



MISSOURI DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION
OFFICE OF CHILDHOOD - CHILD CARE COMPLIANCE

COMPLAINT INVESTIGATION OF
SUBSTANTIATED STATUTE OR RULE VIOLATIONS

DATE OF REPORT
1/15/2022

DVN
001995668

FACILITY NAME

GODS LITTLE TIKES CHILDCARE

FACILITY ADDRESS

95 GRANT ST

CITY

JEFFERSON CITY

ZIP CODE

65101-4331

PHONE NUMBER

(573) 634-8363

COUNTY

COLE

ASSIGNED SPECIALIST

RAYWARNKE, LAUREN R

RULE/STATUTE VIOLATION(S)

VIOLATION(S)

RSMo 210.254.2.(5)

The disciplinary philosophy and policies of the child-care facility; and

CONCLUSION SUMMARY

Child Care Compliance has determined the allegations of this complaint to be substantiated. The determination is based on documentation received through the course of the investigation, observations made by CI Ray- Warnke and interviews conducted with the director Zanita McCrory, caregiver Theresa Parker, Cathlynn Hardt, Jackie Wieberg, Danielle Protzman, James Epema, Abreanna Cross, Mikayla McCrory, The Mother of Child A, The Mother of Child B, Jackie Wieberg, Child A, Child B, Child C, Child D, Child E, Child F and The Mother of Child E.

License Exempt Rule RSMo 210.254.2 (5) states the notice of parental responsibility shall include the following: The disciplinary philosophy and policies of the child-care facility.

On January 18, 2021 CI Ray-Warnke observed the discipline policy for Gods Little Tikes Child Care. The Notice of Parental Responsibility discipline policy states the following; We work with our children to redirect them as much as possible. If a child is unsafe in their behavior, we have them move to the safe seat inside their classroom until they are asked to rejoin their classes' activities. If the child makes a choice to not sit in the safe seat they will be asked to leave the classroom and move to the child care office, away from their class and peers, as a last resort. At no time will the children be left unsupervised and will return to their class as soon as they are ready to do so in a safe manner.

Caregiver Theresa Parker stated on January 18, 2022 that she told Child A to stand in the classroom with her nose facing the wall on January 18, 2022. Child A stated on January 25, 2022 that she was supposed to put her nose to the wall. Zanita McCrory stated on January 18, 2022 that caregivers are supposed to have children sit in time out in a chair. Zanita stated that caregivers are supposed to have children sit in a chair in time out for one minute per the child's age. Zanita stated on January 18, 2022 that she did not realize that several caregivers were still using the old discipline policy of former owners. Child C stated on January 18, 2022 that he has seen Child A and Child B standing in the classroom with their noses facing the wall. Child B stated on January 25, 2022 that if he is in trouble he has to go and stand with his nose to the wall. Caregivers Danielle Protzman, Abreanna Cross, Jackie Wieberg and Cathlynn Hardt all stated on January 18, 2022 and January 25, 2022 that they have seen caregivers tell children to stand in time out with their noses facing the wall. James Epema on January 18, 2022 stated that if a child has to go to time out they have to stand with their noses facing the wall. Child E stated on January 18, 2022 that if he has to stand in time out he sometimes has to stand with his nose to the wall. Child F stated on January 18, 2022 that sometimes friends have to put their noses to the wall.

Cathlynn Hardt stated on January 18, 2022 that she made the hotline report. Cathlynn Hardt stated that she was not in the preschool classroom on December 29, 2021. Cathlynn Hardt stated on January 18, 2022 that she made the hotline report because Jackie Wieberg told her to make the report. Cathlynn Hardt and Jackie Wieberg both stated that they were in the main office on December 29, 2021. Cathlynn Hardt and Jackie Wieberg both stated that they saw Theresa Parker bring Child A into the office.

