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**Inspection Report**

<b>Provider Name:</b> New Beginnings Learning Center	<b>Provider Information</b>	<b>CLR No:</b> L383639
<b>Provider Address:</b> 151 Miss Edna Lane, Hazard, KY, 41701	<b>Provider Type:</b> LICENSED TYPE I	<b>Capacity:</b> 141(Bldg 1: 163)
<b>Owner(s):</b> Hazard-perry County Community Ministries, Inc.		<b>Director(s):</b> Dixon, Kattlynn

<b>Inspection Type:</b> Renewal Application	<b>Inspection Information</b>	<b>Inspection No:</b> 321756
<b>Date Initiated:</b> 07/08/2022 9:05 AM	<b>Date Concluded:</b> 07/08/2022 1:50 PM	
	<b>No. of Children Present:</b> 51	

**Inspection Report**

**Background Checks**

**Not In Compliance**

**5 - Background check/left alone/dismissed/relocated**

**Not In Compliance**

**922 KAR 2:280. Section 3. Implementation and Enforcement.**

**(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.**

**(2) A child care staff member hired on or after April 1, 2018, shall:**

**(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**

**(b)1. Have submitted to the background checks required in accordance with this administrative regulation;**

**2. Not be left unsupervised with a child in care pending the completion of the background checks in accordance with this administrative regulation; and**

**3. Be dismissed or relocated from the residence if the person is found to have a disqualifying background check result.**

**Findings:**

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

1. A staff's (DOH: 04/28/17) file did not contain documentation of background checks submitted through the Kentucky National Background Check Service. Based on review of the Kentucky National Background Check Service, the staff person submitted to fingerprints on 05/11/18 and the fingerprints were rejected by the FBI on 05/17/18. Based on Review of the Kentucky National Background Check Service, the surveyor found that the application was closed on 06/07/18 and the reason stated, "Fingerprints Not Taken." The surveyor found a new application was not submitted after 06/07/18. During interview, staff-in-charge stated that the staff person submitted to fingerprints and she was not aware that a new application was needed. Staff-in-charge stated that they had difficulty getting a good print. The surveyor did not observe the staff person working alone with children. Staff-in-charge stated that the staff person has worked alone with children. The staff had a completed Child Abuse/Neglect Background Check dated 04/13/17 and a completed Criminal Records Background Check dated 03/27/17.

2. A staff (DOH: 06/15/21) submitted fingerprints on 06/17/21 and became eligible for hire on 06/17/21; therefore, the staff person was hired prior to clearance for employment. During interview, staff-in-charge stated that she was not aware that the staff person had to submit to fingerprints prior to being hired for employment. Staff-in-charge stated that the staff person did not work alone with children.

3. A staff (DOH: 06/07/22) submitted fingerprints on 06/10/22 and became eligible for hire on 06/10/22; therefore, the staff person was hired prior to clearance for employment. During interview, staff-in-charge stated that she was not aware that the staff person had to submit to fingerprints prior to being hired for employment. Staff-in-charge stated that the staff person did not work alone with children.

4. A staff (DOH: 06/17/22) submitted fingerprints on 06/20/22 and became eligible for hire on 06/20/22; therefore, the staff person was hired prior to clearance for employment. During interview, staff-in-charge stated that she was not aware that the staff person had to submit to fingerprints prior to being hired for employment. Staff-in-charge stated that the staff person did not work alone with children.

5. A staff (DOH: 05/16/22) submitted fingerprints on 05/19/22 and became eligible for hire on 05/19/22; therefore, the staff person was hired prior to clearance for employment. During interview, staff-in-charge stated that she was not aware that the staff person had to submit to fingerprints prior to being hired for employment. Staff-in-charge stated that the staff person did not work alone with children.

6. A staff (DOH: 05/26/22) submitted fingerprints on 05/27/22 and became eligible for hire on 05/27/22; therefore, the staff person was hired prior to clearance for employment. During interview, staff-in-charge stated that she was not aware that the staff person had to submit to fingerprints prior to being hired for employment. Staff-in-charge stated that the staff person did not work alone with children.

