Iowa Department of Human Services

CHILD CARE CENTER COMPLAINT

Name of Center: Andrew Little Leaders Daycare **Enrollment:** 22 **License ID:** 47900

Street: 13 S Marion St **City:** Andrew **IA** **Zip Code:** 52030 **County:** Jackson

Mailing Address: PO Box 230

Mailing City: Andrew **IA** **Zip Code:** 52030

Director's Name: Virginia Cornelius **Center Phone Number:** 563-672-3221

On-Site Supervisors: **E-Mail Address:** taylor.olson@eastonvalleycsd.com

Date of Complaint: 08-15-2023 **Date of Visit:** 08-17-2023

[ ] Scheduled **[X]** Unannounced **[ ]** NA

[X] Non-Compliance with Regulations Found **[ ]** Compliance with Regulations Found

RECOMMENDATION FOR LICENSE

[X] NO CHANGES to licensing status recommended

[ ] PROVISIONAL license from **to**

[ ] SUSPENSION of License

[ ] REVOCATION of License

Complaint Details:

Did this complaint result in a serious injury? ☐ Yes ☒ No

Did this complaint result in a death to a child? ☐ Yes ☒ No

Summary of Complaint:

It is alleged that on 8/14/23 Virginia Cornelius (center director) strapped a three year old child into a highchair for an hour as a form of discipline.

Children's files are not up to date.

Background checks have not been completed for all staff.

The center is frequently out of compliance for ratio.

Licensing Rules Relevant to the Complaint:

109.6 Develop policies for hiring and maintaining staff and managers that demonstrate competence in working with children.

109.8(2) Ratio maintained in center as required by age.

109.9(2) All files are updated at least annually and when a change occurs.

109.10(1)a Preschool (for children five years and younger not enrolled in school): Physical exam report submitted within 30 days of admission, was obtained no more than 12 months prior to admission, is signed by a licensed MD, DO, PA, Chiropractor or ARNP, and contains health history; present health status including allergies, medications, and acute/chronic conditions; and recommendations for continued care if necessary.

109.12(2)b Punishment which is humiliating or frightening or causes pain or discomfort is not allowed. Mechanical restrains shall never be used. If part of a treatment plan for a child with a disability, staff shall receive training.

Inspection Findings:

The center was visited by the licensing consultant unannounced on 8/17/23 to discuss the reported concerns with the center director, Virginia Cornelius, and four other staff who were at the center during the visit. Some of the staff were interviewed completely separately from each other. All staff were spoken to, in part, separately from the center director.
The licensing consultant also corresponded via email and phone conversation with the school superintendent, Chris Fee, who is responsible for supervision of Virginia and the center regarding the reported concerns and findings. Chris stated he had spoken with Virginia on 8/17/23 after the visit.

STAFF FILES:
109.6 Develop policies for hiring and maintaining staff and managers that demonstrate competence in working with children.
c. Iowa records checks. Checks and evaluations of Iowa child abuse and criminal records, including the sex offender registry, shall be completed before the person's involvement with child care at the center. VIOLATED
d. National criminal history checks (3) The child care center shall provide fingerprints to the department of public safety prior to a person's involvement with child care at the center.
VIOLATED
It was discovered that the center did not complete the record check process as required. The record check evaluation should have been completed based on the results of the Iowa record check PRIOR TO the staff's involvement with child care. The center is cited. The process was reviewed with the center director.

109.8(2) Ratio maintained in center as required by age. VIOLATED
Various staff interviewed separately provided examples of times the center has been out of ratio both in the infant and toddler rooms. It was also observed that on the day of this visit, the toddler room was out of ratio and included children not yet two years old mixed with four year old children. Ratio rules were reviewed and discussion occurred regarding allowable age combinations with the director and staff. The center is reminded that children have to be separated by age groupings per the rules. Children age 18 months but not yet two years old shall not be mixed with children who are four years old and older. The center currently has an Exception to Policy allowing them to continue to combine two year old children with four and five year old children up through 12/31/22. After that date, they will not be allowed to continue this. The center is cited with regard to ratio.

CHILDREN'S FILES:
109.9(2) All files are updated at least annually and when a change occurs. VIOLATED
109.10(1)a Preschool (for children five years and younger not enrolled in school): Physical exam report submitted within 30 days of admission, was obtained no more than 12 months prior to admission, is signed by a licensed MD, DO, PA, Chiropractor or ARNP, and contains health history; present health status including allergies, medications, and acute/chronic conditions; and recommendations for continued care if necessary. VIOLATED
Many child files were found to be out of compliance for annual update and child physical requirements. The center is cited.