On January 18, 2022 Theresa Parker stated that Child A ran out of the classroom into the courtyard. Theresa Parker stated that she told Shelly Eden that she would go and get Child A, because Shelly Eden could not leave the room out of ratio. Theresa Parker said that she told Child A that it was not safe to leave the classroom. Theresa Parker said that she told Child A to return to the classroom. Theresa Parker stated that she told Child A to stand in time out with her nose to the wall. Child A stated on January 25, 2022 that her ear was hurting and she had an ear ache on December 29, 2021. Child A stated on January 25, 2022 that she ran out of the classroom into the courtyard because no one was listening to her. Child A stated that Miss Theresa tried to grab her on her right forearm. Child A said that Miss Theresa tried to stop her from leaving the classroom. Child A said that Miss Theresa told her to come back into the classroom because it was not safe to be outside in the courtyard without a teacher. Child A said that she was supposed to stand with her nose facing the wall in time out. Child A said that she told Miss Theresa 'No!'. Child A said that Miss Theresa said she could sit in a chair by the wall. Child A said that when she came back into the classroom Miss Theresa lost her temper and slammed her nose into the wall. Child A said that she then ran out of the classroom into the main office. Theresa Parker stated on January 18, 2022 that Child A did not want to stand with her nose to the wall. Theresa Parker stated that Child A ran out of the classroom towards the office. Theresa Parker stated on January 18, 2022 that she did tell Child A to return back to the classroom after running outside to get Child A. Theresa Parker said that she told Child A to go back inside and stand up against the wall. Theresa Parker said that Child A told her "NO!" Theresa Parker stated that she put her hand on Child A's shoulder to usher her inside. Theresa Parker said that she put her hands on Child A's shoulder to make sure that Child A made it to the wall. Theresa Parker stated that she never grabbed Child A by the forearm on December 29, 2021. Theresa Parker stated that she never put her hands around Child A's neck on December 29, 2021. Theresa Parker stated that she did get Child A to stand by the wall on December 29, 2022. Theresa Parker said that she remembers seeing a block being thrown in the classroom. Theresa Parker stated that when she turned to see who threw the block, Child A turned and ran towards the office. Theresa Parker stated that she followed Child A to the office.

Theresa Parker stated on January 18, 2022 that when she brought Child A to the office Cathlynn Hardt was present along with Jackie Wieberg. Theresa Parker stated that she left Child A in the office with Jackie Wieberg. Jackie Wieberg and Cathlynn Hardt both stated that the phone rang. Cathlynn Hardt stated that after she picked up the phone she could not hear the customer on the phone. Cathlynn Hardt stated that she left the office to take the call in the Pastors office. Cathlynn Hardt stated that she left Child A with Jackie Wieberg. Jackie Wieberg and Theresa Parker both stated that Theresa Parker left the office shortly after she brought Child A to the office. Jackie Wieberg stated that Child A returned to her classroom after she calmed down.

Cathlynn Hardt and Jackie Wieberg both stated on January 18, 2022 that when Theresa Parker brought Child A to the office Theresa Parker had her hands on Child A's shoulders. Cathlynn Hardt and Jackie Wieberg both stated that Theresa's fingers were on Child A's shoulders, while Theresa's thumbs were on Child A's back by her spine. Cathlynn Hardt and Jackie Wieberg both stated that they did not see Theresa Parker choking Child A. Cathlynn Hardt and Jackie Wieberg both stated that they did not see Child A gasping for air. Jackie Wieberg stated on January 18, 2022 that Theresa Parker had her hands on Child A's shoulders while she steered Child A to the office.

On January 18, 2022 Danielle Protzman stated that she was not present at the child care center on December 29, 2021. Zanita McCrory stated on January 18, 2022 that she was not present at the child care center on December 29, 2021. Zanita McCrory, Danielle Protzman, Theresa Parker, Jackie Wieberg and Cathlynn Hardt all stated that Shelly Edens was the preschool teacher in the classroom on December 29, 2021. CI Ray-Warnke made phone calls to Shelly Edens on January 21, 2022 at 8:49am, January 21, 2022 at 4:08pm. January 25, 2022 at 9:00am, January 25, 2022 at 4:35pm. February 2, 2022 at 9:30am, February 2, 2022 at 4:30pm, February 4, 2022 at 8:30am and February 4, 2022 at 4:30pm. Shelly Edens has not contacted child care compliance. CI Ray-Warnke observed an accident report written and signed by Shelly Edens for Child A on January 18, 2022. The accident report stated the following; I had told Child A not to do something several times, she wasn't listening as soon as I turned around to walk away as soon as I did Theresa came out of the kitchen grabbed Luanna by the arm put her nose on the wall. Child A tried to jerk away and began to cry. Theresa grabbed her by the back of the neck and put her nose on the wall and it made a loud thump when she did, I turned around and Theresa said whoops, but continued to hold her on the wall pressing her body up against her to hold her still. Child A was crying, next thing I know Child A took off running down the hall.