**Supervision**

**In Compliance**

**Staffing Requirements**

**In Compliance**

**Inspection Report**

**General Administration**

**Not In Compliance**

**225 - Licensee Responsibility**

**Not In Compliance**

**922 KAR 2:090. Section 8. General.**

**(1) A licensee shall:**

- (a) Be responsible for the operation of the child-care center pursuant to this administrative regulation, 922 KAR 2:120, and 922 KAR 2:280; and**
- (b) Protect and assure the health, safety, and comfort of each child.**

**Findings:**

General: Based on observation, the surveyor found the following:

1. A soiled yellow mop bucket was placed on the floor in front of the countertop located near the restroom door in the School Age Classroom.
2. Two (2) exposed screws and one (2) exposed nail were protruding out from the wall underneath the sink in the restroom located in the School Age Classroom. The surveyor observed the area under the sink to be an open area.
3. A loose black cord was hanging down behind and toward the end of a crib in the Infant Classroom. The cord appeared to go to a Lakeshore CD player located on a shelf beside the crib.
4. A loose white cord was plugged into a swing and placed on the floor leading to an outlet in the Infant Classroom.
5. A clear spray bottle that had "Clorox and Water" written on the front of the bottle was placed on a purple tray located on a countertop in the One Year Old Classroom. The diaper changing pad was observed to be placed on the countertop below the countertop that contained the purple tray.
6. One (1) outlet cover was missing on an electrical outlet located under a window in the Two Year Old Classroom.
7. One (1) plunger was placed beside the toilet in the restroom located between the Two and Three Year Old Classrooms.
8. A brown tray was placed on a countertop in the Three Year Old Classroom that contained a clear spray bottle that had Sanitizing Bleach written on the front of the bottle and the following items that read "Keep Out of the Reach of Children" on the labels: a tube of Banana Boat Simply Protect sunscreen, a tube of Banana Boat Kids Sport sunscreen, one (1) tube of A and D Treat Diaper Rash Cream, two (2) tubes of Boudreaux Butt Paste, and one (1) tube of Aveeno Baby Eczema Therapy. The diaper changing pad was observed to be placed on the countertop below the countertop that contained the brown tray.
9. Two (2) clear spray bottles that read "Clorox and Water" on the front of the bottles were located on a blue tray that was placed on the countertop ledge in front of the sink in the four Year Old Classroom.
10. A clear spray bottle that read "Clorox and Dawn" on the front of the bottle was located on a black tray that was placed on the countertop ledge by the sink in the Five Year Old Classroom.

The items mentioned appeared to be within reach of the children.

**Director Requirements**

**Not In Compliance**

**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: Based on review of documentation, the surveyor found that a staff's (DOH: 04/28/17) file did not contain documentation of background checks submitted through the Kentucky National Background Check Service. Based on review of the Kentucky National Background Check Service, the staff person submitted to fingerprints on 05/11/18 and the fingerprints were rejected by the FBI on 05/17/18. Based on Review of the Kentucky National Background Check Service, the surveyor found that the application was closed on 06/07/18 and the reason stated, "Fingerprints Not Taken." The surveyor found a new application was not submitted after 06/07/18. During interview, staff-in-charge stated that the staff person submitted to fingerprints and she was not aware that a new application was needed. Staff-in-charge stated that they had difficulty getting a good print. The surveyor did not observe the staff person working alone with children. Staff-in-charge stated that the staff person has worked alone with children. The staff had a completed Child Abuse/Neglect Background Check dated 04/13/17 and a completed Criminal Records Background Check dated 03/27/17.

**Employee Records**

**Not In Compliance**

**400 - Educational Requirements**

**Not In Compliance**

**922 KAR 2:090. Section 11. Staff Requirements.**

**(1) Child-care center staff:**

- (a) Hired after January 1, 2009, who have supervisory power over a minor and are not enrolled in secondary education, shall have a:**
  - 1. High school diploma;**
  - 2. GED or qualifying documentation from a comparable educational entity; or**
  - 3. Commonwealth Child Care Credential as described in 922 KAR 2:250;**

**Findings:**

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

1. A staff's (DOH: 06/07/22) file did not contain verification of a High School Diploma, GED or Commonwealth Child Care Credential.
2. A staff's (DOH: 05/26/22) file did not contain verification of a High School Diploma, GED or Commonwealth Child Care Credential.
3. A staff's (DOH: 03/07/22) file did not contain verification of a High School Diploma, GED or Commonwealth Child Care Credential.
4. A staff's (DOH: 01/03/22) file did not contain verification of a High School Diploma, GED or Commonwealth Child Care Credential.

**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 review of documentation, the surveyor found that a staff's (DOH: 05/16/22) file did not contain documentation of a current TB skin test or a statement from a health professional stating that the adult was free of active tuberculosis. During interview, staff-in-charge stated that the staff person did not have an up-to-date TB skin test.

