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Adam Mather
INSPECTOR GENERAL

Inspection Report

Provider Name: Bethel Early Learning Center	Provider Information	CLR No: L358172
Provider Address: 3260 Lexington Road, Nicholasville, KY, 40356	Provider Type: LICENSED TYPE I	Capacity: 196
Owner(s): Bethel Harvest Church, Inc.		Director(s): White, Priscilla

Inspection Type: Renewal Application	Inspection Information	Inspection No: 247051
Date Initiated: 12/06/2018 9:30 AM	Date Concluded: 12/06/2018 12:30 PM	
	No. of Children Present: 42	

Inspection Report	
Background Checks	Not In Compliance
5 - Background check/left alone/dismissed/relocated	Not In Compliance
<p>922 KAR 2:280. Section 3. Implementation and Enforcement.</p> <p>(1) A person who is a child care staff member prior to January 1, 2018, shall submit to and complete background checks in accordance with this administrative regulation no later than September 30, 2018.</p> <p>(2) A child care staff member hired on or after April 1, 2018, shall:</p> <p>(a) Have completed the background checks required in accordance with this administrative regulation and been found to have no disqualifying offense prior to becoming a child care staff member; or</p> <p>(b) 1. Have submitted to the background checks required in accordance with this administrative regulation;</p> <p>2. Not be left unsupervised with a child in care pending the completion of the background checks in accordance with this administrative regulation; and</p> <p>3. Be dismissed or relocated from the residence if the person is found to have a disqualifying background check result.</p> <p>Findings:</p> <p>General: Based on review of documentation and interview, the child care center failed to assure compliance with regulatory background check requirements. Review of written documentation and interview with the child care center director revealed staff with rehire date of 05/14/17 and hire date of 04/16/18, worked alone during their current employment with the child care center without completed background checks. In addition, the director stated she discovered, upon hire as director of the child care, staff with a rehire date 05/14/17, was never requested to conduct a background check. According to a review of the National Background Check Program (NBCP) report, staff with rehire date of 05/14/17 and 04/16/18, have not been entered into the KARES system as of 12/06/18 to determine employment eligibility for the child care center. The status for staff with rehire date of 05/14/17 revealed "Not Yet Requested."</p>	

10 - Submit background check

Not In Compliance

922 KAR 2:280 - Section 4. Procedures and Payments.

- (1) To initiate the process for obtaining background checks on a prospective child care staff member, the child care provider shall:**
- (a) Request that the prospective child care staff member provide a copy of his or her driver's license or other government-issued photo identification and verify that the photograph clearly matches the prospective child care staff member;**
 - (b) Request that the prospective child care staff member complete and sign the:**
 - 1. DCC-500, Applicant Child Care Staff Member Waiver Agreement and Statement; and**
 - 2. DCC-501, Disclosures to Be Provided to and Signed by the Applicant Child Care Staff Member; and**
 - (c) Log on to the NBCP portal and enter the prospective child care staff member's demographic information for a check of the:**
 - 1. Child abuse and neglect central registry pursuant to 922 KAR 1:470;**
 - 2. National Crime Information Center's National Sex Offender Registry in accordance with 34 U.S.C. 20921; and**
 - 3. Sex Offender Registry established in accordance with KRS 17.500 through 17.580.**

Findings:

General: Based on interview and review of written documentation, the child care center failed to assure compliance with regulatory background check requirements. Interview with the child care center director revealed staff with a rehire date of 05/14/17 conducted fingerprinting on 08/14/18; however, the status for the staff on the KARES report revealed "Not Yet Requested." In addition, there was no documented evidence that staff with a hire date of 04/16/18 submitted a request for fingerprinting. Both staff were allowed to work without a provisional status and were also allowed to work alone without a completed background check and/or eligible status determination.

