



## Center Licensing Inspection Full Report

All licensed child care programs are inspected at least once each year. Non-compliances are documented and grouped as Serious, Moderate or Low risk violations. Documenting statements and supplemental information may be included in this report. Licensing inspection reports from the previous three years can be viewed on the child care website at <http://jfs.ohio.gov/CDC/childcare.stm>. This includes complaint investigation reports with substantiated allegations. For any other child care records, please contact the Child Care Help Desk at 1-877-302-2347, option 4.

| Program Details                                     |                                     |                                   |                   |
|---|-------------------------------------|-----------------------------------|-------------------|
| Program Name<br>TEACH & LEARN CHILDCARE             | Program Number<br>000000400494      | Program Type<br>Child Care Center |                   |
| Address<br>2696 S. HAMILTON RD COLUMBUS<br>OH 43232 |                                     | County<br>FRANKLIN                |                   |
|   |                                     |                                   |                   |
| Building Approval Date<br>06/12/2013                | Use Group/Code<br>E                 | Occupancy Limit<br>49             | Maximum Under 2 ½ |
| Fire Inspection Approval Date<br>08/31/2017         | Food Service Risk Level<br>Level II |                                   |                   |

| Inspection Information        |                          |                                  |
|-------------------------------|--------------------------|----------------------------------|
| Inspection Type<br>Annual     | Inspection Scope<br>Full | Inspection Notice<br>Unannounced |
| Inspection Date<br>10/23/2023 | Begin Time 11:00 AM      | End Time 3:00 PM                 |
| Reviewer:<br>DIANE GRIGGS     |                          |                                  |

| Summary of Findings      |                                      |                       |                        |                    |
|--------------------------|--------------------------------------|-----------------------|------------------------|--------------------|
| No. Rules Verified<br>58 | No. Rules with Non-compliances<br>11 | No. Serious Risk<br>0 | No. Moderate Risk<br>0 | No. Low Risk<br>17 |

| License Capacity and Enrollment at the Time of Inspection |                  |            |           |       |
|---|------------------|------------|-----------|-------|
| Age Group   | License Capacity | Enrollment |           |       |
|   | Totals           | Full Time  | Part Time | Total |
| Infant ( Birth to < 18 m)                                 |                  | 4          | 0         | 4     |
| Young Toddler   |                  | 3          | 0         | 3     |
| <b>Total Under 2 ½ Years</b>                              | 20               | 7          | 0         | 7     |
| Older Toddler   |                  | 2          | 0         | 2     |
| Preschool   |                  | 6          | 0         | 6     |
| School Age  |                  | 13         | 0         | 13    |
| <b>Total Capacity/Enrollment</b>                          | 47               | 21         | 0         | 28    |

| Staff-Child Ratios at the Time of Inspection |                 |                |         |
|--|-----------------|----------------|---------|
| Group  | Age Group/Range | Ratio Observed | Comment |
|  |                 |                |         |



|                      |                          |        |  |
|----------------------|--------------------------|--------|--|
| Infant               | 0 to < 12 months         | 1 to 3 |  |
| Infant               | 0 to < 12 months         | 1 to 3 |  |
| Toddler              | 18 months to < 30 months | 1 to 5 |  |
| Toddler              | 18 months to < 30 months | 1 to 4 |  |
| Preschool/School Age | 3 years to < 4 years     | 1 to 4 |  |
| Preschool/School Age | 3 years to < 4 years     | 1 to 4 |  |

**Summary of Non-Compliances**

*If a program disagrees with a licensing finding, the program may request a review of the finding(s). Ohio Administrative Code 5101:2-12-03 and 5101:2-13-03 detail the process for submitting a request for review. The request for review must be submitted within seven business days from the receipt of the licensing report. In addition, if the program is star rated, the rating may be impacted if a serious or moderate risk non-compliance is cited.*

**Serious Risk Non-Compliances**

**No Serious Risk Non-Compliances were observed during this inspection**

**Moderate Risk Non-Compliances**

**No Moderate Risk Non-Compliances were observed during this inspection**



### Low Risk Non-Compliances

#### Domain: 01 Ratio & Supervision

Rule: 5101:2-12-18 Attendance Records

Code: The program is required to maintain a record of the arrival and departure of each child. The program is also required to retain the original attendance record at the center for a period of one year.

