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Inspection Report

Provider Name: Busy Bee Academy	Provider Information	CLR No: L383252
Provider Address: 423 Washburn Avenue, Louisville, KY, 40222	Provider Type: LICENSED TYPE I	Capacity: 79
Owner(s): Busy Bee Academy, LLC		Director(s): Strobo, Ashley Erin

Inspection Type: Renewal Application	Inspection Information	Inspection No: 319398
Date Initiated: 11/23/2021 8:52 AM	Date Concluded: 11/23/2021 2:29 PM	
	No. of Children Present: 16	

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>	
Findings:	
<p>General: Observation of the preschool room at 8:55a.m. revealed a staff member with the hire date 08/09/2021 was the sole caregiver for eight (8) children until 12:12p.m. While reviewing the staff member's employee record, there was a completed criminal records check (CRC) dated 05/21/2021 and a receipt verifying that a child abuse and neglect check (CAN) check was in-process. Upon request a completed background check from the Nation Background Check Program (NBCP) with an eligible status was not presented for review for the staff member with the hire date 08/09/2021. Review of the Kentucky Applicant Registry and Employment Screening (KARES) report did not verify that the aforementioned staff member was listed as employed at the child care center. Interview with the owner of the child care center revealed the staff member with the hire date 08/09/2021 was not an actual employee of the child care center, the staff member was employed through a temporary agency named Family Tree.</p>	
Supervision	In Compliance
Staffing Requirements	In Compliance
General Administration	In Compliance
Director Requirements	Not In Compliance
335 - Operation instruction/Regulation copy	Not In Compliance
<p>922 KAR 2:090. Section 8. General.</p> <p>(2) Child-care center staff shall be:</p> <p>(a) Instructed by the child-care center's director regarding requirements for operation; and</p> <p>(b) Provided with a copy of this administrative regulation, 922 KAR 2:120, and 922 KAR 2:280.</p>	
Findings:	
<p>General: Based on interview and review of documentation, a current copy of the administrative regulations were not presented for review. The documentation that was presented was dated 2015.</p>	

Inspection Report

360 - 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 interview and review of documentation, a current written staff evaluation was not presented for review for the staff members with the hire dates 08/16/2019 and 09/04/2019.

370 - Caregiver Alone

Not In Compliance

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

(1) A director shall:

(m) 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:

General: Observation of the preschool room at 8:55a.m. revealed a staff member with the hire date 08/09/2021 was the sole caregiver for eight (8) children until 12:12p.m. While reviewing the staff member's employee record, there was a completed criminal records check (CRC) dated 05/21/2021 and a receipt verifying that a child abuse and neglect check (CAN) check was in-process. Upon request, a completed background check from the National Background Check Program (NBCP) with an eligible status was not presented for review for the staff member with the hire date 08/09/2021. Review of the Kentucky Applicant Registry and Employment Screening (KARES) report did not verify that the aforementioned staff member was listed as employed at the child care center. Interview with the owner of the child care center revealed the staff member with the hire date 08/09/2021 was not an actual employee of the child care center, the staff member was employed through a temporary agency named Family Tree.

Employee Records

Not In Compliance

405 - 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 interview and review of documentation, verification that the records for the employees with the hire dates 06/20/2014 and 09/04/2019 contained a current written statement from a health care professional or a copy of a negative tuberculosis screening stating that the aforementioned staff members were free of active tuberculosis was not presented for review.

435 - 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 completed within the first three (3) months of employment in a child-care program;
- (b) Nine (9) hours of cabinet-approved early care and education training within the first year of employment in a child care program, 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 completed between July 1 and the following June 30 of each subsequent year of employment in a child care program, including one and one-half (1 ½) hours of cabinet-approved pediatric abusive head trauma training completed once every five (5) years.

(17) A staff person's compliance with training requirements of this section shall be verified through the cabinet-designated database maintained pursuant to 922 KAR 2:240.

Findings:

General: Based on interview and review of documentation, the child care center owner did not present verification that three (3) employees with the hire dates; 06/20/2014, 08/16/2019 and 09/04/2019 had met the requirements of fifteen (15) hours of cabinet-approved early care and education training during the last year of employment. Review of the Early Care and Education Training Records Information System (ECE-TRIS) report did not verify that the training had been completed by the aforementioned staff members. Upon request, the child care center owner did not present verification that the staff member with the hire date 06/20/2014 had completed one and one-half (1 ½) hours of cabinet-approved pediatric abusive head trauma training once every five (5) years. Review of the Early Care and Education Training Records Information System (ECE-TRIS) report did not verify that the training had been completed by the aforementioned staff member. Upon request, the child care center owner did not present verification the staff member with the hire date 08/09/2021 had completed six (6) hours of cabinet-approved orientation within the first three (3) months of employment. Review of the Early Care and Education Training Records Information System (ECE-TRIS) report did not verify that the training had been completed by the aforementioned staff member.

