadow Child B. CCSM 1 went over with her the plan, the notebook and recorded any incidents even small conflicts with other children and if Child A or Child B were down or happy. Child A and Child B would play football and they were having trouble keeping their hands off each other during football and would lay on top of each other. Eventually they had to separate that entire group of children because they kept tackling each other during football and trying to wrestle each other to get the ball away. There were usually five or more children involved in the football game. They shadowed Child A too and had to separate him a few times for tackling. Child A and Child B in the weeks leading up to the alleged inappropriate contact had some arguments that resulted in both crying and they were working through those with them. They are in the same friend group. During the November 14, 2023, alleged incident, she was outside but she was up on the blacktop in that zone and she did not see anything.

CCSM 3 stated she has observed Child B smack other children on the bottom before and she or the other child care staff members are right there and separate the children and have a discussion with them about personal space and even if his friends say it is fine, do not put hands on each other like that. She has not seen this happen with Child A. These few times occurred in 2023, prior to this investigation and when the group was playing around outside. The wrestling and tackling happen more often. That group of children is always very playful and never in a harmful or mean way. It is never observed as being malicious or wanting to do harm to anyone ever. They do a lot of physical games when they play outside.

On January 17, 2023, I spoke with CCSM 4. CCSM 4 stated on October 27, 2023, she was working and she went over and got the older children which is Child A and Child B's group and brought them over to the center. She did not observe anything physical or inappropriate. She was aware of the safety plan to shadow Child A and Child B, and if their interactions became physical, they would separate them. If they were putting their hands on each other, they would tell them the rule that they have to keep their hands to themselves and not touch other people's bodies. On November 14, 2023, she was there when Child A and Child B were playing football. She was outside but she does not remember what areas she was covering that day. She thinks she may have been rotating spots during that time and she did not observe anything inappropriate. The boys in care always play football and before these alleged incidents of inappropriate contact between Child A and Child B she had never seen anything inappropriate with the two of them. Child B is a touchy kid but never touches in private part areas but tackles other

children playfully never sexualized. She does not have concerns with either Child A or Child B.

On January 17, 2024, I spoke with CCSM 6 and she stated that she was not hired until November 2023. She was working on November 14, 2023, but she was new and does not remember anything about that week. She has no concerns with Child B, he is one of the more outspoken children and very active. He has never been inappropriate with anyone.

On January 17, 2024, I spoke with Child A's Mother. She stated that Child A said the Child B touching him was happening for a while by the time he first reported the touching. Child A is a 7-year-old, so it is very difficult to sort out what that really means. He said since the start of the school year through the end of October 27, 2023, Child B was touching him. He said it happened a lot during transition between the school and Gretchen's House. They line up at the school and then the child care staff members walk the children over to the child care, but it had also occurred at Gretchen's House. Child A's Father picked Child A up on October 27, 2023. He was moody at child care this whole year and they picked him up and he said that Child B smacked him in the back of the head. Child A's Father spoke to Child A further as he felt there was more to it. Child A said sometimes Child B [REDACTED] and he told Child B to stop. Child B responded by telling Child A when you tell someone to stop it makes them want to do it more. Child A's Father went back in and told CCSM 1 he would be following up in writing. They wrote up a document to Program Director and CCSM 1 and included the school principal and vice principal. The following day CCSM 1 replied stating they would keep the children isolated and could watch them and make sure they did not send them to the same spaces. CCSM 1 said they could keep them separated. However, Child A's Mother did not want it to be punitive toward Child A, they wanted him to still be able to play with his friends.

Child A's Mother stated she picked Child A up November 14, 2023, and he was not himself, it was as if Child A was not "in there." She got him in the car, and said to him, "It seems like something is wrong can you tell me." Child A told her that Child B had touched her that day. She asked if the child that this had done was still there and he told her yes it was the child wearing the stripped shirt. She and Child A returned inside to speak to CCSM 1. The child with stripped shirt was standing dead still and staring at Child A's Mother, and he looked afraid that she and Child A returned. She walked past him and went to CCSM 1, he took them to a private room. Child A said, "Momma, can you tell him." She told CCSM 1 what Child A said happened during football and then CCSM 2 came in. CCSM 1 said to CCSM 2, were you watching the kids play football. CCSM 2 said he was. CCSM 1 asked CCSM 2 if he saw anything inappropriate happened. CCSM 2 stated, "Absolutely not and I had my eyes on them every single second. Nothing inappropriate happened." Child A's Mother stated that is not true, no adult is able to know where every child is at every time. She stated Child A told her the touching happened out in the open.

