



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

COMPLAINT INVESTIGATION OF
SUBSTANTIATED STATUTE OR RULE VIOLATIONS

DATE OF REPORT
4/6/2023

DVN
001860704

FACILITY NAME

OUR TIME TO GROW LEARNING CENTER

FACILITY ADDRESS

3901 WASHINGTON BLVD

CITY

ST LOUIS

ZIP CODE

63108-3507

PHONE NUMBER

(314) 602-7622

COUNTY

ST LOUIS CITY

ASSIGNED SPECIALIST

OMALLEY, PATRICK

RULE/STATUTE VIOLATION(S)

VIOLATION(S)

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

Only constructive, age-appropriate methods of discipline shall be used to help children develop self-control and assume responsibility for their own actions.

5 CSR 25-500.182(1)(C)7.

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

CONCLUSION SUMMARY

On April 6, 2023, the Office of Childhood (OOC) received an allegation that Melisha Hayden, a caregiver at Our Time to Grow Learning Center grabbed Child A (4-years-old) by the arm and squeezed his arm and sat him down, leaving nail marks on his arm. After conducting an investigation, Compliance Inspector (CI) Patrick O'Malley has found this allegation to be substantiated based on the following evidence:

5 CSR 25-500.182(1)(C)3., which states the following: "Only constructive, age-appropriate methods of discipline shall be used to help children develop self-control and assume responsibility for their own actions."

AND

5 CSR 25-500.182(1)(C)7., which states the following: "Physical punishment including, but not limited to, spanking, slapping, shaking, biting, or pulling hair shall be prohibited."

On April 7, 2023, CI O'Malley and Compliance Inspection Supervisor (CIS) Marla Chrisco conducted interviews and observations at Child A's home. CI O'Malley and CIS Chrisco observed a small, dark mark on Child A's inner elbow and inner upper left arm. CI O'Malley and CIS Chrisco conducted interviews with Child A (4-years-old), Child B (4-years-old), and Parent A (Parent of Child A and Child B). Child A stated that Melisha grabbed Child A's upper, left arm and sat him down in the corner. Child A stated that he stood up four times and Melisha sat him down each time. Melisha's fingernails left a mark on Child A's upper, left arm and the mark hurt. Child B stated that Melisha puts children in the corner when they do not follow the rules and Child A has a mark on his left arm from Melisha's fingernails. Parent A stated that she saw the marks on Child A's arm after pick-up on April 4, 2023 and Child A stated that Ms. Melisha grabbed him to sit him in the corner and scratched him with her nails.

On April 10, 2023, CI O'Malley and CIS Chrisco conducted an unannounced inspection of the facility and conducted interviews with teachers Lashonda Daniels, Stephanie Elliott, Krystal Jackson, Child C (4-years-old), and Child D (5-years-old). Ms. Daniels stated that Melisha kept her class in line, but may have been too strict with her age group. Ms. Elliott stated that Melisha grabbed one of the twins' arms and stood him in the corner. Ms. Elliott stated that the twin was upset and resisted being put in the corner. Ms. Jackson stated that she had seen Melisha grab children by the arm and sit them in the corner previously. Ms. Elliott stated that she did not think grabbing children was necessary. Child C stated that Melisha pulled children's arms when they did not listen and Melisha's nails were sharp. Child D stated that Melisha yelled and put children in the corner when they did not listen.

On April 12, 2023, CIS Chrisco conducted an interview with caregiver, Melisha Hayden. Ms. Hayden stated that she has never had any issues brought to her attention about how she works with the kids. Child A is in her class and can be aggressive with the other kids. Sometimes the kids including Child A will play fight so she has them separate. She never physically separates them, she just tells them. Ms. Hayden stated that she has never grabbed Child A by the arm and never left any marks on Child A

or saw any marks on Child A. The children, including Child A, will sit in time out in a chair for one minute per their age. Ms. Hayden does not physically put them in the chair, she just tells them to go sit in the chair. If the kids still don't listen or go to time out, she sends them to Ms. Keys.

CORRECTIVE MEASURES

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The facility shall conduct a staff meeting to review the policies and all licensing rules and regulations regarding discipline. The facility must provide the Office of Childhood with a statement, signed by all staff members (paid employees and paid/unpaid volunteers), to indicate they understand and agree to follow those rules and regulations.

COMPLETED (Y/N)

Yes

COMPLETED DATE

8/21/2023

CORRECTIVE MEASURE

All staff members (paid employees or unpaid volunteers) must take the online training course titled, "Making a Difference: Protecting Health and Keeping Children Safe" available at <https://dese.mo.gov/childhood/child-care/training-info>. Verification of attendance shall be through the Toolbox report

COMPLETED (Y/N)

Yes

COMPLETED DATE

2/13/2024

DISPOSITION

SUBSTANTIATED

DISPOSITION DATE

5/30/2023

APPROVING SUPERVISOR

CHRISCO, MARLA L