15 - Submit fingerprints

Not In Compliance

922 KAR 2:280. Section 4. Procedures and Payments.

- (4)(a) Upon submission of payment in accordance with subsections (2) and (3) of this section, the child care provider shall print a copy of the DCC-504, Applicant Child Care Staff Member Live Scan Fingerprinting Form, from the NBCP portal and provide the form to the child care staff member.**
- (b) The child care staff member shall:**
- 1. Have no more than ninety (90) calendar days from the date of payment pursuant to subsections (2) and (3) of this section to submit the child care staff member's fingerprints at an authorized collection site for NBCP; and**
 - 2. Present the DCC-504 and driver's license or other government-issued photo identification to the designated agent at an authorized collection site prior to fingerprint submission.**

Findings:

General: Based on interview and review of written documentation, the child care center failed to assure compliance with regulatory background check requirements. Interview with the child care center director revealed staff with a rehire date of 05/14/17, conducted fingerprinting on 08/14/18; however, the status for the staff on the KARES report revealed "Not Yet Requested." In addition, there was no documented evidence that staff with a hire date of 04/16/18, submitted a request for fingerprinting.

Supervision

In Compliance

Staffing Requirements

In Compliance

General Administration

In Compliance

Director Requirements

Not In Compliance

340 - Staff Meeting

Not In Compliance

922 KAR 2:090. Section 10. Director Requirements and Responsibilities.

- (1) A director shall:**
- (i) Conduct, manage, and document in writing recurring staff meetings;**

Findings:

General: Based on observation, there was documentation of only one (1) staff meeting being conducted during the current licensure year on file in the facility.

345 - Staff Evaluation

Not In Compliance

922 KAR 2:090. Section 10. Director Requirements and Responsibilities.

- (1) A director shall:**
- (j) Assess each staff person's interaction with children in care and classroom performance through an annual written performance evaluation;**

Findings:

General: Based on review of documentation and interview, the child care center director failed to assure compliance with regulatory requirements with regard to staff evaluations. Upon request, the child care center director failed to provide documented evidence of an assessment of each staff person's interaction with children in the classroom, through an annual written performance evaluation, for staff with hire dates 10/02/17, 10/21/17, 10/05/17, 12/10/09, 11/03/14 and rehire date 05/14/17.

350 - Health, Safety, Comfort

Not In Compliance

922 KAR 2:090. Section 10. Director Requirements and Responsibilities.

- (1) A director shall:**
- (l) Assure the health, safety, and comfort of each child;**

Findings:

General: Based on observation, the following was found:

- 1. There were cords from a CD player and a telephone hanging down from a counter in the Older Twos classroom. The cords were accessible to the children in care.
- 2. There were toilet brushes located next to the toilets in the Pre-K bathroom and the bathroom by the Younger Twos classroom.
- 3. There was an uncovered electrical outlet next to the changing mat in the bathroom by the Younger Twos classroom.
- 4. There was a one-year-old child walking around the play area and the other children in the Infant classroom while drinking from a sippie cup.

360 - Caregiver Alone**Not In Compliance****922 KAR 2:090. Section 10. Director Requirements and Responsibilities.****(1) A director shall:**

(n) Assure that a person acting as a caregiver of a child in care shall not be left alone with a child, if the licensee has not received the results of the background checks as described in 922 KAR 2:280;

Findings:

Based on review of documentation and interview, the child care center failed to assure compliance with regulatory background check requirements. Review of written documentation and interview with the child care center director revealed staff with rehire date of 05/14/17 and hire date of 04/16/18, worked alone during their current employment with the child care center without completed background checks. In addition, the director stated she discovered, upon hire as director of the child care, staff with a rehire date 05/14/17, was never requested to conduct a background check. According to a review of the National Background Check Program (NBCP) report, staff with rehire date of 05/14/17 and 04/16/18, have not been entered into the KARES system as of 12/06/18 to determine employment eligibility for the child care center. The status for staff with rehire date of 05/14/17 revealed "Not Yet Requested."

