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Inspection Report

Provider Name: KinderCare - Alexandria	Provider Information	CLR No: L384123
Provider Address: 7717 Alexandria Pike, Alexandria, KY, 41001	Provider Type: LICENSED TYPE I	Capacity: 131
Owner(s): Kindercare Education Llc		Director(s): Humphrey, McKenna Kathleen

Inspection Type: Renewal Application	Inspection Information	Inspection No: 319752
Date Initiated: 12/28/2021 10:17 AM	Date Concluded: 12/28/2021 1:05 PM	
	No. of Children Present: 35	

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, observation, and interview, this regulatory requirement was not met. One staff person observed working alone in the Four-Year-Old Classroom did not have a personnel file on site. The staff person in charge stated that the staff person had previously worked at one of their other locations. Her original hire date with the company was identified as 2/10/21. The staff person quit working for the company in April 2021 and then was re-hired at this location on 12/15/21. The staff person in charge pulled up the staff person's information on the KARES website during the visit. A review of this information found her current fitness determination listed as "New Application must be Submitted" and her current employment status listed as "Not Employed". Therefore, this staff person does not have the eligible for hire status.</p>	
Supervision	In Compliance
Staffing Requirements	In Compliance
General Administration	In Compliance
Director Requirements	Not In Compliance
360 - Staff Evaluation	
Not In Compliance	
<p>922 KAR 2:090. Section 10. Director Requirements and Responsibilities.</p> <p>(1) A director shall:</p> <p>(j) Assess each staff person's interaction with children in care and classroom performance through an annual written performance evaluation;</p> <p>Findings:</p> <p>General: Based on review of documentation, five staff eligible for an annual performance review did not have documentation of a review on file at the facility. These staff had 1/2/18, 9/21/21, 10/14/21, and 3 on 10/22/20 listed as their hire dates.</p>	

370 - Caregiver Alone

Not In Compliance

922 KAR 2:090. Section 10. Director Requirements and Responsibilities.**(1) A director shall:**

(m) Assume 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, observation, and interview, this regulatory requirement was not met. One staff person observed working alone in the Four-Year-Old Classroom did not have a personnel file on site. The staff person in charge stated that the staff person had previously worked at one of their other locations. Her original hire date with the company was identified as 2/10/21. The staff person quit working for the company in April 2021 and then was re-hired at this location on 12/15/21. The staff person in charge pulled up the staff person's information on the KARES website during the visit. A review of this information found her current fitness determination listed as "New Application must be Submitted" and her current employment status listed as "Not Employed". Therefore, this staff person does not have the eligible for hire status.

Employee Records

Not In Compliance

395 - Personnel File

Not In Compliance

922 KAR 2:090. Section 9. Records.**(1) A child-care center shall maintain:****(e) A current personnel file for each child-care center staff person to include:**

- 1. Name, address, date of birth, and date of employment;**
- 2. Proof of educational qualifications;**
- 3. Record of annual performance evaluation;**
- 4. Documentation of compliance with tuberculosis screening in accordance with Section 11(1)(b) of this administrative regulation; and**
- 5. The results of background checks conducted in accordance with 922 KAR 2:280;**

Findings:

General: Based on review of documentation, observation, and interview, the facility failed to maintain staff files. The following was found:

1. One staff person observed working alone in the Four-Year-Old Classroom did not have a personnel file on site. The staff person in charge stated that the staff person had previously worked at one of their other locations. Her original hire date with the company was identified as 2/10/21. The staff person quit working for the company in April 2021 and then was re-hired at this location on 12/15/21. The facility did not have any documentation available for the surveyor to review during the visit. Therefore, none of this staff person's identifying information could be determined.
2. One staff person (hire date: 10/14/21) did not have a personnel file on site for the surveyor to review. This staff person was identified as a college student that works approximately four days a week from 3pm-6pm. The staff person in charge stated that this staff person went home for the holiday break; therefore, has not worked since 12/15/21. Due to the lack of staff file, this staff member's identifying information could not be determined.
3. A review of staff files during the inspection found three staff that did not have the date of employment listed in their file. The staff person in charge contacted another administrative staff person via phone during the inspection to obtain a computer password and then verbally identified the dates - 1/2/18, 9/21/21, and 10/14/21 as the hire dates. However, the dates of hire were not maintained in the personnel files.

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, three staff (hire dates: 9/21/21, 10/14/21, and 12/15/21) did not have educational documentation on file.

