

- (6) Withholding or forcing of meals, snacks, naps, or outdoor time to correct behavior;
- (7) Demanding excessive physical exercise or excessive rest; and
- (8) Placing substances in a child's mouth to cause discomfort such as soap, food, or spices.

A provider who is under investigation for abuse and neglect may not be in a caregiving role, if the department determines there is an imminent safety concern to a child in the provider's care.

Summary of Non-Compliance Finding:

During two recent investigations concluded by the Office of Licensing and Accreditation, it was determined that two separate child care providers used inappropriate discipline with children in their care.

Corrective Action:

The provider has agreed to implement the following corrective actions:

Classroom Observation:

Early Childhood Connections (ECC) will complete an initial observation of classroom staff and environment by June 30, 2025.

Staff Training – Trauma-Sensitive Classrooms:

All classroom staff and directors will complete training on Trauma-Sensitive Classrooms by June 30, 2025.

Individual Goal Setting:

Following completion of the trauma-sensitive training and based on ECC's initial observations, ECC will establish individualized professional goals for each classroom teacher. This step will be completed by July 15, 2025.

Ongoing Coaching and Monitoring:

ECC will provide weekly coaching sessions and conduct unannounced classroom observations for all teaching staff through September 2025 to support continued growth and ensure consistent implementation of trauma-informed practices.

Leadership Training and Support:

Early Childhood Directors will participate in additional training on trauma-informed care facilitated by ECC staff. As part of this training, leadership development goals will be created to better equip directors in supporting their teaching teams and one another. This process will continue through September 2025.

Supporting Evidence:

1. The director will maintain copies of all staff and directors' training certificates for the Trauma-Sensitive Classroom training facilitated by Early Childhood Connections. These certificates will be available for review by the Office of Licensing and Accreditation (OLA) to verify completion.
2. The Office of Licensing and Accreditation will conduct monitoring visits over a three-month period to assess implementation of the corrective action plan and ensure continued compliance with licensing requirements.

How Maintained:

1. Program leadership will conduct daily observations in all classrooms to ensure consistent use of appropriate behavior management strategies. Each observation will be documented, including notes on whether additional coaching or training is needed for any staff members.
2. The behavior management policy will be reviewed with all new staff as part of the onboarding process to ensure understanding and alignment with program expectations from the outset.

Position Responsible:
Eve Finnegan - Program Director

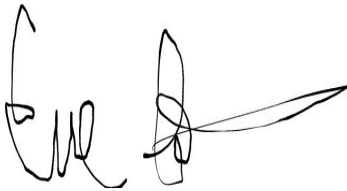
Expected Completion Date:
September 30, 2025

Date Completed:
October 20, 2025

SIGNATURES

Your signature below certifies you have read and understand the non-compliance findings and agree to make corrections to be compliant with the identified administrative rules.

Eve Finnegan
Provider Name



Signature of Provider

May 28, 2025
Date

The Department of Social Services, Office of Licensing and Accreditation has reviewed and accepted the above plan.

Tina Uecker
Printed Name of DSS Staff



Signature of DSS Staff:

May 27, 2025
Date

COMPLETION DETAILS

COMPLETION DATE: October 20, 2025

The Department of Social Services, Office of Licensing and Accreditation has reviewed the actions taken by the agency to resolve the above items and has accepted the above plan as completed.

Tina Uecker

Printed Name of DSS Staff



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Signature of DSS Staff:

October 20, 2025

Date