Employee Records**Not In Compliance****395 - TB Verification****Not In Compliance****922 KAR 2:090. Section 11. Staff Requirements.****(1) Child-care center staff:****(b) Shall provide, prior to employment and every two (2) years thereafter:**

- 1. A statement from a health professional that the individual is free of active tuberculosis; or**
- 2. A copy of negative tuberculin results.**

Findings:

General: Based on review of documentation and interview, the child care center failed to maintain employee records in accordance with regulatory requirements. Upon request, the child care center director failed to provide documented evidence of a statement from a health professional that staff with hire dates 11/11/16 and 09/03/18 are free of active tuberculosis.

410 - Training**Not In Compliance****922 KAR 2:090. Section 11. Staff Requirements.****(16) In accordance with KRS 199.896(15) and (16), a staff person with supervisory authority over a child shall complete the following:**

- (a) Six (6) hours of cabinet-approved orientation within the first three (3) months of employment;**
- (b) Nine (9) hours of cabinet-approved early care and education training within the first year of employment, including one and one-half (1 ½) hours of cabinet-approved pediatric abusive head trauma training; and**
- (c) Fifteen (15) hours of cabinet-approved early care and education training during each subsequent year of employment, including one and one-half (1 ½) hours of cabinet-approved pediatric abusive head trauma training completed once every five (5) years.**

Findings:

General: Based on review of documentation and interview, the child care center failed to maintain employee records in accordance with regulatory requirements. Upon request, the child care center director failed to provide documented evidence that staff with hire dates of 10/05/17, 10/02/17 and 10/21/17, completed one and one-half (1 ½) hours of cabinet approved pediatric abusive head trauma training. Additional, the director failed to submit documentation that staff with hire dates of 10/02/17, 10/21/17, 12/10/09, 11/03/14 and rehire date of 05/14/17 completed fifteen (15) hours of cabinet-approved early care and education training during each subsequent year of employment. Further review revealed no documented evidence of six (6) hours of cabinet-approved orientation completed within the first three (3) months of employment for staff with a hire date of 04/16/18 and rehire date of 05/14/17.

Programming**Not In Compliance****480 - Infant/Toddler Combined with Older Children****Not In Compliance****922 KAR 2:120. Section 5. Infant and Toddler Play Requirements.**

- (2) Except in accordance with subsection (3) of this section or Section 2(2)(c) of this administrative regulation, an infant or toddler under twenty-four (24) months of age shall not participate in an activity with an older child for no more than one (1) hour per day.**
- (3) If a toddler is developmentally appropriate for a transition to a preschool age group, a toddler may participate in an activity with an older child for more than one (1) hour per day if:**
 - (a) Space for the toddler is available in the preschool-age group;**
 - (b) The staff-to-child ratios and group sizes are maintained based on the age of the youngest child;**
 - (c) The center has a procedure for listing a transitioning toddler on attendance records, including a specific day and time the toddler is with either age group; and**
 - (d) The child care center has obtained the signature and approval of the toddler's parent on the toddler's transition plan.**

Findings:

General: Based on interview, there were two (2) two-year-old children being cared for with three (3) three-year-old children in the Older Twos classroom. The facility did not have a transitioning procedure in place for the two-year-old children and the facility had not obtained the signature and approval from the children's parents for a transition plan.

495 - Bedding/Toys in Crib**Not In Compliance****922 KAR 2:120. Section 6. Sleeping and Napping Requirements.****(3) Rest time shall include adequate space specified by the child's age as follows:**

- (a) For an infant:**
 - 3. No loose bedding, such as a bumper or a blanket; and**
 - 4. No toys or other items except the infant's pacifier;**

Findings:

General: Based on observation, there was a three-month-old child asleep in a crib with a stuffed animal attached to the child's pacifier.

Inspection Report**Premises****Not In Compliance****520 - Inaccessible Items****Not In Compliance****922 KAR 2:120. Section 3. General Requirements.**

- (7) The following shall be inaccessible to a child in care:**
- (a) Toxic cleaning supplies, poisons, and insecticides;**
 - (b) Matches, cigarettes, lighters, and flammable liquids; and**
 - (c) Personal belongings and medications of staff.**

Findings:

General: Based on observation, the door of the janitor's closet located next to the Pre-K classroom was open and accessible to the children in care. There were two (2) bottles of cleaners on the floor of the closet.

