



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

COMPLAINT INVESTIGATION OF
SUBSTANTIATED STATUTE OR RULE VIOLATIONS

DATE OF REPORT
6/9/2022

DVN
002295412

FACILITY NAME

FAITH ACADEMY CHILDHOOD DEVELOPMENT CENTER

FACILITY ADDRESS

3590 RIDER TRAIL SOUTH

CITY

EARTH CITY

ZIP CODE

63045-1107

PHONE NUMBER

(314) 635-2152

COUNTY

ST LOUIS

ASSIGNED SPECIALIST

FYFE, IAN

RULE/STATUTE VIOLATION(S)

VIOLATION(S)

5 CSR 25-300.060 (1)(B)3.

Physical punishment including, but not limited to, spanking, slapping, shaking, biting or pulling hair is prohibited.

CONCLUSION SUMMARY

On June 9, 2022, the Office of Childhood (OOC) received an allegation that staff member Alexandria Bredford pushed Child A. After conducting an investigation, Compliance Inspector (CI) Ian Fyfe has found this allegation to be substantiated based on the following evidence:

5 CSR 25-300.060 (1)(B)3., which states the following: "Physical punishment including, but not limited to, spanking, slapping, shaking, biting or pulling hair is prohibited."

On June 10, 2022, Compliance Inspector (CI) Ian Fyfe conducted an unannounced inspection to the facility and interviewed Executive Director Kristin Skebo, Human Resources Manager Melissa Lamson, staff member Nija Zenon, staff member Tamika Keys, and staff member Amy Blechley. On June 1, 2022, staff member Pauleinah Walker recorded a video of staff member Alexandria Brefford pushing Child A (14-months-old) down in the "VIP Room" at the facility. On June 3, 2022, Ms. Skebo and Ms. Lamson were informed of the incident involving Child A being pushed down by Director Latoya Black, and observed the video recorded by Ms. Walker that depicted the reported incident. Ms. Walker reported the incident to Director Latoya Black, who then reported the incident to Ms. Skebo and Ms. Lamson. It is unknown why Ms. Walker waited the two days to report the incident to Ms. Black. CI Fyfe observed the video recorded by Ms. Walker and observed Ms. Brefford approach Child A, push Child A down, and then walk away. CI Fyfe did not observe any behavior exhibited by Child A that would result in any form of discipline. Ms. Brefford was initially suspended temporarily from the facility but was later terminated during their suspension due to the discovery of a separate incident that occurred on June 1, 2022, involving Ms. Brefford physically lifting Child B (2-years-old), off of the ground in an inappropriate manner. Ms. Brefford lifted Child B off of the ground by the collar of Child B's shirt as a form of discipline.

On June 14, 2022, CI Fyfe conducted an interview with staff member Rhanya Campbell. Ms. Campbell was present in the classroom on June 1, 2022, with Ms. Brefford and Ms. Walker. Ms. Campbell did not observe the reported concerns involving Child A, but observed Ms. Brefford to be physically aggressive with Child B on June 1, 2022. Child B was standing on a couch at the facility and was asked multiple times by Ms. Brefford to get off of the couch. When Child B did not listen to Ms. Brefford, Ms. Brefford grabbed Child B by the front of their shirt near Child B's neck area, lifted Child B up, and then placed Child B down on the ground.

On June 14, 2022, CI Fyfe conducted an interview with Parent B (Parent of Child B). Parent B was emailed by the facility on June 10, 2022, informing them of the incident involving Child B that occurred on June 1, 2022. Parent B was informed by facility staff that Child B was standing on a chair when they were pulled off of the chair by a staff member. Parent B met with facility staff on June 15, 2022, to discuss the incident in further detail. Between the time in which the incident occurred and when Parent B was informed of the incident, Child B has not liked going to the facility.

On June 30, 2022, CI Fyfe conducted an interview with staff member Alexandria Brefford. Ms. Brefford denied attempting to intentionally harm Child A and Child B. Ms. Brefford was attempting to play rough with Child A when the incident occurred and

stated that Child A was not upset, nor hurt. As a result of the incidents with Child A and Child B, Ms. Brefford had her employment terminated by the facility.

On June 16, 2022, and on June 30, 2022, CI Fyfe attempted to conduct an interview with staff member Pauleinah Walker but was unsuccessful in his attempts.

On June 14, 2022, and on June 30, 2022, CI Fyfe attempted to conduct an interview with Parent A (Parent of Child A) but was unsuccessful in his attempts.

VIOLATION(S)

5 CSR 25-300.050 (11)

In case of an accident or injury to a child, the provider shall notify a parent immediately. If a child requires emergency medical care, a parent's prior written instructions shall be followed. A form shall be completed indicating the circumstances and the date and time of the injury. The form shall be signed by the caregiver and his/her supervisor. A copy of the form shall be given to the parent the day of the accident or injury and necessary explanations shall be given. The form shall be filed in the child's record.