**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 review of ECE-TRIS, the surveyor found the following:

- 1. A staff (DOH: 03/07/22) obtained zero (0) hours of the required six (6) hours of cabinet-approved orientation training; therefore, the training was not completed within the first three (3) months of employment.
- 2. A staff (DOH: 03/13/19) obtained zero (0) hours of the required one and one-half (1 ½) hours of cabinet-approved pediatric abusive head trauma training; therefore, the training was not completed within one (1) year of employment.
- 3. A staff (DOH: 03/18/19) obtained zero (0) hours of the required one and one-half (1 ½) hours of cabinet-approved pediatric abusive head trauma training; therefore, the training was not completed within one (1) year of employment.
- 4. A staff (DOH: 06/15/21) obtained zero (0) hours of the required six (6) hours of cabinet-approved orientation training; therefore, the training was not completed within the first three (3) months of employment.
- 5. A staff (DOH: 06/15/21) obtained zero (0) hours of the required fifteen (15) hours of cabinet-approved early care and education training for the review period 06/15/2022 – 06/30/22.
- 6. A staff (DOH: 03/18/19) obtained zero (0) hours of the required fifteen (15) hours of cabinet-approved early care and education training for the review period 07/01/21 – 06/30/22. During interview, staff-in-charge stated that the staff person was unable to complete trainings due to being locked out on blackboard.
- 7. A staff (DOH: 05/07/19) obtained zero (0) hours of the required fifteen (15) hours of cabinet-approved early care and education training for the review period 07/01/2021 – 06/30/2022.
- 8. A staff (DOH: 04/28/17) obtained five (5) hours of the required fifteen (15) hours of cabinet-approved early care and education training for the review period 07/01/2021 – 06/30/2022.
- 9. A staff (DOH: 04/28/17) obtained thirteen (13) hours of the required fifteen (15) hours of cabinet-approved early care and education training for the review period 07/01/2021 – 06/30/2022.

**Programming**

**In Compliance**

**Inspection Report**

**Premises**

**Not In Compliance**

**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, the surveyor found the following:

1. A brown build-up on the countertop around the perimeter of two (2) sinks located in the School Age Classroom; therefore, the countertop was not kept clean.
2. A brown build-up around two (2) separate faucets on two (2) separate sinks located in the School Age Classroom; therefore, the sinks were not kept clean.
3. A brown build-up behind the faucet on the sink located near the restroom door in the School Age Classroom; therefore, the sink was not kept clean.
4. What appeared to be a build-up of dust in the bottom of a chrome paper towel dispenser placed on the wall in front of a sink located near the restroom door in the School Age Classroom; therefore, the paper towel dispenser was not kept clean.
5. What appeared to be a build-up of dust on the bottom of a chrome paper towel dispenser placed on the wall by the sink located in the restroom in the School Age Classroom; therefore, the paper towel dispenser was not kept clean.
6. A brown build-up around the faucet on the sink in the restroom located in the School Age Classroom; therefore, the sink was not kept clean.
7. A build-up of residue behind the faucet on the sink in the Infant Classroom; therefore, the sink was not kept clean.
8. Two (2) sinks in the restroom located between the Infant and One Year Old Classrooms contained a brown build-up around the faucets; therefore, the sinks were not kept clean.
9. A black build-up behind the faucet on the sink in the One Year Old Classroom; therefore, the sink was not kept clean.
10. A blue/green square rug that was soiled with dark spots was located in front of a window in the Two Year Old Classroom; therefore, the rug was not kept clean.
11. A brown residue around two (2) faucets on two (2) separate sinks located in the restroom between the Two and Three Year Old Classrooms; therefore, the sinks were not kept clean.
12. A brown/black residue on the bottom base of the toilet by the wall and a yellow residue on the bottom base of the toilet by the cabinet located in the restroom between the Four and Five Year Old Classrooms; therefore, the toilets were not kept clean. The toilet was observed to the left side of the restroom when walking into the restroom.
13. A brown build-up around two (2) separate faucets on two (2) separate sinks located in the restroom between the Four and Five Year Old Classrooms; therefore, the sinks were not kept clean.
14. A brown residue behind the faucet on the sink in the Five Year Old Classroom; therefore, the sink was not kept clean.

**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 surveyor found the following:

1. Debris on the bottom of the diaper changing pad in the Infant Classroom; therefore, the diaper changing surface was not kept clean.
2. Debris on the bottom of the diaper changing pad in the One Year Old Classroom; therefore, the diaper changing surface was not kept clean.
3. Debris on the diaper changing table underneath the diaper changing pad in the Three Year Old Classroom; therefore, the diaper changing surface was not kept clean.