560 - Building Requirements**Not In Compliance****922 KAR 2:120. Section 4. Premises Requirements.****(5) The building shall be constructed to ensure the:****(a) Building is:**

- 1. Dry;**
- 2. Ventilated; and**
- 3. Well lit, including clean light fixtures that are:**
 - a. In good repair in all areas; and**
 - b. Shielded or have shatter-proof bulbs installed; and**

(b) Following are protected:

- 1. Windows;**
- 2. Doors;**
- 3. Stoves;**
- 4. Heaters;**
- 5. Furnaces;**
- 6. Pipes; and**
- 7. Stairs.**

Findings:

General: Based on observation, there were two (2) uncovered light fixtures in the ceiling of the bathroom in the Pre-K classroom. The same was found in the bathroom by the Younger Twos classroom. It could not be determined of the bulbs in the fixtures were shatter-proof.

580 - Floors, Walls, Ceilings**Not In Compliance****922 KAR 2:120. Section 4. Premises Requirements.****(9) Floors, walls, and ceilings shall be smooth, in good repair, and constructed to be easily cleaned.****Findings:**

General: Based on observation, the following was found:

- 1. The gray wall in the Older Twos classroom had an accumulation of left-over staples, numerous staple holes and pieces of torn paper stapled to the wall. Also, the plastic baseboards in the classroom had several areas of chipping paint.
- 2. There was a piece of tile in front of the closet in the Pre-K classroom that was worn down to the concrete sub-floor.
- 3. The yellow wall in the Younger Twos classroom had an accumulation of left-over staples, numerous staple holes, left-over sticky-tac and several areas of chipping paint.

Hygienic Practices**Not In Compliance****660 - Staff Hygiene/Handwashing****Not In Compliance****922 KAR 2:120. Section 3. General Requirements.****(5) Staff shall:**

- (a) Maintain personal cleanliness;**
- (b) Conform to hygienic practices while on duty;**
- (c) Except as established in paragraph (d) of this subsection, wash their hands with liquid soap and running water:**
 - 1. Upon arrival at the center;**
 - 2. After toileting or assisting a child in toileting;**
 - 3. Before and after diapering each child;**
 - 4. After wiping or blowing a child's or own nose;**
 - 5. After handling animals;**
 - 6. After caring for a sick child;**
 - 7. Before and after feeding a child or eating;**
 - 8. Before dispensing medication;**
 - 9. After smoking or vaping; and**
 - 10. If possible, before administering first aid; and**
- (d) Use hand sanitizer or hand-sanitizing wipes if liquid soap and warm running water are not available in accordance with paragraph (c) of this subsection. The staff shall wash the staff's hands as soon as practicable once liquid soap and warm running water are available.**

Findings:

General: Based on observation, the staff person in the Ones classroom wiped a child's nose and did not wash her hands afterwards. The staff person wiped the child's nose then began handing out markers to the other children in the classroom.

685 - Diaper Changing Area/Surface

Not In Compliance

922 KAR 2:120. Section 10. Toilet, Diapering, and Toiletry Requirements.

- (10) When a child is diapered, the child shall:**
- (b) Be placed on a surface that is:**
- 1. Clean;**
 - 2. Padded;**
 - 3. Free of holes, rips, tears, or other damage;**
 - 4. Nonabsorbent;**
 - 5. Easily cleaned; and**
 - 6. Free of any items not used for diaper changing.**

Findings:

General: Based on observation, the changing mat in the bathroom by the Younger Twos classroom was torn in several areas. This left exposed foam that could not be properly sanitized.

