



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

January 5, 2022

Batul Akbari  
Froebel Childcare Inc.  
2134 South Wayne Road  
Westland, MI 48186

RE: License #: DC820398277  
2022D0916004  
RE: SI LOG #: **Froebel Montessori & Childcare  
2134 South Wayne Rd.  
Westland, MI 48186**

Dear Mrs. Akbari:

This letter is to advise you that the 01/04/2022 corrective action plan you submitted, regarding each rule violation cited in the recently completed Special Investigation 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
R400.8128	On 12/6/2021, eight of the 23 staff did not have TB test results on file at the center.	All current employees have completed their TB tests. Moving forward all new employees will submit their TB test result prior to starting.	Immediately and ongoing
R400.8131	On 12/6/2021, staff training records were reviewed. Three of the 23 staff members did not have proof of training in first aid and CPR. I found that six of the 23 staff did not have safe sleep training on file. Three of the 23 staff had not completed the required	All current staff have completed safe sleep and health and safety training. Moving forward all new employees will be required to complete training prior to starting.	Immediately and ongoing

	Health and Safety 1 & 2 training on MI Registry.		
R400.8140	The complainant, Ms. Cox, Ms. Brown, and Ms. Curtis all heard Ms. Haymer fail to use positive methods of discipline when they heard her yelling at Child A throughout the day of 11/9/2021. Ms. Cox, Ms. Curtis, Ms. Diaz, and the complainant all observed Child A in time out facing the corner of the room. Ms. Cox, Ms. Curtis, Child B's Mother and Child C's Mother confirmed that the center uses time outs for children under 3 years of age.	The employee was terminated. All employees received training about positive discipline techniques. The center will use redirection instead of time out with all ages.	Immediately and ongoing
R400.8161	Based on the fire drill log, Ms. Akbari failed to implement at least one fire drill every three months and did not complete any tornado drills in 2021.	The center has completed a fire and tornado drill and has updated the drill policies. They will complete drills as required.	Immediately and ongoing
R400.8122	There were eight staff designated as lead teachers. None of them had their required credentials on file.	All lead teachers have the necessary educational requirements on file at the center.	Immediately and ongoing
R400.8125	While reviewing staff records on 12/6/2021, it was found that two of the 23 staff did not have abuse and neglect statements signed and on file.	All current employees have signed abuse and neglect statements on file. Moving forward all new employees will be required to sign before starting.	Immediately and ongoing

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 (313) 456-0380.

Sincerely,

*J. Manchester*

Jinelle M. Manchester, Licensing Consultant  
Bureau of Community and Health Systems  
Cadillac Pl. Ste 9-100  
3026 W. Grand Blvd  
Detroit, MI 48202  
(313) 938-6141