**Inspection Report**

**First Aid/Medication**

**Not In Compliance**

**775 - Medication**

**Not In Compliance**

**922 KAR 2:120. Section 7. First Aid and Medicine.**

**(6) Medication, including refrigerated medication, shall be:**

**(a) Stored in a separate and locked place, out of the reach of a child unless the medication is:**

- 1. A first aid supply and is maintained in accordance with subsection (1) of this section;**
- 2. Diaper cream, sunscreen, or toothpaste. Diaper cream, sunscreen, or toothpaste shall be inaccessible to a child;**
- 3. An epinephrine auto-injector. A licensed child-care center shall comply with KRS 199.8951 and 311.646, including:**
  - a. An epinephrine auto-injector shall be inaccessible to a child;**
  - b. A child-care center shall have at least one (1) person onsite who has received training on the administration of an epinephrine auto-injector if the child-care center maintains an epinephrine auto-injector;**
  - c. A child-care center shall seek emergency medical care for a child if an auto-injector is administered to the child; and**
  - d. A child-care center shall report to the child's parent and the cabinet in accordance with 922 KAR 2:090, Section 13(1)(b) if an epinephrine auto-injector is administered to a child; or**
- 4. An emergency or rescue medication for a child in care, such as medication to respond to diabetic or asthmatic condition, as prescribed by the child's physician. Emergency or rescue medication shall be inaccessible to a child in care;**

**(b) Kept in the original bottle; and**

**(c) Properly labeled.**

**(7) Medication shall not be given to a child if the medication's expiration date has passed.**

**Findings:**

General: Based on observation, the surveyor found a box of Equate Antacid and Pain Relief in a blue container located inside an unlocked bottom cabinet by the sink in the School Age Classroom; therefore, the Antacid and Pain Relief was not stored in a separate or locked place, out of reach of a child.

**Outdoor Play Area**

**Not In Compliance**

**795 - Playground Conditions**

**Not In Compliance**

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

**(20) An outdoor play area shall be:**

- (d) Safe from foreseeable hazard;**
- (e) Well drained;**
- (f) Well maintained;**
- (g) In good repair; and**
- (h) Visible to staff at all times.**

**Findings:**

General: Based on observation, the surveyor found the following:

- 1. One (1) bag of Miracle-Gro placed inside a blue bucket by a green picnic table and one (1) bag of Miracle-Gro placed on the ground in front of a green picnic table located on the School Age Playground beside the child-care center building.
- 2. A large black shepherds hook placed on the ground underneath the back fence roll on the School Age Playground located on the side of the child-care center building.
- 3. A blue canopy tent that was collapsed over a green picnic table on the School Age Playground located on the side of the child-care center building. The blue canopy was observed to be torn. During interview, staff-in-charge stated that they had a bad storm the day before the surveyor's visit and she was aware of the collapsed canopy. Staff-in-charge stated that she was going to remove the canopy from the playground.
- 4. A gate that appeared to be pulled too far apart from the fence post did not latch properly located on the School Age Playground beside the child-care center building.
- 5. A blue gate that did not latch property located on the School Age Playground behind the child-care center building.
- 6. The top layer of the material on the steps of the play structure located on the School Age Playground beside the child-care center building contained a circular area that appeared to be peeling.
- 7. An uncovered blue/red table that contained some water located on the playground behind the child-care center building and in front of the Two and Three Year Old Classrooms. During interview, staff-in-charge stated that the table was a sand/water table and it had rained the day before the surveyor's visit.
- 8. An uncovered chrome table that contained some water located on the playground behind the child-care center building and in front of the Two and Three Year Old Classrooms. Staff-in-charge stated that it rained the day before the surveyor's visit.
- 9. A flat piece of wood placed on top of a chrome/brown table that was peeling/flaking located on the playground behind the child-care center building and in front of the Two and Three Year Old Classrooms.
- 10. A small green bucket that contained water placed inside what appeared to be an uncovered brown water table located on the playground behind the child-care center building and in front of the Four and Five Year Old Classrooms. Staff-in-charge stated that it rained the day before the surveyor's visit.

**800 - 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 of the School Age Playground located on the side of the child-care center building, the surveyor found the following:

- 1. A swing set with four (4) swings was observed to have no protective surface; therefore, the swing set did not have an adequate fall zone.
- 2. A play structure with one (1) slide was observed to have no protective surface; therefore, the play structure did not have an adequate fall zone.

