



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

October 28, 2022

Hailee Fisher
KCE Champions LLC
Suite 1400
21762 Harding
Rockwood, MI 48173

RE: License #: DC820409486
2022D0919018
RE: SI LOG #: **KCE Champions LLC @ Lathers ECE
28351 Marquette
Garden City, MI 48135**

Dear Ms. Fisher:

This letter is to advise you that the 10/28/2022 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
R 400.8125(1) Staff; volunteer; requirements.	Based on the interviews of CCSMs, Denise Swisher did not provide appropriate care and supervision to the children in the toddler room. Denise Swisher has yelled at the toddlers and spoken about children in a negative manner. CCSMs have observed Ms. Swisher display a lack of patience and unrealistic expectations while working with toddlers.	CCSM Denise Swisher was placed on administrative leave from 8/9/2022-8/22/2022. CCSM Denise Swisher has completed several trainings on MiRegistry and through the center before returning to work 8/22/2022. Ms. Swisher created four measurable goals centering around positive communication, relationships, and leadership. Staff attends weekly check ins with the center director to discuss relationships,	8/9/2022 Ongoing

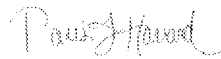
		tone, morale, and behaviors on a weekly basis for the next 8 weeks. Ongoing the center director will be completing unannounced classroom observations.	
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It is expected that the corrective action plan will be implemented within the time frames as outlined 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,



Paris Howard, Licensing Consultant
Child Care Licensing Bureau
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909