



Andy Beshear
GOVERNOR

CABINET FOR HEALTH AND FAMILY SERVICES
OFFICE OF INSPECTOR GENERAL

Eric Friedlander
SECRETARY

Melissa A. Moore, Director
Division of Regulated Child Care
Eastern Branch
455 Park Place, Suite 120A
Lexington, KY 40511

Adam Mather
INSPECTOR GENERAL

Phone: (859) 246-2301 Fax: (859) 246-2307
<https://chfs.ky.gov/agencies/os/oig>

Inspection Report

Provider Name: Montessori and Early Learning Academy	Provider Information Provider Type: LICENSED TYPE I	CLR No: L354772
Provider Address: 419 Altamont Road, Covington, KY, 41011		Capacity: 110
Owner(s): Children, Inc.		Director(s): Young, Cassie

Inspection Type: Renewal Application	Inspection Information	Inspection No: 278884
Date Initiated: 03/25/2019 10:05 AM	Date Concluded: 03/25/2019 11:55 AM	
	No. of Children Present: 51	

Inspection Report	
Background Checks	Not In Compliance
10 - Submit background check	Not In Compliance
<p>922 KAR 2:280 - Section 4. Procedures and Payments.</p> <p>(1) To initiate the process for obtaining background checks on a prospective child care staff member, the child care provider shall:</p> <p>(a) Request that the prospective child care staff member provide a copy of his or her driver's license or other government-issued photo identification and verify that the photograph clearly matches the prospective child care staff member;</p> <p>(b) Request that the prospective child care staff member complete and sign the:</p> <ol style="list-style-type: none"> DCC-500, Applicant Child Care Staff Member Waiver Agreement and Statement; and DCC-501, Disclosures to Be Provided to and Signed by the Applicant Child Care Staff Member; and <p>(c) Log on to the NBCP portal and enter the prospective child care staff member's demographic information for a check of the:</p> <ol style="list-style-type: none"> Child abuse and neglect central registry pursuant to 922 KAR 1:470; National Crime Information Center's National Sex Offender Registry in accordance with 34 U.S.C. 20921; and Sex Offender Registry established in accordance with KRS 17.500 through 17.580. 	
Findings:	
<p>General: Based on observation, review of documentation and interview, this regulatory requirement was not met. Two (2) staff observed working with the children during the visit did not have personnel files on site; therefore, background check information was not available for the surveyor to review. The surveyor reviewed the Kentucky National Background check service (KARES) database and found no information available to verify if these two (2) staff have had a fingerprint-based background check processed. The staff person in charge stated during interview that one (1) staff person has worked for the company approximately twenty (20) years and the other was hired approximately September 2018. The staff person in charge indicated that this documentation was at their central office. The staff person identified as working for the company approximately twenty (20) years was observed working in the Montessori Classroom during the visit and the staff person identified as having a September 2018 hire date was observed working in the infant classroom during the visit. Both staff were paired with another staff person; therefore, they were not alone.</p>	
Supervision	In Compliance
Staffing Requirements	In Compliance
General Administration	In Compliance

Inspection Report

Director Requirements

Not In Compliance

350 - Health, Safety, Comfort

Not In Compliance

922 KAR 2:090. Section 10. Director Requirements and Responsibilities.

(1) A director shall:

- (l) Assure the health, safety, and comfort of each child;**

Findings:

General: Based on observation, this regulatory requirement was not met. The following was found:

1. A pile of children's coats, blankets and backpacks was observed on the floor in the Montessori Classroom. This is a contamination risk and allows for the spread of germs.
2. During a tour of the indoor gross motor area, the surveyor observed two (2) uncovered electrical outlets under a wall heating/cooling unit.

Employee Records

Not In Compliance

385 - Personnel File

Not In Compliance

922 KAR 2:090. Section 9. Records.

(1) A child-care center shall maintain:

(e) A current personnel file for each child-care center staff person to include:

- 1. Name, address, date of birth, and date of employment;**
- 2. Proof of educational qualifications;**
- 3. Record of annual performance evaluation;**
- 4. Documentation of compliance with tuberculosis screening in accordance with Section 11(1)(b) of this administrative regulation; and**
- 5. The results of background checks conducted in accordance with 922 KAR 2:280;**

Findings:

General: Based on observation, review of documentation, and interview, the facility failed to maintain staff files. Two (2) staff observed working with the children during the visit did not have personnel files on site; therefore, hire dates, birthdates, educational documentation, T.B. documentation, background check information and training documents were not available for the surveyor to review. It is important to note that there was no information available on site or in the Kentucky National Background check service (KARES) to verify if these two (2) staff have had a fingerprint-based background check processed. The staff person in charge stated during interview that one (1) staff person has worked for the company approximately twenty (20) years and the other was hired approximately 9/20/18. The staff person in charge indicated that this documentation was at their central office.

