

Iowa Department of Human Services

CHILD CARE CENTER COMPLAINT

Name of Center: Raisin' Em On Up	Enrollment: 70	License ID: 45427
Street: 100 N Main St	City: Donnellson	IA Zip Code: 52625
County: Lee	Mailing Address: PO Box 159	
Mailing City: Donnellson	IA Zip Code: 52625	
Director's Name: Sarah Tweedy	Center Phone Number: 319-470-4351	
On-Site Supervisors: Alex Horn, Hayley Edwards and Nichole Loges	E-Mail Address: stweedy@hotmail.com	

Date of Complaint: 04-17-2019 **Date of Visit:** 04-17-2019

Scheduled Unannounced NA

Non-Compliance with Regulations Found Compliance with Regulations Found NA

RECOMMENDATION FOR LICENSE

NO CHANGES to licensing status recommended

PROVISIONAL license from _____ **to** _____

SUSPENSION of License

REVOCAION 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:

Sarah allowed other staff to take required training for her. Other staff members are not adequately trained due to being directed to complete training while supervising children.

Licensing Rules Relevant to the Complaint:

109.7(1) All staff(within first 3 months of employment)Two hours of approved training for the mandatory reporting of child abuse.At least one hour of training regarding universal precautions and infectious disease control.Certification in American Red Cross, American Heart Association, American Safety and Health institute or MEDIC First Aid infant, child, and adult cardiopulmonary resuscitation (CPR) or equivalent certification approved by the department. A valid certificate indicating the date of training and expiration date shall be maintained.Certification in infant, child, and adult first aid that uses a nationally recognized curriculum or is received from a nationally recognized training organization including the American Red Cross, American Heart Association, American Safety and Health Institute or MEDIC First Aid or an equivalent certification approved by the department. A valid certificate indicating the date of training and expiration date shall be maintained.Minimum health and safety trainings, approved by the Department occurs every 5 years. If significant changes occur to content, the Department may require the training be renewed.

109.7(2) Center directors and all staff have the required contact hours of training.

Inspection Findings:

The determination of this complaint was made based upon employee interviews, a review of the Director' and staff's training records and independent evidence regarding training in the form of

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messages provided by the DCI.

1. 109.7(1) All staff(within first 3 months of employment)

Two hours of approved training for the mandatory reporting of child abuse.

At least one hour of training regarding universal precautions and infectious disease control.

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Certification in infant, child, and adult first aid that uses a nationally recognized curriculum or is received from a nationally recognized training organization including the American Red Cross, American Heart Association, American Safety and Health Institute or MEDIC First Aid or an equivalent certification approved by the department. A valid certificate indicating the date of training and expiration date shall be maintained.

Minimum health and safety trainings, approved by the Department occurs every 5 years. If significant changes occur to content, the Department may require the training be renewed.

2. 109.7(2) Center directors and all staff have the required contact hours of training.

3. 109.7(8) The Director, On-site supervisor, and any person designated a lead in the absence of supervisory staff shall have all completed all pre-service orientation training outlined in 109.7(1).

The Reauthorization of the Child Care and Development Block Grant in 2014 requires programs to participate in minimum health and safety training in 10 specific content areas. To comply with this federal regulation, the Iowa Department of Human Services contracted to develop the Essentials Childcare Preservice Series.

DHS received independent evidence regarding required training in the form of messages between Laura M. and the owner. Sarah T. allowed another staff member to take required training for her as evidenced by messages between her and Laura M. Messages in February 2018 and September 2018 document training conversations. In February Sarah stated, "12 hours of training hours". Laura M. states, "What is your password, I will work on it in a.m.". Director Tweedy answers "Lol, idk." Laura responds, "You should get an email." Director Tweedy responds, "For CACFP or other thing". On September 23, 2018 Laura stated, "I will try to get your Essentials done." Iowa Department of Human Services Training Registry shows 3 Essentials modules were taken by Sarah T. on September 19th and 24th 2018.

Staff members Korissa H. and Bailey J., reported Laura M. completed online training requirements for Director Sarah T. Sarah T. stated multiple staff members offered to take training for her. She denied allowing another staff member to take training for her. Three modules of Essentials training were taken on September 19th and 24th, 2018 according to DHS Training Registry records. The director's sister offered to "try to get your Essentials done" on September 23rd as noted above.

Emily W. stated she began training but wasn't able to complete it because she was told to finish it while the children were napping and did not have time. Alisa H., and Bailey J. also stated staff were directed to complete training while in ratio in the infant room. Other staff Hayley E. feels on the job training is not available.