Finding: During the inspection, it was determined the program did not meet the requirements for keeping an attendance record as listed in number(s) 2 below:

1. No attendance record was being maintained.
2. The attendance record was not being consistently completed.
3. The record did not include the name of at least one child.
4. The record did not include the birth date of at least one child.
5. The record did not include the assigned group.
6. The record did not include the child's weekly schedule.
7. The record did not include the time (hours and minutes) of each child's arrival and departure to the program, including transportation by the program.
8. The original attendance record was not kept at the program for a period of one year.

Submit the program's corrective action plan to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 11/23/2023

#### Domain: 01 Ratio & Supervision

Rule: 5101:2-12-18 Attendance Records

Code: The program is required to have a method for tracking the children in each group. The tracking method must be updated throughout the day and kept with the group at all times.

Finding: During the inspection, it was determined that the method for tracking children in each group did not meet the requirements of the rule as noted in number(s) 1 below:

1. There was no method in place;
2. The method did not include each child's name;
3. The method did not include each child's date of birth;
4. The tracking method did not remain with the group at all times;
5. The tracking method was not updated throughout the day as children entered or left the group.

Submit the program's corrective action plan to the Department to verify compliance with the requirements of this rule.



Corrective Action Plan Due: 11/23/2023

**Domain: 02 Safe & Sanitary Environment**

**Rule:** 5101:2-12-13 Sanitary Equipment and Environment

**Code:** The program is required to provide equipment and materials that are easy to clean.

**Finding:** During the inspection, it was determined that at least one piece of equipment, furnishings, or material at the program was not constructed of materials to facilitate cleaning as noted in number(s) 1 below:

1. The material had a tear: big climbing mat in toddlers.
2. The material was not washable.
3. The material was porous.
4. The surface was cracked.
5. The surface was repaired, but in a manner that still did not facilitate cleaning.
6. Other [ ].

Equipment, furnishings, and furniture shall be constructed of materials to facilitate cleaning. Technical assistance was provided at the time of the inspection, and as discussed, please correct this rule noncompliance. A written response for this rule noncompliance is not required at this time.

**Domain: 02 Safe & Sanitary Environment**

**Rule:** 5101:2-12-12 Safe Environment

**Code:** The program is required to provide an environment that protects the children in care from any items and conditions that may threaten their health, safety, and well-being.

**Finding:** Children in care shall be protected from any items and conditions which threaten their health, safety, and well-being. During the inspection, it was determined that at least one area of the program or at least one piece of equipment had chipping or peeling paint. Submit the program's corrective action plan to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 11/23/2023



**Domain: 03 Postings & Equipment**

**Rule:** 5101:2-12-17 Materials and Equipment

**Code:** The program is required to have quiet areas available.

**Finding:** During the inspection, it was determined that the program's environment did not provide for a quiet area in the toddler classroom. Technical assistance was provided at the time of the inspection, and as discussed, please correct this rule noncompliance. A written response for this rule noncompliance is not required at this time.

**Domain: 03 Postings & Equipment**

**Rule:** 5101:2-12-17 Materials and Equipment

**Code:** The program is required to provide equipment appropriate for the children in the program in sufficient quantities that all children can be actively involved. Play materials must be accessible to the children and arranged in an orderly manner.

**Finding:** During the inspection, it was determined that equipment, materials and furnishings provided for indoor and outdoor play did not meet the requirement of the rule as noted in number(s) 1 below.

1. Equipment and materials were not varied and adequate to meet the developmental needs of the children: transportation in preschool and school age.
2. Equipment and materials were not provided in a sufficient quantity that each child can be actively involved in an activity.
3. Play materials were not readily accessible to the children in the [ ] classroom.
4. Play materials were not arranged in an orderly manner so that children have opportunities to select, remove and replace play materials with minimal assistance during the day in the [ ] classroom.
5. Durable, child-sized or safely adapted furniture was not provided for children in the [ ] classroom.

Technical assistance was provided at the time of the inspection, and as discussed, please correct this rule noncompliance. A written response for this rule noncompliance is not required at this time.

**Domain: 03 Postings & Equipment**



**Rule:** 5101:2-12-16 Medical, Dental, and General Emergency Plan  
**Code:** The program is required to post the fire and weather plans.

**Finding:** During the inspection, it was determined that the following information was not posted for item number(s) 1, 3 below:

1. Fire alert plan, including a diagram indicating evacuation routes.
2. Weather alert plan was missing details for [ ].
3. Weather alert plan was missing a diagram indicating evacuation routes.

