



**MISSOURI DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION  
OFFICE OF CHILDHOOD - CHILD CARE COMPLIANCE  
COMPLAINT INVESTIGATION OF  
SUBSTANTIATED STATUTE OR RULE VIOLATIONS**

**DATE OF REPORT**  
5/10/2022

**DVN**  
001830782

**FACILITY NAME**

GREAT BEGINNINGS LEARNING CENTER, L.C.

**FACILITY ADDRESS**

3456 HARRY S TRUMAN BLVD

**CITY**

ST CHARLES

**ZIP CODE**

63301-4046

**PHONE NUMBER**

(636) 724-5048

**COUNTY**

ST CHARLES

**ASSIGNED SPECIALIST**

HUDSON, ELIZABETH

**RULE/STATUTE VIOLATION(S)**

**VIOLATION(S)**

5 CSR 25-500.132(6)

A child who has a special physical, developmental, or behavioral need shall have on file an individualized plan for specialized care from a professionally qualified source.

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)5.

Brief, supervised separation from the group may be used based on a guideline of one (1) minute of separation for each year of the child's age.

5 CSR 25-500.182(1)(C)6.

Firm, positive statements or redirection of behavior shall be used with infants and toddlers.

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.

5 CSR 25-500.192(5)(B)

Information regarding the date and circumstance of any accident or injury shall be noted in the child's record.

**CONCLUSION SUMMARY**

On May 10, 2022, the Office of Childhood (OOC) received an allegation that on May 5, 2022, between 2:45 pm and 3:00pm, Parent A saw on the video footage, Child A, age 1-years-old being dragged by the arm by staff to the corner resulting in red marks. After conducting an investigation, Compliance Inspector (CI) Liz Hudson and Compliance Inspection Supervisor (CIS) Marla Chrisco have found this allegation to be substantiated. The following rules were violated:

5 CSR 25-500.182(1)(C)5. Brief, supervised separation from the group may be used based on a guideline of one (1) minute of separation for each year of the child's age.

AND

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.

AND

5 CSR 25-500.182(1)(C)6. Firm, positive statements or redirection of behavior shall be used with infants and toddlers.

AND

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.

AND

5 CSR 25-500.192(5)(B). Information regarding the date and circumstance of any accident or injury shall be noted in the child's record.

On May 16, 2022, Compliance Inspector (CI) Liz Hudson and Compliance Inspection Supervisor (CIS) Marla Chrisco made an unannounced inspection to Great Beginnings Learning Center LLC. CI Hudson and CIS Chrisco conducted an interview with Director Julie Goings and Managing Member Angie Leadford regarding the reported allegations. Both staff were consistent in

their statements and stated that they were not aware that there was an incident that took place involving Child A and Caregiver Nadia Hammond until Parent A brought it to their attention after seeing it on the live feed for parents daily view of their children . While watching back the video footage of the incident with Ms. Nadia and Child A, they observed Ms. Nadia grab Child A by the arm and sit Child A next to her and not let her get up and play for approximately 8 minutes. While reviewing this video footage, Ms. Julie and Ms. Angie also observed Child B being roughly grabbed, overhanded by Ms. Nadia which resulted in Ms. Nadia's immediate termination. Both staff stated that Ms. Julie sent an email out that same day to the classroom parents explaining staff changes as well as an incident that had occurred that resulted in the teacher being terminated . Parent B then contacted Ms. Julie and Ms. Julie informed Parent B what was observed on the video footage with Ms. Nadia grabbing Child B roughly by the arm. Neither Ms. Julie or Ms. Angie documented either incident in Child A or Child B's file. Ms. Julie and Ms. Angie both confirmed that no other parents have reported concerns about Ms. Nadia and that parents have access to view the classroom and their children live via web cam on a daily basis.

On May 16, 2022, CI Hudson and CIS Chrisco observed video footage from May 5, 2022, in Child A and Child B's room. Director Julie Goings identified who Child A and Child B were as well as who the two caregivers, Nadia Hammond and Journey Davis were. In the video Ms. Nadia was seen grabbing Child A by the arm and leading Child A over to the mat and setting her down next to her at approximately 2:57pm. Ms. Nadia faced Child A in front of the crib and kept turning Child A's head around towards the crib anytime she tried to look away. Ms. Nadia did not let Child A get up and start playing until 3:05pm. Also on May 5, 2022, at approximately 2:45 pm video footage showed Ms. Nadia aggressively grab child B by the arm during an altercation with another child.

On June 1, 2022, CI Hudson and CIS Chrisco conducted an interview via phone with Caregiver Nadia Hammonds who stated that she was fired from her job at Great Beginnings on May 5, 2022 but was never told that the reason was due to picking up Child B the wrong way. She denied ever having dragged any child but picked Child B up overhanded versus underhanded. Ms. Nadia admitted that this was not the appropriate way to pick up a child and that she knows that this risks shoulder dislocation. Ms. Nadia denied having Child A in time out and that when she sat Child A next to her, facing the crib, she was still free to move about. She stated that it was only for a couple minutes that Child A was sitting next to her. Ms. Nadia was informed by CI Hudson and CIS Chrisco that we had observed the video from the incident involving both Child A and Child B and Child A was made to sit next to her for eight minutes, facing the crib that sits against a wall. Ms. Nadia was informed that appropriate use of time out, is the use of one minute per year (age).

During further review, Great Beginnings Learning Center, L.C. is also found to be in violation of the following rule:

5 CSR 25-500.132(6). A child who has a special physical, developmental, or behavioral need shall have on file an individualized plan for specialized care from a professionally qualified source.

On May 16,2022, during the unannounced facility inspection, CI Hudson and CIS Chrisco reviewed the enrollment forms for Child A and Child B. Child A has a nut allergy documented on her enrollment form but there is no individualized care plan on file from a physician for Child A as required.

**CORRECTIVE MEASURES**

<b>CORRECTIVE MEASURE</b>	<b>COMPLETED (Y/N)</b>	<b>COMPLETED DATE</b>
The facility shall have all staff members (paid employees and paid/unpaid volunteers) obtain one clock hour of approved training on age appropriate discipline. Training may be obtained from the Missouri Workshop Calendar. The training calendar can be found at <a href="http://www.moworkshopcalendar.org/">http://www.moworkshopcalendar.org/</a> . The local Child Care Aware agency may also assist in finding training. The Child Care Aware website can be found at <a href="http://www.childcareaware.org/">http://www.childcareaware.org/</a> . Verification of training completion shall be from the Open Initiative Toolbox report.	Yes	8/8/2022

<b>CORRECTIVE MEASURE</b>	<b>COMPLETED (Y/N)</b>	<b>COMPLETED DATE</b>
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	8/8/2022

<b>DISPOSITION</b>	<b>DISPOSITION DATE</b>
SUBSTANTIATED	7/8/2022

<b>APPROVING SUPERVISOR</b>
CHRISCO, MARLA L