Because of the nature of their caregiving/teaching tasks, caregivers/teachers must attain multifaceted knowledge and skills. Child health and employee health are integral to any education/training curriculum and program management plan. Planning and evaluation of training should be based on performance of the staff member(s) involved. In addition to low child to staff ratio, group size, age mix of children, and stability of caregiver/teacher, the training/education of caregivers/teachers is a specific indicator of child care quality. Most skilled roles require training related to the functions and responsibilities the role requires. Staff members who are better trained are better able to prevent, recognize, and correct health and safety problems. The number of training hours recommended in this standard reflects the central focus of caregivers/teachers on child development, health, and safety. American Public Health

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Association and the American Academy of Pediatrics "CFOC, 3rd Edition 2011." 1.4.4.1: Continuing Education for Directors and Caregivers/Teachers in Centers and Large Family Child Care Homes, <https://nrckids.org/CFOC/Database/1.4.4.1>. Accessed 20 May 2019

Staff member Bailey J. completed Essentials training 7 months after her start date. Hayley E. completed Essentials training 4 months after her start date. Medication errors were made. This is a violation.

Sarah T. allowed another staff member to take required training for her as evidenced by messages between her and Laura M. Staff members Korissa H. and Bailey J. also reported Laura M. completed online training requirements for Director Sarah T. Tweedy did not complete 4 modules of Essentials until January 2019. It is an expectation that staff complete training to ensure they are familiar with basic health and safety issues regarding childcare. Sarah T. began the training on 1/2/2017 and requirements state the training should have been completed within 90 days. Only after a complaint on a separate issue lodged in December 2018, did Tweedy complete Essentials training requirements in anticipation of a training record review. As the center leaders (Director and On Site Supervisor) it is imperative to have current health and safety trainings.

Messages between Sarah T. and Laura M. indicate Laura was going to work on Sarah's Essentials training or possibly CACFP training. Sarah T. questioned Laura M. regarding a medication issue which is likely an indicator of not taking the medication administration module of Essentials. Tweedy did not complete 4 modules of Essentials until January 2019 which is a violation (was due for completion in April 2017). Only after a complaint on a separate issue lodged in December 2018, did Tweedy complete Essentials training requirements in anticipation of a training record review. Basic entry-level knowledge of health and safety and social and emotional needs is essential to administer the facility. Training must be up to date and taken individually. As the center leader, this Director modelled for her staff that she places no value in completing one's individual training requirements and being honest about one's work.

Staff members reported they were aware on site supervisor Laura M. completed training on line for Center Director Sarah T. This was confirmed with messages between Laura M. and Sarah T. discussing Laura M. logging in as Sarah T. and taking Essentials training outlined above and CACFP training. Sarah T. indicates she has always taken her own training courses. She stated Laura would log in for her, but not complete the training. As a Center Director or On Site Supervisor allowing another individual to conduct required training under her identification indicates deception, a lack of regard for rules or acknowledgement that one needs continuing education regarding childcare. Sarah T. did not complete 4 modules of Essentials until January 2019 according to the DHS Training Registry. She began the Essentials training on January 2, 2017. Sarah T. reported she assumed they were completed, however, when looking through portfolios at year's end, she discovered Essentials was not completed and finished it up in January 2019. Only after a complaint on a separate issue lodged in December 2018, did Tweedy complete Essentials training requirements in anticipation of a training record review. Staff member Bailey J. completed Essentials training 7 months after her start date. Hayley E. completed Essentials training 4 months after her start date. Medication errors were made. This is a violation. Training is available for free online. Staff were not adequately trained in child care basics when they were directed to take training while supervising children. Sarah T. reports she did direct staff to complete training during nap time or if an extra staff is present. One staff reported she was unable to finish her training requirements because she was directed to complete the training while supervising children during nap time and was not able to finish. CCR&R can assist with any training needs or scheduling. --- VIOLATION

Special Notes and Action Required:

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The owner/director should take/retake required Essentials Training series.

*Note: If you are the Child Care Center Director and you feel something is unclear or unjustly cited, please contact me (phone 641-684-3951; email jseiber@dhs.state.ia.us) so that we may discuss the issue. If necessary, I can make a notation in your record. You may also send a letter that will be included in your licensing file noting any disagreement you may have with this report. If you have the need for any additional information discussed during my visit, please contact me and I will forward the information to you. Thank you.

*Note: If you are a member of the general public, there may be additional information contained in the public file. You may contact the DHS Licensing Consultant to inquire.

A referral for technical assistance was made to your local Child Care Resource and Referral agency for the following reason:

- Safe Sleep Practices
- Emergency Preparedness Planning
- Discipline Strategies
- Other

Consultant's Signature:

Jill Seibert

Date:

06-12-2019