



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

COMPLAINT INVESTIGATION OF
SUBSTANTIATED STATUTE OR RULE VIOLATIONS

DATE OF REPORT
10/19/2021

DVN
001802053

FACILITY NAME

SHALOM CHRISTIAN ACADEMY & DAYCARE

FACILITY ADDRESS

312 RIDGEWAY AVE

CITY

COLUMBIA

ZIP CODE

65203-2624

PHONE NUMBER

(573) 256-4824

COUNTY

BOONE

ASSIGNED SPECIALIST

LYONS, LEKEL

RULE/STATUTE VIOLATION(S)

VIOLATION(S)

5 CSR 25-500.102(1)(E)

Caregivers shall have knowledge of the needs of children and shall be sensitive to the capabilities, interests, and problems of children in care.

5 CSR 25-500.222(1)

The child care provider shall maintain accurate records to meet administrative requirements and to ensure knowledge of the individual needs of children and their families.

5 CSR 25-500.112(1)

The following staff/child ratios shall be maintained on the premises at all times:

5 CSR 25-500.112(1)(A)

Birth Through Two (2) Years. Groups composed of mixed ages through two (2) years shall have no less than one (1) adult to four (4) children, with no more than eight (8) children in a group;

CONCLUSION SUMMARY

On October 19, 2021, the Office of Childhood received an allegation that Elaine Fonville grabbed Child A in an aggressive manner and threw her on the floor because there are not enough workers. The allegation is substantiated with the following rules in violation:

5 CSR 25-500.112(1) which states: "The following staff/child ratios shall be maintained on the premises at all times:"
AND

5 CSR 25-500.112(1)(A) which states: "Birth Through Two (2) Years. Groups composed of mixed ages through two (2) years shall have no less than one (1) adult to four (4) children, with no more than eight (8) children in a group;"

On November 29, 2021, caregiver Hailey Gomez stated that there was a time when Elaine was starting to get overwhelmed and grabbed Child A by the arm. She and Elaine had 10 or 11 infants for about 30 minutes the day this occurred.

5 CSR 25-500.102(1)(E) which states: "Caregivers shall have knowledge of the needs of children and shall be sensitive to the capabilities, interests, and problems of children in care."

On November 29, 2021, caregiver Hailey Gomez stated that Elaine was starting to get overwhelmed and grabbed Child A by the arm. Parent A (parent of Child A and former staff member) showed up at 9:00am with Child A. Child A was starting to get upset and Elaine quickly scooped Child A up by one arm. She did not find Elaine's actions appropriate, that is why she discussed it with Parent A and Elaine.

On November 29, 2021, director Elaine Fonville stated that she does not remember grabbing Child A by the arm aggressively however she remembers having the discussion about grabbing Child A with staff member Hailey Gomez.

5 CSR 25-500.222(1) which states: "The child care provider shall maintain accurate records to meet administrative requirements and to ensure knowledge of the individual needs of children and their families."

On October 20, 2021, CI Lyons requested to view Child A's record. However, staff did not know Child A's name and no record was available.

VIOLATION(S)

5 CSR 25-500.182(1)(A)1.

Caregivers shall not leave any child without competent adult supervision.

5 CSR 25-500.182(1)(A)3.

Caregivers shall provide frequent, direct contact so children are not left unobserved on the premises.

5 CSR 25-500.182(1)(D)1.

Infants and toddlers shall have constant care and supervision. Home monitors or commercial devices marketed to reduce the risk of Sudden Infant Death Syndrome (SIDS) shall not be used in place of supervision while children are napping or sleeping.

5 CSR 25-500.222(6)

Daily staff and volunteer attendance records shall be maintained and kept on file a minimum of one (1) year.

5 CSR 25-500.112(1)

The following staff/child ratios shall be maintained on the premises at all times:

5 CSR 25-500.112(1)(A)

Birth Through Two (2) Years. Groups composed of mixed ages through two (2) years shall have no less than one (1) adult to four (4) children, with no more than eight (8) children in a group;

CONCLUSION SUMMARY

On October 19, 2021, the Office of Childhood received an allegation that the facility is out of ratio. The allegation is substantiated with the following rules in violation:

5 CSR 25-500.222(6) which states: "Daily staff and volunteer attendance records shall be maintained and kept on file a minimum of one (1) year."

On November 29, 2021, Compliance Inspector (CI) Lekel Lyons requested and observed attendance records from November 8-12, 2021. Director Elaine Fonville and caregiver John Fonville had no attendance records.