First Aid/Medication

In Compliance

Outdoor Play Area

Not In Compliance

755 - Protective Surface

Not In Compliance

922 KAR 2:120. Section 4. Premises Requirements.

- (21) A protective surface shall:**
- (a) Be provided for outdoor play equipment used to:**
- 1. Climb;**
 - 2. Swing; and**
 - 3. Slide; and**
- (b) Have a fall zone equal to the height of the equipment.**

Findings:

General: Based on observation, the mulch was very sparse on both the Infant/Toddler playground and the Preschool playground. There were several areas of grass and the black garden liner coming up through the mulch.

Equipment

Not In Compliance

795 - Individual Bed/Mat/Cot and Bedding

Not In Compliance

922 KAR 2:120. Section 6. Sleeping and Napping Requirements.

- (3) Rest time shall include adequate space specified by the child's age as follows:**
- (b) For a toddler or preschool-age child:**
- 1. An individual bed, a two (2) inch thick waterproof mat, or cot in good repair; and**
 - 2. Bedding that is in good repair and is changed:**
 - a. Weekly; or**
 - b. Immediately if it is soiled or wet.**

Findings:

General: Based on observation, all of the mats used by the children for nap time were only one (1) inch thick. Also, the majority of the mats had torn and/or frayed corners with exposed foam visible.

Transportation

In Compliance

Food Service/Food Program

In Compliance

Food Service

Not In Compliance

1040 - Kitchen Equipment Clean and Sanitary

Not In Compliance

922 KAR 2:120. Section 8. Kitchen Requirements.

- (7) The following shall be clean and sanitary:**
- (a) Eating and drinking utensils;**
 - (b) Kitchenware;**
 - (c) Food contact surfaces of equipment;**
 - (d) Food storage utensils;**
 - (e) Food storage containers;**
 - (f) Cooking surfaces of equipment; and**
 - (g) Nonfood contact surfaces of equipment.**

Findings:

General: Based on observation, the following was found:

1. The refrigerator used for storage of the milk served to the children was not clean and was in disrepair. Two (2) of the shelves in the refrigerator were broken, there were several dried food/beverage spills and a large accumulation of dirt and rust in the bottom of the appliance.
2. The freezer used for storage of items served to the children was not clean and was in disrepair. One (1) of the shelves in the freezer was broken and there was a large amount of dried, melted chocolate ice cream on the walls and shelves of the appliance.

Inspection Report

1050 - Bottles

Not In Compliance

922 KAR 2:120. Section 8. Kitchen Requirements.

(9) Bottles shall be:

- (a) Individually labeled;
- (b) Promptly refrigerated;
- (c) Covered while not in use; and
- (d) Consumed within one (1) hour of being heated or removed from the refrigerator.

Findings:

General: Based on observation, the following was found:

1. There were two (2) bottles that were not labeled with a child's name in the refrigerator in the Infant classroom.
2. There were two (2) bottles that were not covered in the refrigerator in the Infant classroom.

Children's Records

Not In Compliance

1135 - Immunization

Not In Compliance

922 KAR 2:090. Section 9. Records.

(1) A child-care center shall maintain:

- (a) A current immunization certificate for each child in care within thirty (30) days of the child's enrollment, unless an attending physician or the child's parent objects to the immunization of the child pursuant to KRS 214.036;

Findings:

General: Based on review of documentation and interview, the child care center failed to maintain children's records in accordance with regulatory requirements. Upon request, the child care center director failed to provide documented evidence of a current immunization certificate for a child with an enrollment date of 11/15/17.

Written Documentation

Not In Compliance

1150 - Evacuation Plan

Not In Compliance

922 KAR 2:090. Section 5. Evacuation Plan.

- (1) A licensed child-care center shall have a written evacuation plan in the event of a fire, natural disaster, or other threatening situation that may pose a health or safety hazard for a child in care in accordance with KRS 199.895 and 42 U.S.C. 9858c(c)(2)(U).

Findings:

General: Based on review of documentation and interview, the facility's Emergency Preparedness Plan had not been updated in November, 2018. The Director stated that the plan had not been submitted to the proper authority for review since the last update.