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 observation and review of documentation, this regulatory requirement was not met. The following was found:

1. Four staff (hire dates: 9/8/21, 9/14/21, 10/14/21, and 12/15/21) did not have T.B. documentation on file.
2. Five staff (hire dates: 4 on 10/22/20 and 8/5/20) contained results of negative T.B. tests that are no longer current. The tests were dated 5/28/19, 8/21/19, 2/25/19, 5/21/19, and 8/19/19, which exceeds the two year time frame.

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 documentation and the Training Records Information System (TRIS), the following was found:

1. Three staff (hire dates: 10/22/20, 7/27/21, and 9/21/21) did not complete the required Orientation training. These staff have been employed for more than three months.
2. One staff person (hire date: 8/5/20) did not complete the required PAHT training. This staff person has been employed for more than one year.

Programming

In Compliance

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, this regulatory requirement was not met. During a tour of the Toddler 2 Classroom, the surveyor observed a spray bottle of cleaning solution being stored in an unlocked cabinet under the sink. The cabinet contained a safety lock; however, the lock was not working properly and would not secure the door.

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, this regulatory requirement was not met. The wall under the air conditioning unit in the Two and Three-Year-Old Classroom contained excessive chipped paint and some crayon marks.

Hygienic Practices

In Compliance

First Aid/Medication

In Compliance

Outdoor Play Area

In Compliance

Equipment

Not In Compliance

840 - Individual Bed/Mat/Cot and Bedding

Not In Compliance

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

- (3) Rest time shall occur in an adequate space according to 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, this regulatory requirement was not met. Two nap mats in the Toddler 1 Classroom, one nap mat in the Older Infant Classroom, six nap mats in the Discovery Preschool Classroom, and six nap mats in the School Age Classroom contained tears in the seams which exposed the foam filling.

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, this regulatory requirement was not met. In the Toddler 1 Classroom, the laminate surface on one storage cabinet door and one storage cabinet drawer was peeling off. Clear tape had been placed over the areas in an attempt to repair it.

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865 - Indoor/Outdoor Equipment

Not In Compliance

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

(2) Indoor and outdoor equipment shall:

- (a) Be clean, safe, and in good repair;
- (b) Meet the physical, developmental needs, and interests of children of different age groups;
- (c) Be free from sharp points or corners, splinters, protruding nails or bolts, loose or rusty parts, hazardous small parts, lead-based paint, poisonous material, and flaking or chalking paint; and
- (d) Be designed to guard against entrapment or situations that may cause strangulation.

Findings:

General: Based on observation, this regulatory requirement was not met. A three step climber with ramp in the gross motor room was found in disrepair. The carpet was raveling and several threads were missing along the length of the ramp and across the bottom.

Transportation

Not Applicable

Kitchen Requirements

In Compliance

Food Service

In Compliance

Meal Planning/Center Provides Meals

In Compliance

Meal Planning/Center Does Not Provide Meals

In Compliance

Children's Records

Not In Compliance

1245 - 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, this regulatory requirement was not met. The following was found:

1. Two children (enrollment dates: 12/6/20 and 9/19/21) did not have an immunization certificate on file.
2. Two children (enrollment dates: 9/29/21 and 8/16/21) had immunization certificates that were no longer current as of 11/1/21 and 12/17/21.

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, observation, and interview, this regulatory requirement was not met. Three children that were present at the facility on the day of the inspection did not have enrollment paperwork on file; therefore, none of the required information had been obtained. The staff person in charge identified all three children as recent re-enrollments and stated that their files were in a storage shed behind the facility.

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 observation and review of documentation, six staff did not have a professional development plan on file in the facility. These staff had 10/14/20, 10/30/19, and 4 on 10/22/20 listed as their hire dates.

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 review of documentation, this regulatory requirement was not met. A review of the 2021 emergency drill log found the following:

1. The last fire drill was conducted March 2021; therefore, these drills are not conducted monthly.
2. Only one tornado drill had been documented (March 2021); therefore, these drills are not conducted quarterly.
3. No earthquake drills had been documented; therefore, these drills are not conducted quarterly.

1305 - 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, shelter-in-place or lockdown drill, and tornado drill shall be:

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

(b) Documented.

Findings:

General: Based on review of documentation, this regulatory requirement was not met. A review of the 2021 emergency drill log found that only one lockdown drill had been documented (February 2021); therefore, these drills are not conducted quarterly.

Posted Documentation

In Compliance

Animals

In Compliance

Signature of Provider/Representative

Title

Date