5 CSR 25-500.112(1) which states: "The following staff/child ratios shall be maintained on the premises at all times:"

AND

5 CSR 25-500.112(1)(A) which states: "Birth Through Two (2) Years. Groups composed of mixed ages through two (2) years shall have no less than one (1) adult to four (4) children, with no more than eight (8) children in a group;"

On October 20, 2021, CI Lyons conducted a walkthrough of the facility to observe staff/child ratios. Seven children, ages 18-months to 21-months-old, were cared for by one caregiver, director Elaine Fonville.

On October 20, 2021, caregiver Corizma Blair stated that she normally has an average of eight or nine children on her side of the infant/toddler room, ages range from 16-months-old to 21-months-old. Caregiver Hailey Gomez, another infant/toddler teacher, is also often out of ratio. Hailey normally has five or six infant or toddlers on her side of the room.

On October 20, 2021, director Elaine Fonville stated that she was aware that the facility has been out of ratio in the infant/toddler room.

On October 20, 2021, caregiver John Fonville stated that he was aware that the facility has been in and out of ratio lately.

On October 20, 2021, caregiver Marilyn Cook stated that the infant/toddler room is mainly the only room that has been affected.

5 CSR 25-500.182(1)(A)1. which states: "Caregivers shall not leave any child without competent adult supervision."

AND

5 CSR 25-500.182(1)(A)3. which states: "Caregivers shall provide frequent, direct contact so children are not left unobserved on the premises."

AND

5 CSR 25-500.182(1)(D)1. which states: "Infants and toddlers shall have constant care and supervision. Home monitors or commercial devices marketed to reduce the risk of Sudden Infant Death Syndrome (SIDS) shall not be used in place of supervision while children are napping or sleeping."

On November 29, 2021, while CI Lyons was reviewing records, staff member Chris Young and director Elaine Fonville left the infant/toddler room. CI Lyons observed that Elaine was showing Chris how to work the washing machine. Because CI Lyons had recently taken attendance and noted that Elaine and Chris were responsible for caring for children, CI Lyons went to the infant/toddler room and observed that Elaine and Chris had left six 1-year old children unattended, which lasted for approximately three minutes. When Elaine noticed that CI Lyons was standing near the infant/toddler room door, Elaine stated to Chris, "Oh, we're not supposed to be out here" and the two went back into the classroom.

CORRECTIVE MEASURES

CORRECTIVE MEASURE	COMPLETED (Y/N)	COMPLETED DATE
The facility shall notify all staff members of the violations which were substantiated, and specify the actions to be taken by all staff in order to comply with all licensing violations cited. A copy of the memo, letter, or staff meeting agenda(s) shall be submitted to the Office of Childhood.	Yes	9/30/2022
CORRECTIVE MEASURE	COMPLETED (Y/N)	COMPLETED DATE
All staff and volunteers must obtain two (2) clock hours of approved training on supervision of children. Training may be obtained from the Missouri Workshop Calendar. The training calendar can be found at http://www.moworkshopcalendar.org/ . The local Child Care Aware agency may also assist in finding training. The Child Care Aware website can be found at http://www.childcareaware.org/ . Verification of completion shall be on the OPEN website.	Yes	3/12/2022
CORRECTIVE MEASURE	COMPLETED (Y/N)	COMPLETED DATE
Signs shall be posted at all entrances of the rooms displaying the required staff/child ratios.	Yes	8/31/2022
CORRECTIVE MEASURE	COMPLETED (Y/N)	COMPLETED DATE
All staff and volunteers must obtain two (2) clock hours of approved training on caring for infant/toddler children. Training may be obtained from the Missouri Workshop Calendar. The training calendar can be found at http://www.moworkshopcalendar.org/ . The local Child Care Aware agency may also assist in finding training. The Child Care Aware website can be found at http://www.childcareaware.org/ . Verification of completion shall be on the OPEN website.	Yes	3/12/2022
CORRECTIVE MEASURE	COMPLETED (Y/N)	COMPLETED DATE
The facility shall create a plan that ensures attendance records are kept for all staff members (paid employees and paid/unpaid volunteers) and children, each day children are present. A copy of the plan shall be provided to the Office of Childhood.	Yes	7/25/2022

DISPOSITION	DISPOSITION DATE
SUBSTANTIATED	1/3/2022

APPROVING SUPERVISOR
BRUCE, CHRISTINA