390 - Educational Requirements

Not In Compliance

922 KAR 2:090. Section 11. Staff Requirements.

(1) Child-care center staff:

(a) Hired after January 1, 2009, who have supervisory power over a minor and are not enrolled in secondary education, shall have a:

- 1. High school diploma;**
- 2. GED or qualifying documentation from a comparable educational entity; or**
- 3. Commonwealth Child Care Credential as described in 922 KAR 2:250;**

Findings:

General: Based on observation, review of documentation, and interview, this regulatory requirement was not met. Two (2) staff (hire dates unknown) observed working with the children during the visit did not have personnel files on site; therefore, educational documentation was not available for the surveyor to review. The staff person in charge indicated that this documentation was at their central office.

395 - TB Verification

Not In Compliance

922 KAR 2:090. Section 11. Staff Requirements.

(1) Child-care center staff:

(b) Shall provide, prior to employment and every two (2) years thereafter:

- 1. A statement from a health professional that the individual is free of active tuberculosis; or**
- 2. A copy of negative tuberculin results.**

Findings:

General: Based on observation, review of documentation, and interview, this regulatory requirement was not met. The following was found:

1. Two (2) staff (hire dates unknown) observed working with the children during the visit did not have personnel files on site; therefore, current T.B. documentation was not available for the surveyor to review. The staff person in charge indicated that this documentation was at their central office.
2. Two (2) staff files (hire dates: 11/18/16 and 7/2/18) contained results of negative T.B. tests that are no longer current. The tests were dated 11/17/16 and 3/15/17 which exceeds the two (2) year time frame.

410 - Training

Not In Compliance

922 KAR 2:090. Section 11. Staff Requirements.

(16) In accordance with KRS 199.896(15) and (16), a staff person with supervisory authority over a child shall complete the following:
(a) Six (6) hours of cabinet-approved orientation within the first three (3) months of employment;
(b) Nine (9) hours of cabinet-approved early care and education training within the first year of employment, including one and one-half (1 ½) hours of cabinet-approved pediatric abusive head trauma training; and
(c) Fifteen (15) hours of cabinet-approved early care and education training during each subsequent year of employment, including one and one-half (1 ½) hours of cabinet-approved pediatric abusive head trauma training completed once every five (5) years.

Findings:

General: Based on a review of documentation, and the Training Records Information System (TRIS), the following was found:

1. One (1) staff person (hire date: exact date unknown) did not have evidence of the six (6) hours of cabinet-approved training being completed in the TRIS database. The staff person in charge stated that this staff person started working at the facility approximately September 2018.
2. One (1) staff file (hire date: 6/1/04) contained a pediatric abusive head trauma training class certificate that was dated 12/19/13; therefore, this training is no longer valid.
3. One (1) staff file (hire date: 3/13/18) did not contain evidence of the pediatric abusive head trauma training class being completed within the required time frame.
4. One (1) staff person (hire date: exact date unknown) had pediatric abusive head trauma training class information documented in TRIS that was dated 12/16/13; therefore, this training is no longer valid. The staff person in charge stated that this staff person has worked for the company approximately twenty (20) years.
5. Three (3) staff files (hire dates: 6/1/04, 12/9/15 and 11/18/16) did not contain the required fifteen (15) hours of training.

Programming

Not In Compliance

485 - Infant Sleep Position

Not In Compliance

922 KAR 2:120. Section 6. Sleeping and Napping Requirements.

(1) An infant shall sleep or nap on the infant's back unless the infant's health professional signs a waiver that states the infant requires an alternate sleeping position.

Findings:

General: Based on observation and interview, this regulatory requirement was not met. The surveyor observed an infant sleeping in a Bouncy seat in the infant classroom during the survey. The staff person in charge stated that the child might have a doctor's note on file; however, documentation stating that the child required an alternate sleeping position was not provided during the visit.