**805 - Fence Construction**

**Not In Compliance**

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

**(24) Fences shall be:**

**(a) Constructed of safe material;**

**(b) Stable; and**

**(c) In good condition.**

**Findings:**

General: Based on observation, the surveyor found the following:

- 1. Part of the fence roll along the side of the School Age Playground located on the side of the child-care center building was mangled and pushed out at the bottom, exposing a gap at the bottom of the fence; therefore, the fence was not in good condition.
- 2. Small tree stems/leaves were observed coming through the fence roll on the playground located behind the child-care center building and in front of the Four and Five Year Old Classrooms; therefore, the fence was not in good condition.

**Equipment**

**Not In Compliance**

**860 - Toys/Furniture**

**Not In Compliance**

**922 KAR 2:120. Section 13. Toys and Furnishings.**

**(1) All toys and furniture contacted by a child shall be:**

**(a) Kept clean and in good repair; and**

**(b) Free of peeling, flaking, or chalking paint.**

**Findings:**

General: Based on observation, the surveyor found a blue child sized chair that contained a rip/tear in the Two Year Old Classroom; therefore, the chair was not kept in good repair.

**Transportation**

**In Compliance**

**Kitchen Requirements**

**In Compliance**

**Food Service**

**In Compliance**

**Meal Planning/Center Provides Meals**

**In Compliance**

**Meal Planning/Center Does Not Provide Meals**

**In Compliance**

**Inspection Report**

**Children's Records**

**Not In Compliance**

**1250 - Enrollment Information**

**Not In Compliance**

**922 KAR 2:090. Section 9. Records.**

**(1) A child-care center shall maintain:**

**(b) A written record for each child:**

- 1. Completed and signed by the child's parent;**
- 2. Retained on file on the first day the child attends the child-care center; and**
- 3. To contain:**
  - a. Identifying information about the child, which includes, at a minimum, the child's name, address, and date of birth;**
  - b. Contact information to enable a person in charge to contact the child's:**
    - (i) Parent at the parent's home or place of employment;**
    - (ii) Family physician; and**
    - (iii) Preferred hospital;**
  - c. The name of each person who is designated in writing to pick-up the child;**
  - d. The child's general health status and medical history including, if applicable:**
    - (i) Allergies;**
    - (ii) Restriction on the child's participation in activities with specific instructions from the child's parent or health professional; and**
    - (iii) Permission from the parent for third-party professional services in the child-care center;**
  - e. The name and phone number of each person to be contacted in an emergency involving or impacting the child;**
  - f. Authorization by the parent for the child-care center to seek emergency medical care for the child in the parent's absence;**

**Findings:**

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

1. The following children's (DOE: 10/14/21 and 05/20/19) files did not contain the contact telephone number for the child's preferred hospital.
2. The following children's (DOE: 09/20/21, 01/10/20, 01/05/22) files did not contain the contact telephone number for the child's preferred hospital or family physician.
3. The following children's (DOE: 12/29/17 and 11/15/18) files did not contain the contact telephone number for the child's family physician.
4. A child's (DOE: 05/05/21) file did not contain the name of the child's preferred family physician or contact telephone number.
5. The following children's (DOE: 01/05/22 and 09/10/21) files did not contain the name and telephone number of each person to be contacted in an emergency involving or impacting the child or the name of each person who is designated in writing to pick-up the child.

**Written Documentation**

**Not In Compliance**

**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 review of documentation, the surveyor found the following:

1. A staff's (DOH: 03/13/19) file contained a professional development plan dated 08/13/19; therefore, the plan was not completed annually.
2. A staff's (DOH: 03/18/19) file contained a professional development plan dated 08/13/19; therefore, the plan was not completed annually.
3. A staff's (DOH: 05/07/19) file contained a professional development plan dated 06/18/19; therefore, the plan was not completed annually.
4. A staff's (DOH: 09/12/19) file contained a professional development plan dated 09/18/19; therefore, the plan was not completed annually.
5. A staff's (DOH: 04/28/17) file contained a professional development plan dated 06/17/19; therefore, the plan was not completed annually.
6. A staff's (DOH: 04/28/17) file contained a professional development plan dated 06/17/19; therefore, the plan was not completed annually.
7. A staff's (DOH: 04/28/17) file contained a professional development plan dated 06/12/19; therefore, the plan was not completed annually.
8. A staff's (DOH: 04/28/17) file contained a professional development plan dated 08/13/19; therefore, the plan was not completed annually.
9. A staff's (DOH: 04/25/11) file did not contain a professional development plan; therefore, the surveyor was unable to determine that a plan was completed annually.

**Posted Documentation**

**In Compliance**

**Animals**

**In Compliance**

Signature of Provider/Representative

Title

Date