Child A's Mother stated when the safety plan was created, she told CCSM 1 that she did not want Child A to be isolated and not play with his friend group. They were supposed to be shadowing Child B. She told Child A not to say another word because no one who matters believes that he is not telling the truth. She later sent a message and said Child A is not safe at Gretchen's House and will not be returning. After this, Program Director reached out to her and said, "I do not know what to say." She was given an apology. Child A is an empty shell of a child and they are already seeking help for him. He has been improving dramatically but there are still concerns.

On January 18, 2024, I received an email from Program Director. She sent the communication containing the safety plan. The safety plan states a conversation occurred with all the children regarding personal space and body boundaries. During line up and transition times Child A and Child B will be separated in the line. There will always be a child care staff member shadowing Child B. It also states that with the age group of 1st to 3rd grade children many of the outdoor games they play are interactive and they requested Child A's Mom provide any feedback as to how to redirect Child A to activities he enjoys with a smaller group of children. Program Director attached the incident log for Child A and Child B. It has three entries, the group trained on body boundaries, the email CCSM 1 sent Child A's Mother updating that things were going well, and the entry noting on November 14, 2023, Child A reported to his mother that Child B touched him, and it notes Child A did not return to the program. Program Director attached the information provided to the child care staff members which includes the safety plan points, the fact they are to report any incidents to CCSM 1, the fact that Child A's parents requested he still be able to participate in the large group activities that could include Child B, and that Child A's Mother and Father do not want anyone to speak to Child A regarding the "situation" unless the parents are present.

On March 12, 2024, I completed an exit conference with Program Director and CCSM 7. I explained the many things the child care staff members had done well and excelled at regarding the incident and the areas which resulted in a supervision violation. There were no questions regarding the violations.

RULE/STATUTORY VIOLATIONS:

APPLICABLE RULES	
R 400.8125(1)	All staff and volunteers shall provide appropriate care and supervision of children at all times.
ANALYSIS:	There is not enough evidence to support that Child B inappropriately touched Child A. There was a pattern of Child B hitting other children on the [REDACTED] a few times in 2023 and being hands-on with others. After the first disclosure from Child A, there was a safety plan put in place. CCSM 3 reported after the safety plan Child A and Child B would play football and they were having trouble keeping their hands off each other during football. Eventually they had to separate that entire group of children because they kept tackling each other during football

	and trying to wrestle each other to get the ball away. The child care staff members did not supervise Child A and Child B appropriately when they were able to continue to play tag/touch football and continue to be hands on with one another.
CONCLUSION:	Violation Established

ADDITIONAL FINDING:

INVESTIGATION:

On November 29, 2023, Program Director stated she did not report either incident of the alleged inappropriate contact to child care licensing within 24 hours and she did not do a written report for either incident. She did send an email to child care licensing consultant Kimberly Brown on November 14, 2023, letting her know of the incidents and the safety plan. I asked Program Director to submit an incident report regarding the alleged incidents. On November 30, 2023, I received an email from Program Director with an incident report detailing both incidents with Child A and Child B. I explained she needed to do two separate incident reports. Program Director provided two incident reports on January 18, 2024.



RULE/STATUTORY VIOLATIONS:

APPLICABLE RULES	
R 400.8158(2)(b)	An incident involving an allegation of inappropriate contact.
ANALYSIS:	Program Director [REDACTED] did not report to the Michigan Department of Lifelong Education, Advancement, and Potential within 24 hours either of the two incidents of alleged inappropriate contact between Child B and Child A which reportedly occurred on October 27, 2023, and November 14, 2023.
CONCLUSION:	Violation Established

APPLICABLE RULES	
R 400.8158(4)	A licensee, licensee designee, or program director shall submit a written report to the department of the occurrences outlined in subrules (1), (2), and (3) of this rule, in a format provided by the department, within 72 hours of the verbal report to the department.
ANALYSIS:	Program Director [REDACTED] did not submit a written incident report to the Michigan Department of Lifelong Education, Advancement, and Potential within 72 hours of the incidents of alleged inappropriate contact between Child B and Child A which reportedly occurred on October 27, 2023, and November 14, 2023.
CONCLUSION:	Violation Established

BUREAU RECOMMENDATION

Bureau Recommendation
Upon receipt of an acceptable corrective action plan, I recommend the no change in the status of the license.

Approved By:	
 Michelle Gleed Consultant	03/26/2024 Date
 Darlese McConnell Area Manager	03/26/2024 Date