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Adam Mather
INSPECTOR GENERAL

Inspection Report

Provider Name: Cornerstone to Learning Inc.	Provider Information	CLR No: L358979
Provider Address: 222 North Depot Street, Lebanon, KY, 40033	Provider Type: LICENSED TYPE I	Capacity: 183
Owner(s): Cornerstone To Learning Inc.		Director(s): Mills, Joseph "Chris"

Inspection Type: Investigation	Inspection Information	Inspection No: 245954
Date Initiated: 07/24/2018 11:00 AM	Date Concluded: 07/30/2018 2:59 PM	
	No. of Children Present: 133	

Inspection Report	
Supervision	In Compliance
Staffing Requirements	Not In Compliance
125 - Ratios and Group Size	Not In Compliance
<p>922 KAR 2:120. Section 2. Child Care Services.</p> <p>(2) Minimum staff-to-child ratios and group size for an operating child-care center shall be maintained as follows:</p> <p>Age of Children Ratio Maximum Group Size*</p> <p>Infant</p> <p>1 staff for 5 children 10</p> <p>Toddler 12 to 24 months</p> <p>1 staff for 6 children 12</p> <p>Toddler 24 to 36 months</p> <p>1 staff for 10 children 20</p> <p>Preschool-age 3 to 4 years</p> <p>1 staff for 12 children 24</p> <p>Preschool-age 4 to 5 years</p> <p>1 staff for 14 children 28</p> <p>School-age 5 to 7 years</p> <p>1 staff for 15 children 30</p> <p>School-age 7 and older</p> <p>1 staff for 25 children</p> <p>(for before and after school) 30</p> <p>1 staff for 20 children</p> <p>(full day of care) 30</p> <p>*Maximum Group Size shall be applicable only to Type I child-care centers.</p> <p>(b) The age of the youngest child in the group shall determine the:</p> <p>1. Staff-to-child ratio; and</p> <p>2. Maximum group size.</p>	
<p>Findings:</p> <p>General: Based on observation, and interview, the surveyor found that the Older Two's Classroom was over ratio and maximum group size by one (1) child on 7/24/18. The surveyor observed that at approximately 11:02 a.m., there were twenty-one (21) children present in the Older Two's Classroom with two (2) staff members providing supervision. Upon interview, staff confirmed that all twenty-one (21) children were two years old. The Director stated that he had not realized another child had come in until after the surveyor arrived.</p>	

Inspection Report	
Director Requirements	Not In Compliance
335 - Staff Management/Policy Development/Supervision	Not In Compliance
922 KAR 2:090. Section 10. Director Requirements and Responsibilities. (1) A director shall: (e) Manage the staff in their individual job descriptions; (f) Assure the development, implementation, and monitoring of child-care center plans, policies, and procedures; (g) Supervise staff conduct to ensure implementation of program policies and procedures;	
Findings: General: Based on review of documentation and interview, the surveyor found that the center's discipline policy was not effectively implemented as follows: 1. A staff member was determined to be yelling/screaming at the children in a loud voice. Per staff interview, the staff member was observed to "order the children around like animals". The center's discipline policy states that "Loud and demanding voice tones will not be acceptable". The Director reported that the staff member had been talked to in regards to using a loud voice. 2. It was determined through interview of staff that a staff member had been jerking children around by one (1) arm. The center's discipline policy states that "Children will not be handled by one arm". The Director denied having any knowledge of the staff member's actions.	
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 interview, the surveyor determined that the health, safety, and comfort of the children enrolled at the center was compromised as follows: 1. Four (4) staff members reported that they have observed a staff member hold children by their chin in order to make the children look at the staff member while the staff member is speaking to them. One (1) staff member reported that all of the staff use this method to ensure that the children direct their attention on them when addressing a behavioral issue. 2. Two (2) staff members reported that they have observed another staff member jerking children by their arms. 3. Three (3) staff members reported that they have observed another staff member sitting the children down into their chairs too hard. 4. Two (2) staff members reported they have observed another staff member make a three-year-old child sleep in a storage room/closet located in the classroom. The Director stated that they were not aware that the child was sleeping in the storage room/closet. 5. Per interview with staff and parents it was confirmed that a staff member picked a two-year-old child up to a sitting/standing position on the changing table by holding the child's arms and lifting them up. The Director reported that video footage of the incident showed the staff member holding the child by both arms as they lifted the child up. The Director stated that the child immediately started favoring one (1) arm after the staff member sat the child on the floor. The Director reported that they had not had any similar concerns regarding the staff member.	
Employee Records	Not In Compliance
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, review of ECE-TRIS, and interview, the surveyor found that a staff file (DOH: 2/12/18) did not contain documentation of the completion of six (6) hours of cabinet approved orientation training. Review of ECE-TRIS, confirmed that the staff member had not completed orientation. The Director stated he was aware that the staff memmber had not completed orientation.	
Programming	Not In Compliance
455 - Discipline	Not In Compliance
922 KAR 2:120. Section 2. Child Care Services. (10) A child shall not be subjected to: (a) Corporal physical discipline pursuant to KRS 199.896(18); (b) Loud, profane, threatening, frightening, humiliating, or abusive language; or (c) Discipline that is associated with: 1. Rest; 2. Toileting; or 3. Food.	
Findings: General: Based on interview with staff members, the surveyor determined that staff member has been yelling/screaming at the children in a loud voice. Staff reported that the staff member yells and screams at the children louder than what is necessary and "orders the children around as if they were animals". The Director confirmed that he has talked to the staff member in regards to using too loud of a voice with the children.	

Inspection Report		
Children's Records		Not In Compliance
1135 - Immunization		Not In Compliance
<div>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;</div>		
Findings: General: Based on review of documentation and interview, the surveyor found that a child's file (DOE: 3/16/15) contained an immunization certificate that was no longer current as of 2/21/18. The Director stated that he had just realized the day before that the immunization certificate was not current.		