CONCLUSION SUMMARY

On June 9, 2022, the Office of Childhood (OOC) received an allegation that Parent A (parent of Child A) was not contacted immediately following an incident involving Child A (14-months-old). During Compliance Inspector (CI) Ian Fyfe's investigation into the reported concerns, CI Fyfe was informed by Parent B (parent of Child B) that they were also not contacted immediately following an incident involving Child B (2-years-old). After conducting an investigation, Compliance Inspector (CI) Ian Fyfe has found this allegation to be substantiated based on the following evidence:

5 CSR 25-300.050 (11), which states the following: "In case of an accident or injury to a child, the provider shall notify a parent immediately. If a child requires emergency medical care, a parent's prior written instructions shall be followed. A form shall be completed indicating the circumstances and the date and time of the injury. The form shall be signed by the caregiver and his/her supervisor. A copy of the form shall be given to the parent the day of the accident or injury and necessary explanations shall be given. The form shall be filed in the child's record."

On June 10, 2022, Compliance Inspector (CI) Ian Fyfe conducted an unannounced inspection to the facility and interviewed Executive Director Kristin Skebo, Human Resources Manager Melissa Lamson, staff member Nija Zenon, and staff member Tamika Keys. On June 1, 2022, staff member Pauleinah Walker recorded a video of staff member Alexandria Brefford pushing Child A down in the "VIP Room" at the facility. On June 3, 2022, Ms. Skebo and Ms. Lamson were informed of the incident involving Child A being pushed down by Director Latoya Black, and observed the video recorded by Ms. Walker that depicted the reported concerns. Ms. Walker reported the incident to Director Latoya Black, who then reported the incident to Ms. Skebo and Ms. Lamson. It is unknown why Ms. Walker waited the two days to report the incident to Ms. Black. CI Fyfe observed the video recorded by Ms. Walker and observed Ms. Brefford approach Child A, push Child A down, and then walk away. CI Fyfe did not observe any behavior exhibited by Child A that would result in any form of discipline. Ms. Brefford was initially suspended temporarily from the facility but was later terminated during their suspension due to the discovery of a separate incident that occurred on June 1, 2022, involving Ms. Brefford physically lifting Child B off of the ground in an inappropriate manner. Ms. Brefford lifted Child B off of the ground by the collar of Child B's shirt as a form of discipline.

Director Latoya Black informed Parent A and Parent B (Parents of Child A) of the incident involving Child A on June 9, 2022, through an email. Parent A and Parent B were not notified immediately due to the fact that Ms. Black wanted to finish conducting an internal investigation before informing Child A's parents. No accident reports were created for either incident involving Child A or Child B due to the fact that the facility did not view either incident as events that would require accident reports to be made.

On June 14, 2022, CI Fyfe conducted an interview with staff member Rhanya Campbell. Ms. Campbell was present in the classroom on June 1, 2022, with Ms. Brefford and Ms. Walker. Ms. Campbell did not observe the reported concerns involving Child A, but observed Ms. Brefford to be physically aggressive with Child B on June 1, 2022. Child B was standing on a couch at the facility and was asked multiple times by Ms. Brefford to get off of the couch. When Child B did not listen to Ms. Brefford, Ms. Brefford grabbed Child B by the front of their shirt near Child B's neck area, lifted Child B up, and then placed Child B down on the ground.

On June 14, 2022, CI Fyfe conducted an interview with Parent B (Parent of Child B). Parent B was emailed by the facility on June 10, 2022, informing them of the incident involving Child B that occurred on June 1, 2022. Parent B was informed that Child B was standing on a chair when they were pulled off of the chair by a staff member. Parent B met with facility staff on June 15, 2022, to discuss the incident in further detail. Between the time in which the incident occurred and when Parent B was informed of the incident, Child B has not liked going to the facility.

On June 30, 2022, CI Fyfe conducted an interview with staff member Alexandria Brefford. Ms. Brefford denied intentionally trying

to harm Child A and Child B. Ms. Brefford was attempting to play rough with Child A when the incident occurred and stated that Child A was not upset, nor hurt. As a result of the incidents with Child A and Child B, Ms. Brefford had her employment terminated by the facility.

On June 16, 2022, and on June 30, 2022, CI Fyfe attempted to conduct an interview with staff member Pauleinah Walker but was unsuccessful in his attempts.

On June 14, 2022, and on June 30, 2022, CI Fyfe attempted to conduct an interview with Parent A (Parent of Child A) but was unsuccessful in his attempts.

CORRECTIVE MEASURES

CORRECTIVE MEASURE	COMPLETED (Y/N)	COMPLETED DATE
Care of a Child staff meeting	Yes	8/27/2022

CORRECTIVE MEASURE	COMPLETED (Y/N)	COMPLETED DATE
The facility shall conduct a staff meeting to review the center's policies and all licensing rules and regulations regarding accidents and injuries. The facility must provide the Child Care Compliance Section with a statement, signed by all staff (paid employees or unpaid volunteers), to indicate they understand and agree to follow those rules and regulations.	Yes	8/30/2022

CORRECTIVE MEASURE	COMPLETED (Y/N)	COMPLETED DATE
All staff and volunteers of Faith Academy Childhood Development Center must obtain one clock hour of training approved by the the Child Care Compliance Section, on Age Appropriate Discipline. The training must be held by an approved and qualified source, outside of the Faith Academy Childhood Development Center network. Training may be obtained from the Missouri Workshop Calendar. The training calendar can be found at http://www.moworkshopcalendar.org/ . Verification of training completion shall be from the Open Initiative Toolbox report.	Yes	8/31/2022

DISPOSITION	DISPOSITION DATE
SUBSTANTIATED	8/8/2022

APPROVING SUPERVISOR
CHRISCO, MARLA L