The Mother of Child A stated that she did not see any bruises on Child A's face on December 29, 2021 at pick up. The Mother of Child A stated that she did not see any bruises on Child A's nose on December 29, 2022. Cathlynn Hardt stated on January 21, 2022 that she did take pictures of Child A's face on December 29, 2021. On February 7, 2021 CI Ray-Warnke received an e-mail from Cathlynn Hardt. The e-mail contained pictures of Child A's face and nose. No bruises were observed in the pictures. No bleeding was observed in the pictures. The pictures were date stamped as taken on December 29, 2021 at 1:25pm and 1:26pm. The Mother of Child A stated that she did not observe any red marks around Child A's neck during pick-up on December 29, 2021. The Mother of Child B stated that she did not observe any red marks around Child B's neck during pick-up on December 29, 2021. Cathlynn Hardt stated on January 21, 2022 that Child B had to come to the office the morning of December 29, 2021. Cathlynn Hardt stated that Theresa Parker brought Child B to the office. Cathlynn Hardt said that Miss

Theresa had both of her hands on Child B's shoulders when she escorted Child B into the office. Cathlynn Hardt stated on January 21, 2022 that Theresa Parker did not have her hands around Child B's neck. Cathlynn Hardt stated that she did not see Theresa drag Child B into the office. Cathlynn Hardt stated that she did not see Child B gasping for air. Cathlynn Hardt stated that Theresa Parker brought Child B to her. Cathlynn Hardt stated that Child B spent about five minutes in the office before returning back to his classroom for the day. Theresa stated on January 18, 2022 that Child B and another child were having an argument over a blue sticky note. Child B was kicking, hitting and fighting with another child. Theresa Parker stated that she called out Child B's name to get Child B's attention. Theresa stated that she walked out into the classroom and grabbed the sticky note from both children. Theresa Parker stated that she then walked Child B to the office. Theresa Parker stated that she walked behind Child B the entire time. Theresa Parker stated that she did have one of her hands on Child B's shoulder. Theresa Parker stated that she never put her hands on Child B's neck. Theresa Parker stated that she never grabbed Child B by the arms. Theresa Parker stated that after she took Child B to the office she did not remain in the office because she had something on the stove in the kitchen. Theresa Parker stated that she left Child B in the care of Miss Cathlynn.

Caregivers Cathlynn Hardt, Jackie Wieberg, Danielle Protzman, James Epema, Abreanna Cross and Mikayla McCrory all stated on January 18, 2022 that they have never seen Theresa Parker choking a child. All caregivers stated that they have never seen Theresa Parker throw tables at children. All caregivers stated that they have never seen Theresa Parker throw chairs at children. All caregivers stated that they have never seen Theresa Parker throw a table at Child C to stop a seizure. All caregivers stated that they have never seen Theresa Parker throw a chair at Child C to stop a seizure. Child A, Child B and Child C all stated on January 18, 2022 and January 25, 2022 that Theresa Parker has never put her hands around their necks. Child A, Child B and Child C all stated that Theresa Parker has never choked them. Child D, Child E and Child F all stated on January 18, 2022 that they have never seen a caregiver throw chairs at children. Child D, Child E and Child F all stated on January 18, 2022 that they have never seen a caregiver throw tables at children. Child D, Child E and Child F all stated on January 18, 2022 that they have never seen a caregiver put their hands around children's necks.

CORRECTIVE MEASURES

CORRECTIVE MEASURE	COMPLETED (Y/N)	COMPLETED DATE
The facility shall conduct a staff meeting to review the center's policies and license exempt rules regarding The Notice of Parental Responsibility; Discipline Policy. The director will review with staff license exempt rule; RSMo 210.254.2. (5). The director will send in a statement to child care compliance verifying the date of the staff meeting. All staff will sign a staff attendance form verifying they were present for the staff meeting. The staff attendance will need to be sent to child care compliance. A form will need to be signed by all staff (paid employees or unpaid volunteers), to indicate they understand and agree to follow the license exempt rules.	Yes	9/1/2022
The director will update the discipline policy of the childre care center. The discipline policy will specifically state what the procedures are for time out. The discipline policy will clearly state what staff consequences will be if staff fails to follow the discipline policy The director will send in the revised discipline policy , the time out procedure and the consequences for staff to child care compliance for approval.	Yes	8/10/2022
Once the director gets approval of the discipline policy and staff consequences for failure to follow the discipline policy, a form will need to be signed by all staff (paid employees or unpaid volunteers), to indicate they understand and agree to follow the updated policies.	Yes	8/26/2022

DISPOSITION

SUBSTANTIATED

DISPOSITION DATE

6/16/2022

APPROVING SUPERVISOR

SCOTT, CHRISTINA