



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

November 22, 2022

Karen Pankow
2035 W Lever Rd
Hart, MI 49420

RE: License #: DG640387906
Karen Pankow
2035 W Lever Rd
Hart, MI 49420

Dear Ms. Pankow:

This letter is a follow-up to the Department's findings regarding the interim inspection conducted at your home on 11/17/2022. The purpose of this inspection was to determine compliance with applicable licensing statutes and administrative rules for Family and Group Child Care Homes.

At the time of the onsite inspection, Ms. Pankow was present with two child care children. The children were engaging in free play and cleaning up. Ms. Pankow provided appropriate care and supervision.

The violations that were found are:

R 400.1904a Child care staff member; employment requirements.

(2) Before caring for children at a child care home, an individual shall provide the licensee with all of the following:

(c) Proof of training in the prevention of infectious disease, including immunizations. Hours of training in the prevention of infectious disease from MiRegistry will be allowed to count for training hours to meet this requirement.

Ms. Pankow did not ensure that her child care staff member has documentation of training in the prevention of infectious disease. This required training can be obtained through the MiRegistry Health and Safety training module 1.

REPEAT VIOLATION ESTABLISHED
LSR dated 09/29/2021
Corrective Action Plan dated 10/09/2021

R 400.1905 Training.

(3) A licensee shall ensure that child care staff members and child care assistants, prior to caring for children, have training that includes information on all of the following:

(a) Safe sleep practices to prevent sudden infant death syndrome.

Ms. Pankow did not ensure that her child care staff member completed training in safe sleep practices prior to caring for children.

REPEAT VIOLATION ESTABLISHED
LSR dated 09/29/2021
Corrective Action Plan dated 10/09/2021

R 400.1905 Training.

(3) A licensee shall ensure that child care staff members and child care assistants, prior to caring for children, have training that includes information on all of the following:

(b) Recognition of and the reporting of child abuse and neglect.

Ms. Pankow did not ensure that her staff member has documentation of training in the recognition and reporting of child abuse and neglect. This required training can be obtained through the MiRegistry Health and Safety training module 2.

REPEAT VIOLATION ESTABLISHED
LSR dated 09/29/2021
Corrective Action Plan dated 10/09/2021

R 400.1905 Training.

(3) A licensee shall ensure that child care staff members and child care assistants, prior to caring for children, have training that includes information on all of the following:

(c) Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment.

Ms. Pankow did not ensure that her staff member has documentation of training in the prevention of shaken baby syndrome, abusive head trauma, and child

maltreatment. This required training can be obtained through the MiRegistry Health and Safety training module 2.

REPEAT VIOLATION ESTABLISHED
LSR dated 09/29/2021
Corrective Action Plan dated 10/09/2021

R 400.1905 Training.

(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics:

(a) Child development.

Ms. Pankow did not ensure that her child care staff member completed training in child development within 90 days of hire.

R 400.1905 Training.

(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics:

(b) Administration of medication.

Ms. Pankow did not ensure that her child care staff member completed training in the administration of medication within 90 days of hire.

R 400.1905 Training.

(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics:

(c) Prevention of and response to emergencies due to food and allergic reactions.

Ms. Pankow did not ensure that her child care staff member completed training in the prevention of and response to emergencies due to food and allergic reactions within 90 days of hire.

R 400.1905 Training.

(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics:

(d) Handling and storage of hazardous materials and the appropriate disposal of biocontaminants.

Ms. Pankow did not ensure that her child care staff member completed training in the handling and storage of hazardous materials and the appropriate disposal of biocontaminants within 90 days of hire. This required training can be obtained through the MiRegistry Health and Safety training module 2.

REPEAT VIOLATION ESTABLISHED
LSR dated 09/29/2021
Corrective Action Plan dated 10/09/2021

R 400.1905 Training.

(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics:

(f) Building and physical premises safety.

Ms. Pankow did not ensure that her child care staff member completed training in building and physical premises safety within 90 days of hire. This required training can be obtained through the MiRegistry Health and Safety training module 2.

REPEAT VIOLATION ESTABLISHED
LSR dated 09/29/2021
Corrective Action Plan dated 10/09/2021

R 400.1905 Training.

(4) Within 90 days after receiving a child care license or of being hired at a child care home, a licensee, a child care staff member, and a child care assistant shall complete training on all of the following topics:

(g) All hazards emergency preparedness and response planning.

Ms. Pankow did not ensure that her child care staff member completed training in hazards emergency preparedness and response planning within 90 days of hire.

This required training can be obtained through the MiRegistry Health and Safety training module 2.

REPEAT VIOLATION ESTABLISHED
LSR dated 09/29/2021
Corrective Action Plan dated 10/09/2021

R 400.1905 Training

(9) 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 months of the notice.

Ms. Pankow did not complete the 2022 health and safety refresher training within 6 months of receiving the notice.

During the exit conference, technical assistance/consultation was provided regarding the following:

- I reminded Ms. Pankow that emergency procedures must be posted, and she posted them near the front door.
- One family's child in care statement was missing the name of one of their children.
- I reminded Ms. Pankow that she must provide families with her discipline policy and that they must indicate the receipt of this on their child in care statement. Ms. Pankow will provide the policy and have parents update the statement.

On 11/17/2022, you gave us an acceptable written corrective action plan.

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

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

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,

Amanda Wendell

Amanda Wendell, Licensing Consultant
Child Care Licensing Bureau
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
(231) 492-5410