



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

**DATE OF REPORT**  
3/29/2022

**DVN**  
002736383

**FACILITY NAME**

EARLY LEARNING ACADEMY

**FACILITY ADDRESS**

5440 GRAVOIS AVE

**CITY**

ST LOUIS

**ZIP CODE**

63116-2339

**PHONE NUMBER**

(314) 696-2516

**COUNTY**

ST LOUIS CITY

**ASSIGNED SPECIALIST**

FYFE, IAN

**RULE/STATUTE VIOLATION(S)**

**VIOLATION(S)**

5 CSR 25-500.182(1)(C)2.

Expectations for a child's behavior shall be appropriate for the developmental level of that child.

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)8.

No discipline technique which is humiliating, threatening, or frightening to children shall be used. Children shall not be shamed, ridiculed, or spoken to harshly, abusively, or with profanity.

**CONCLUSION SUMMARY**

Compliance Inspector (CI) Ian Fyfe conducted an investigation of the allegation that Child A (2-years-old) was restrained in a high chair for over an hour. The allegation is substantiated based on the following information:

5 CSR 25-500.182(1)(C)2. which states: "Expectations for a child's behavior shall be appropriate for the developmental level of that child."

AND

5 CSR 25-500.182(1)(C)3. which states: "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)5. which states: "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)8. which states: "No discipline technique which is humiliating, threatening, or frightening to children shall be used. Children shall not be shamed, ridiculed, or spoken to harshly, abusively, or with profanity."

On April 5, 2022, caregiver Sha'Tyra Leestated that she was having difficulty supervising other children in the classroom due to Child A and Child B constantly fighting other children. She put Child A in a highchair for approximately five minutes to calm him down when he was aggressive. Once Child A was calm, she would let him out of the highchair. When Child A acted out again, she would place him back into the highchair for another five minutes.

On April 5, 2022, director Emily Daly stated that she was aware that Child A was placed in the highchair by Ms. Lee in an attempt to control Child A. She told Ms. Lee that putting a child in a highchair for discipline was inappropriate.

On April 5, 2022, caregiver Teresa Brownlee stated that she observed Child A in a highchair a week ago, which is not normal for a child that is 2-years-old.

On April 5, 2022, assistant director Linda Morrow stated that Child A was in a highchair in Ms. Lee's classroom and Child A

appeared to be upset and crying.

On April 13, 2022, Parent A (parent of Child A) stated that she was told about Child A being in a highchair by another source. That source told her that they observed Child A in the highchair for over an hour, upset and crying.

**CORRECTIVE MEASURES**

<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	11/4/2022

<b>CORRECTIVE MEASURE</b>	<b>COMPLETED (Y/N)</b>	<b>COMPLETED DATE</b>
All staff members (paid employees or unpaid volunteers) must take the 1.0 clock hour online training course titled, "Making a Difference: Protecting Health and Keeping Children Safe" available at <a href="https://dese.mo.gov/childhood/child-care/training-info">https://dese.mo.gov/childhood/child-care/training-info</a> . Verification of attendance shall be through the Toolbox report.	Yes	11/4/2022

<b>DISPOSITION</b>	<b>DISPOSITION DATE</b>
SUBSTANTIATED	7/19/2022

**APPROVING SUPERVISOR**  
CHRISCO, MARLA L