

Iowa Department of Human Services

CHILD CARE CENTER COMPLAINT

Name of Center: Raisin' Em Up Early Learning Center	Enrollment: 40	License ID: 20181
Street: 607 Park St	City: Donnellson	IA Zip Code: 52625
Mailing Address: PO Box 159		County: Lee
Mailing City: Donnellson	IA Zip Code: 52625	
Director's Name: Sarah Tweedy	Center Phone Number: 319-470-4351	
On-Site Supervisors: Laura McDowell 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**
- 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:

Ratio is not being followed for 1 year olds. Children 1 year old are being moved to the two year old room frequently but 1:4 ratio is not being observed.

Licensing Rules Relevant to the Complaint:

109.8(2)b If child between ages 18 and 24 months is placed outside infant area, ratio of 1:4 shall be maintained as would otherwise be required for the group until the child reaches the age of 2.

Inspection Findings:

The determination of this complaint was made based upon employee interviews, and independent pieces of evidence regarding being over ratio in the form of messages provided by the DCI. Staff report working over ratio and I witnessed such in January 2019. The Director denies staff worked out of ratio with one year old children.

- 109.8(2)b If child between ages 18 and 24 months is placed outside infant area, ratio of 1:4 shall be maintained as would otherwise be required for the group until the child reaches the age of 2.

Ratio was not maintained by age for children under 2 years old. This was confirmed with information provided by evidence provided to DHS in messages between Laura M. and other staff members as well as statements from staff members Hayley E., Bailey J., Alex H., Alisa H., Emily W., Amber G., Jordan B.,

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Staff members indicated they were directed to send children under 2 year old (1:4 staff to child ratio) into the next room and pretend like they were two years old. They indicated ratio did not change to 1:4 ratio as it should have.

On 12/18/17 Laura M messages Sarah T., "K just showed up so we will need 2 in babyroom...technically we are over but if we claim R and G three we are good will boot M and J in babyroom."

On 3/1/2018 Laura M. messages Sarah T., "E here 8-14-17 technically we can only have 10 with kids out but can lie and make 12, but not 13 ;(Tweedy replies 23 minutes later, "A should be heading your way."

On 3/2/2018 Laura M. messages Sarah T., "Okay....if Jill comes I am calling B 18 months? Are u leaving him out the rest of the day?" Sarah responds, "Well yeah I would definitely do that....he is j and j is j;) is he dressed today? How many of your 10 are 3?" Laura M. responds, "6 threes 4 twos".

On 5/29/18 Laura M. messages Sarah T., "We are pulling over L correct ? If state comes do u want me to try to lie and say B 2 ?"

On 1/2/19 I made an unannounced visit to the center. I walked into the infant room as a parent was dropping off an infant. The room contained 4 children and only 1 staff was present as the parent was dropping off the 5th infant. We discussed that the room was out of ratio and staff member Bailey J. indicated she would call Sarah T. to inform her. I immediately called Director Tweedy informing her the infant room was out of ratio and the practice of being over ratio, even for a few minutes was completely unacceptable. I informed her that allowing parents to drop off children unexpectedly creating staff child ratio to be over is a clear violation. We discussed rectifying this issue by creating a policy that would not allow drop ins. I phoned Child Care Bureau Chief Todd Savage to report and document this. In a message to Laura from Director Tweedy on the same date she states, "Now Jill came and technically A just showed up so they were over by 1 and it makes me feel ill."

Low child to staff ratios are most critical for infants and young toddlers (birth to twenty-four months) (1). Infant development and caregiving quality improves when group size and child to staff ratios are smaller. Improved verbal interactions are correlated with lower ratios. American Public Health Association and the American Academy of Pediatrics "CFOC, 3rd Edition 2011." 1.1.1.2: Ratios for Large Family Child Care Homes and Centers, <https://nrckids.org/CFOC/Database/1.1.1.2>. Accessed 20 May 2019.

Evidence through messages and staff reports indicate staff and administration were lying about the age of children so that they did not appear to be violating ratio. Messages on 12/8/17, 3/1/2018, 3/2/2018 and 5/29/18 clearly indicate rule is knowingly being violated.

During interviews between 4/24/19, 4/25/19, 4/26/19 and 4/29/19 Hayley E., Bailey J., Alex H., Alisa H., Emily W., Amber G., Jordan B., reported this rule was violated on several occasions. Ratio for 1 year olds has been violated in several instances by allowing parents to drop of children unexpectedly. One year old children were being moved to the twos and threes room but ratio did not change to meet ratio for one year olds 1:4. The Director Sarah T. denies that ratio was exceeded when one year olds were moved to the Munchkin room (age 2 and up).

While a low staff/child ratio does not in and of itself guarantee that quality care is provided, it does increase the likelihood that staff will be able to provide more individualized, interactive, direct care and increases staff's ability to respond to emergencies, tend to children with minor illness, etc. The National Fire Protection Association, in its 1988 Life Safety Code 10.1 recommends lower staff/child ratios for non ambulatory children as essential for fire safety. It is apparent by statements in messages provided above the center displayed active efforts to deceive child care licensing, and that ratio rules were understood, but deliberately circumvented. The Director and I specifically discussed ratio issues as noted above in January 2019 when I visited this center and the infant room was over ratio. Despite that very specific conversation and other ongoing center complaints, the Director chose to continue allowing parents to drop off children without notice, forcing staff to work out of ratio until other workers could be added to the room. Sarah T. denies ratio was violated with children under 2 years of age. Infants and 1 year old children are among the most vulnerable in childcare.--- VIOLATION

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Special Notes and Action Required:

*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