440 - Contract Agency Requirements

Not In Compliance

922 KAR 2:090. Section 12. Contract Substitute Staff Member Requirements.

(1) A contract substitute staff member shall:

- (a) Comply with the training requirements established in Section 11 of this administrative regulation;
- (b) Be employed by an outside agency and provide the required documentation to verify the contractual agreement between the licensed child-care center and the outside agency;
- (c) Provide a hard copy file containing all required staff records to be kept on-site at the licensed child-care center and maintained at the center for five (5) years;
- (d) Be entered into the cabinet-designated database as a staff member of the outside organization in accordance with 922 KAR 2:240;
- (e) Be the responsibility of the licensed child-care center while working on-site; and
- (f) Have supervisory authority over a child only if the requirements of 922 KAR 2:120, 922 KAR 2:280, and this administrative regulation are met.

Findings:

General: Based on interview and review of documentation, current written documentation to verify the contractual agreement between the licensed child care center and the outside agency was not presented for review for the staff members with the hire date 08/09/2021 and 11/04/2021.

Programming

In Compliance

Inspection Report

Premises

Not In Compliance

565 - 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 of the hallway revealed there was a plastic container filled with a clear liquid that was labeled 'Liquid Ant Bait' that was accessible to the children. The label on the container stated 'Keep Out of Reach of Children'.

585 - Premises Requirements

Not In Compliance

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

- (1) The premises shall be:**
 - (a) Suitable for the purpose intended;**
 - (b) Kept clean and in good repair;**

Findings:

General: Based on observation of the Two-year-old room and the Preschool room, the wooden one-half (1/2) doors were chipping paint and the wood was exposed. The kitchen door was heavily soiled with a brown sticky substance. The baseboards through-out the Preschool room were chipping paint and the wood was exposed. Also, there was a column in the room that was missing drywall and there was metal exposed.

625 - 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 of the wall in the Preschool room revealed there was a large area of the wall where the paint was peeling and the drywall was exposed.

695 - Toilet

Not In Compliance

922 KAR 2:120. Section 12. Toilet, Diapering, and Toiletry Requirements.

- (4) Each toilet shall:**
 - (a) Be kept in clean condition;**
 - (b) Be kept in good repair;**
 - (c) Be in a lighted room; and**
 - (d) Have ventilation to outside air.**

Findings:

General: Based on observation of the hallway bathroom, the air ventilation system was not working. Therefore, there was not ventilation to outside air.

Hygienic Practices

Not In Compliance

730 - Diaper Changing Area/Surface

Not In Compliance

922 KAR 2:120. Section 12. 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 pads located in the Infant and Two-year-old rooms contained small tears and the inside absorbent material was exposed. Also, the changing table located in the infant room contained dust and debris around and under the changing pad.

First Aid/Medication

In Compliance

Outdoor Play Area

In Compliance

Equipment

In Compliance

Transportation

Not Applicable

Inspection Report

Kitchen Requirements

Not In Compliance

1055 - 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 of the refrigerator freezer located in the kitchen, there was a thick black substance located in the area where the freezer door seal strip meets the frame of the refrigerator. Continued observation of the freezer door revealed the seal strip attached to the freezer door was heavily soiled with a thick black substance, indicative of mold. The two (2) microwaves located in the kitchen were heavily soiled with dried food particles and the stove contained a build-up of grease and dust. The small refrigerator located in the Infant room contained a thick yellow, pink and brown sticky substance on the bottom shelf. Continued observation of the refrigerator revealed there was dust and debris through-out the refrigerator.

Food Service

In Compliance

Meal Planning/Center Provides Meals

In Compliance

Meal Planning/Center Does Not Provide Meals

Not Applicable

Children's Records

In Compliance

Written Documentation

Not In Compliance

1260 - 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: Review of presented documentation revealed that a current 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 was not submitted to the local emergency management director. Continued review of the documentation revealed that the information in the evacuation plan was not current.

1265 - 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 interview and review of documentation, a current chain of command was not presented for review on the day of the inspection.

1280 - 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 interview and review of documentation, a current written annual professional development plan for the child care staff members was not presented for review for the staff members with the hire dates 08/16/2019 and 09/04/2019.

Inspection Report

1285 - 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 interview and review of documentation, the names of the individuals that participated in the fire, tornado, earthquake and lockdown drills that were conducted were not presented for review on the day of the inspection.

Posted Documentation

Not In Compliance

1320 - Disaster Course of Action

Not In Compliance

922 KAR 2:090. Section 9. Records.

(1) A child-care center shall maintain:

(j) A written plan and diagram outlining the course of action in the event of a natural or manmade disaster, posted in a prominent place;

Findings:

General: Based on interview and review of documentation, a written plan and diagram outlining the course of action in the event of a natural or manmade disaster was not presented for review on the day of the inspection.

Animals

Not Applicable

Signature of Provider/Representative

Title

Date