109.12(2)b Punishment which is humiliating or frightening or causes pain or discomfort is not allowed. Mechanical restrains shall never be used. If part of a treatment plan for a child with a disability, staff shall receive training. VIOLATED
Upon arrival at the center a three year old child was observed buckled into a lower to the floor wooden chair with a tray. The child looked too big for the chair. Virginia was observed sitting on the floor in front of the child at the time. Virginia stated the chair is brought over to the toddler room from the infant room. Virginia stated there are currently two three year old children who exhibit behaviors such as running out of the center, refusing to sit down at the table, crawling under tables, kicking friends, and/or screaming and she has used the chair to control the behaviors when the children will not sit in time out. Virginia stated she has also had to physically hold a child because of behaviors as well. For the date in question in this complaint, staff Amanda stated she heard from staff Clayton that a child was in the seat for an hour. Virginia agreed that it had been Clayton and herself in the room that day. Staff Keri, who was interviewed separately, stated she also heard from Clayton that the child had been strapped in the chair for an hour. Virginia at first stated she will buckle the children in the chair for up to five minutes, but later stated it was not more than 15 minutes on that day. Virginia denied it had ever been an hour. Virginia and the other staff stated Clayton no longer works at the center as of Tuesday 8/15/23. The center is cited with regard to this rule.

Special Notes and Action Required:

Discussion occurred regarding the ongoing behavioral challenges presented by children at the center and whether or not this is being adequately addressed. It appears the center needs to be doing more and in a more expedient manner. The center should document behaviors via incident reports provided to the parent(s) and should also document their efforts to engage parent(s). Additional staff development training in the area of behavioral and developmental expectations and interventions is strongly encouraged. The center has a responsibility to ensure that these children and the other children can be maintained safely in the child care center environment, and these strategies will help the center be able to make that determination.

Other miscellaneous concerns observed and discussed during the visit:
1. Various items observed set on the diaper station. This area should not be used to set anything. Materials needed for the diaper station should be obtained prior to starting each diaper change separately per the diaper changing procedures as they are posted, so not the entire package of wipes, etc.
2. Items observed set next to hand washing sinks in both rooms. This area is not sanitary, and the center has been told repeatedly that items should not be set in this area.
3. Cots observed leaned up against the cabinet in the infant room. This is a topple hazard and blankets hanging over the cots is not sanitary practice for keeping children's cots and bedding items separate.
4. Center appears generally cluttered in areas and needs to be organized.
5. The center needs to improve the presentation of materials and room arrangements for both rooms and should be working with their CCRR consultant on this as previously instructed.

The center has previously been referred to work with their CCRR consultant on needed center improvements and compliance issues including concerns for staff (record check, staff physicals, and training requirements) and child file compliance. The CCRR consultant may also assist the center director with obtaining relative trainings for staff as noted above in this report. Subsequent this visit the center director engaged the CCRR consultant for further assistance and has been meeting regularly. These regular consultations should continue with visit summaries provided to the licensing consultant after each consultation. The center provided the following correspondence to the licensing consultant on 9/6/23:

"I have updated the children files and I have parents filling out new registration forms for the ones due in October. The ones that need physicals will have them all turned in by Friday September 8th,2023. All children have updated vaccinations. They are all up and in a separate binder for Chris McClimon when she comes. Staff files are all updated. The ones due for training will have theirs down by Monday September 11. I am signed up for all classes you mentioned in the one email. My staff is signed up for some of them as well. Karyl has all her trainings done. Updated physicals are being done and will have them in their folders by next Wednesday. SING checks were done and updated for all employees and up to date."

The center director did provide to the licensing consultant tracking forms for staff and child files indicating she is bringing those into compliance. The center director shall continue to utilize the tracking system and ensure files are in compliance.

The center will continue with a full license at this time, however, immediate attention is necessary to remedy the items cited and to ensure staff and child files are in compliance. Corrections shall be obvious at the upcoming licensing visit. It is important for the administration to correct all items cited in a timely manner to prevent a negative impact on future licensing. This was discussed with Chris Fee as well.

Consultant's Signature: **Date:**

Heidi Hungate 08-25-2023