Submit the program's corrective action plan to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 11/23/2023

**Domain: 03 Postings & Equipment**

**Rule:** 5101:2-12-17 Daily Schedule  
**Code:** The program is required to have a balance of activities daily.

**Finding:** During the inspection, it was determined that the [ ] classroom(s) did not have a well-balanced program as noted in number(s) 4 below:

1. The classroom(s) did not did provide opportunities for a balance of quiet and active play;
2. The classroom(s) did not provide activities to promote the children's physical, social-emotional, cognitive and language development;
3. The classroom(s) did not provide opportunities for child initiated activities.
4. Required to sit and wait too long for lunch.

A well-balanced program of activities suitable to the developmental levels and abilities of each child in care shall be implemented on a daily basis. Technical assistance was provided at the time of the inspection, and as discussed, please correct this rule noncompliance. A written response for this rule noncompliance is not required at this time.

**Domain: 03 Postings & Equipment**

**Rule:** 5101:2-12-17 Daily Schedule  
**Code:** The program is required to have the daily program schedule posted in all required areas.



Finding: During the inspection, it was determined that a copy of the daily program schedule was not posted in the School Age area as required. Technical assistance was provided at the time of the inspection, and as discussed, please correct this rule noncompliance. A written response for this rule noncompliance is not required at this time.

**Domain: 03 Postings & Equipment**

Rule: 5101:2-12-17 Materials and Equipment

Code: The program is required to have enough equipment for all children in care.

Finding: During the inspection, it was determined that equipment and materials in the following categories were not provided in sufficient quantities for children in the infant and toddler classrooms, as required: 1, 2, 4, 6, 7, 8, 10.

1. Art supplies (excludes infants)
2. Manipulative materials and equipment
3. Blocks
4. Science-nature equipment (excludes infants)
5. Language arts and auditory materials and equipment
6. Pretend or dramatic play materials
7. Music equipment
8. Transportation materials and equipment
9. Gross motor equipment
10. Sensory motor equipment
11. School age children were not provided sufficient equipment and materials in at least five of the first nine categories above.

Technical assistance was provided at the time of the inspection, and as discussed, please correct this rule noncompliance. A written response for this rule noncompliance is not required at this time.

**Domain: 04 Indoor/Outdoor Space**

Rule: 5101:2-12-11 Separation of Children Under 2 1/2 Years

Code: The program is required to separate children younger and older than 2 1/2 years of age.



Finding: During the inspection, it was determined a group that included at least one child less than the age of two and one half years of age was not kept separate from groups of older children as noted in number(s) 1 below:

- 1) The Toddler group, which included children less than two and one half years of age, were cared for on the playground where a group of older children were receiving care.
- 2) A barrier was not used to separate the space being used by the group of children less than two and one half years of age from space being used for groups of children two and one half years and older.
- 3) The barrier separating the groups was not at least 36 inches in height.
- 4) The barrier separating the groups was not continuous.

Submit the program's corrective action plan to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 11/23/2023

**Domain: 07 Diapering & Infant Care**

Rule: 5101:2-12-20 Cribs

Code: The program is required to provide cribs with mattresses in good condition and sheets that are not too large or too small for the crib.

Finding: During the inspection, it was determined that sheets, mattresses and/or mattress covers did not meet the rule requirement as noted in number(s) 3, 5, 7 below:

1. At least one crib did not have a sheet.
2. At least one sheet was too large.
3. At least one sheet was too small.
4. At least one sheet was torn.
5. The mattress was not at least one and one-half inches thick.
6. The mattress was not firm.
7. There was space between the mattress and the sides and end panels of the crib which exceeded one and one-half inches.
8. The mattress cover was not waterproof.
9. The mattress cover was torn.
10. Other: [ ].

Submit the program's corrective action plan to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 11/23/2023





**Domain: 07 Diapering & Infant Care**

Rule: 5101:2-12-20 Cribs

Code: The program is required to obtain written permission from parents of children who are over 12 months old and will using a cot/mat instead of a crib.

Finding: During the inspection, it was determined that an infant who was 12 months or older was assigned to a cot without written permission from the parent, as required by this rule. Technical assistance was provided at the time of the inspection, and as discussed, please correct this rule noncompliance. A written response for this rule noncompliance is not required at this time.

**Domain: 07 Diapering & Infant Care**

Rule: 5101:2-12-20 Cribs

Code: The program is required to provide a safe and sufficient barrier to separate the play and sleeping space.