1155 - Policies and Procedures

Not In Compliance

922 KAR 2:090. Section 8. General.

(4) Program policies and procedures shall:

- (a) Be in writing; and
- (b) Include:
 1. Staff policies;
 2. Job descriptions;
 3. An organization chart;
 4. Chain of command; and
 5. Other procedures necessary to ensure implementation of:
 - a. KRS 199.898, Rights for children in child-care programs and their parents, custodians, or guardians - posting and distribution requirements;
 - b. 922 KAR 2:120, Child-care center health and safety standards;
 - c. 922 KAR 2:280, Background checks for child care staff members, reporting requirements, and appeals; and
 - d. This administrative regulation.

Findings:

General: Based on review of documentation, there were no job descriptions on file in the facility for Director, Assistant Director or Cook.

1160 - Daily Attendance Records

Not In Compliance

922 KAR 2:090. Section 9. Records.

(1) A child-care center shall maintain:

- (c) Daily attendance records documenting the arrival and departure time of each child, including records that are required in accordance with 922 KAR 2:160, Section 13, if a child receives services from the child-care center through the Child Care Assistance Program;

Findings:

General: Based on review of documentation, the following was found:

1. There were six (6) children present in the Tiny Tots classroom; however, only one (1) child had been signed in on the attendance form.
2. There were eight (8) children present in the Older Twos classroom; however, only four (4) children had been signed in on the attendance form.
3. There were thirteen (13) children present in the Pre-K classroom; however, only eight (8) children had been signed in on the attendance form.

Inspection Report

1170 - Professional Development

Not In Compliance

922 KAR 2:090. Section 9. Records.

(1) A child-care center shall maintain:

(f) A written annual plan for child-care staff professional development;

Findings:

General: Based on review of documentation and interview, the child care center failed to maintain written documentation in accordance with regulatory requirements. Upon request, the child care center director failed to provide documented evidence of a written annual plan for child care staff professional development for staff with hire dates of 10/02/17, 10/21/17, 10/05/17, 12/10/09, 11/03/14 and rehire date of 05/14/17.

1175 - Earthquake/Tornado/Fire Drills

Not In Compliance

922 KAR 2:090. Section 9. Records.

(1) A child-care center shall maintain:

(h) A written record of quarterly practiced earthquake drills and tornado drills detailing the date, time, and children who participated in accordance with 922 KAR 2:120, Section 3;

(i) A written record of practiced fire drills conducted monthly detailing the date, time, and children who participated in accordance with 922 KAR 2:120, Section 3;

Findings:

General: Based on review of documentation, there were no documented fire, earthquake or tornado drills on file in the facility for 2018.

1195 - Fire Drills

Not In Compliance

922 KAR 2:120. Section 3. General Requirements.

(12) A fire drill shall be:

(a) Conducted during hours of operation at least monthly; and

(b) Documented.

(13) An earthquake drill and a tornado drill shall be:

(a) Conducted during hours of operation at least quarterly; and

(b) Documented.

Findings:

General: Based on interview, staff indicated that no fire, earthquake or tornado drills had been conducted by the facility in 2018.

Posted Documentation

Not In Compliance

1215 - Daily Activities

Not In Compliance

922 KAR 2:090. Section 10. Director Requirements and Responsibilities.

(1) A director shall:

(h) Post a schedule of daily activities, to include dates and times of activities to be conducted with the children in each classroom;

Findings:

General: Based on observation, schedules of daily activities including lists and dates of activities to be conducted with the children were not posted in the Infant classroom, the Ones classroom and the Younger Twos classroom.

1220 - Diapering/Handwashing

Not In Compliance

922 KAR 2:120. Section 10. Toilet, Diapering, and Toiletry Requirements.

(9) The proper methods of diapering and hand-washing shall be posted at each diaper changing area.

Findings:

General: Based on observation, the proper methods of diapering and hand washing were not posted in the changing area in the Younger Twos classroom or by the changing area in the bathroom by the Younger Twos classroom.

Animals

In Compliance

Signature of Provider/Representative

Title

Date