Premises

Not In Compliance

520 - Inaccessible Items

Not In Compliance

922 KAR 2:120. Section 3. General Requirements.

(7) The following shall be inaccessible to a child in care:
(a) Toxic cleaning supplies, poisons, and insecticides;
(b) Matches, cigarettes, lighters, and flammable liquids; and
(c) Personal belongings and medications of staff.

Findings:

General: Based on observation, this regulatory requirement was not met. A staff person's purse was accessible to children in the one (1) year old classroom. The purse was on a low shelf next to the CD player/radio.

540 - Premises Requirements

Not In Compliance

922 KAR 2:120. Section 4. Premises Requirements.

(1) The premises shall be:
(a) Suitable for the purpose intended;
(b) Kept clean and in good repair;

Findings:

General: Based on observation, this regulatory requirement was not met. The following was found:

1. During a tour of the indoor gross motor area, the surveyor observed a large piece of green felt that had been glued to the front of the heating/cooling wall unit. Both ends of the felt were rolled up and hanging loose which exposed the glue residue.
2. During a tour of the one (1) year old classroom, the surveyor observed two (2) large trash bags positioned on the floor in front of the toilet. The staff person working in the classroom stated that the bags were full of stuffed animals and cloth toys.

575 - Protected Openings

Not In Compliance

922 KAR 2:120. Section 4. Premises Requirements.

(8) An opening to the outside shall be effectively protected against the entrance of vermin by:
(a) Self-closing doors;
(b) Closed windows;
(c) Screening;
(d) Controlled air current; or
(e) Other effective means.

Findings:

General: Based on observation, this regulatory requirement was not met. At the time of the survey, one of the window screens in the two (2) year old classroom was torn across the bottom and a binder clip was being used to hold a portion of the screen in place. The window was open and the opening could allow insects to enter the building.

Inspection Report

580 - Floors, Walls, Ceilings

Not In Compliance

922 KAR 2:120. Section 4. Premises Requirements.

(9) Floors, walls, and ceilings shall be smooth, in good repair, and constructed to be easily cleaned.

Findings:

General: Based on observation, this regulatory requirement was not met. The surveyor observed two (2) ceiling tiles with dark stains above the children's bathroom area in the one (1) year old classroom.

650 - Toilet

Not In Compliance

922 KAR 2:120. Section 10. Toilet, Diapering, and Toiletry Requirements.

(4) Each toilet shall:

- (a) Be kept in clean condition;**
- (b) Be kept in good repair;**
- (c) Be in a lighted room; and**
- (d) Have ventilation to outside air.**

Findings:

General: Based on observation, this regulatory requirement was not met. A tour of the children's restroom next to the Montessori Classroom found that one (1) toilet contained urine and feces; therefore, it needed to be flushed.

Hygienic Practices	In Compliance
First Aid/Medication	In Compliance
Outdoor Play Area	In Compliance
Equipment	In Compliance
Transportation	Not Applicable
Food Service/Food Program	In Compliance
Food Service	In Compliance
Children's Records	In Compliance
Written Documentation	Not In Compliance

1160 - Daily Attendance Records

Not In Compliance

922 KAR 2:090. Section 9. Records.

(1) A child-care center shall maintain:

(c) Daily attendance records documenting the arrival and departure time of each child, including records that are required in accordance with 922 KAR 2:160, Section 13, if a child receives services from the child-care center through the Child Care Assistance Program;

Findings:

General: Based on review of documentation and interview, this regulatory requirement was not met. A review of the attendance sheets in the Montessori Room and an interview with staff found that the facility does not sign out the preschool children when they are picked up by another local preschool in the mornings or sign them back into the facility when they are dropped off at the facility in the afternoon.

Posted Documentation	Not In Compliance
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1215 - Daily Activities

Not In Compliance

922 KAR 2:090. Section 10. Director Requirements and Responsibilities.

(1) A director shall:

(h) Post a schedule of daily activities, to include dates and times of activities to be conducted with the children in each classroom;

Findings:

General: Based on review of documentation, this regulatory requirement was not met. The infant classroom had a schedule of daily activities posted that was dated January 2019; therefore, it was no longer current.

Animals	In Compliance
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Signature of Provider/Representative

Title

Date