Finding: During the inspection, it was determined that the barrier between the play and sleeping space did not meet the requirements as noted in number(s) 1 below:

1. No barrier had been provided
2. The barrier did not prevent the infants from entering the sleeping area.
3. The barrier was not safe.
4. The barrier was not sturdy.
5. The barrier impaired staff's ability to see and hear all sleeping infants in their cribs.
6. The barrier was inadequate.
7. Other [ ].

Technical assistance was provided at the time of the inspection, and as discussed, please correct this rule noncompliance. A written response for this rule noncompliance is not required at this time.

**Domain: 08 Staff Files**

Rule: 5101:2-12-07 Administrator Responsibilities/Requirements



**Code:** The program administrator is required to maintain current employee records in the Ohio Professional Registry.

**Finding:** During the inspection, it was determined employment records in the Ohio Professional Registry (OPR) were not created or maintained as noted in number(s) 3, 5, 6 below:

1. At least one administrator, employee or child care staff member (including substitutes) had not created a profile.
2. At least one administrator, employee or child care staff member had not created an employment record for the program on or before their first day of employment.
3. At least one administrator, employee or child care staff member had not updated changes to positions or roles within five calendar days of the change.
4. The administrator had not assigned at least one employee or child care staff member to the program's organization dashboard.
5. At least one individual's schedule was not current.
6. At least one individual's position or role did not include an applicable group assignment.
7. At least one individual's employment had not been end dated.
8. Other: [ ]

Submit the program's corrective action plan to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 11/23/2023

**Domain: 08 Staff Files**

**Rule:** 5101:2-12-08 Medical Statement

**Code:** The program staff's medical statements are required to be completed and on file at the program.

**Finding:** In review of the staff records, it was determined that the medical statements for the employees listed on the Employee Record Chart did not meet the requirements as listed in number(s) 1 below.

1. A medical statement was not on file for at least one employee;
2. The medical statement(s) on file did not have a date of examination within 12 months of the employee's first day of employment;
3. Date of examination was missing;
4. Signature, business address, or telephone number of the licensed physician, physician assistant, advanced practice nurse, certified midwife, or certified nurse practitioner who completed the examination was missing;
5. A statement was missing that verifies the employee is:
  - a. Physically fit for employment in a program caring for children;
  - b. Immunized against Tetanus, Diphtheria, Pertussis (Tdap);
  - c. Immunized against Measles, Mumps, and Rubella (MMR);
6. Tuberculosis (TB) screening/test information was missing;



- a. Documentation of the screening process to determine if the employee resided in a country identified by the world health organization as having a high burden of TB and arrived in the United States within the five years preceding the date of application for employment.
- b. Results of a TB test for employees meeting both criteria in 6a.
- c. Results of additional testing for employees with a positive TB test.
- d. Written statement, signed by a representative of the TB control unit, that the employee's TB is no longer infectious or the individual is receiving a TB treatment regimen for employees with a positive TB test.

Submit the program's corrective action plan, which includes a copy of the completed employee medical statement, or TB results/documentation, to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 11/23/2023

#### **Domain: 09 Children's Files**

Rule: 5101:2-12-15 Child Medical and Enrollment Records

Code: The program is required to use the updated JFS 01234 "Child Enrollment and Health Information For Child Care".

Finding: In review of 25% of the children's records, it was determined that information had not been secured from the parent/guardian on the JFS 01234 "Child Enrollment and Health Information For Child Care", as required, for the items in number(s) 4, 6, 7, 8, 10, 13, 15 below.

1. No enrollment form was completed for at least one child
2. The current JFS 01234 was not completed for at least one child
3. Complete child information
4. Complete parent information
5. Complete emergency contact information
6. Complete physician information
7. Information regarding the parent list
8. Health information
9. Additional information for all boxes checked "yes"
10. Emergency transportation information
11. Parent/guardian's signature
12. Diapering Statement
13. Acknowledgement of Policies and Procedures
14. Enrollment form for at least one child was not updated by either the parent or the administrator
15. Enrollment form for at least one child was not signed by the administrator
16. Other [ ]

Technical assistance was provided at the time of the inspection, and as discussed, please correct this rule noncompliance. A written response for this rule noncompliance is not required at this time.



**Rules In-Compliance/Not Verified**

| Rule  | Status    | Documenting Statement(s), If applicable  |
|---|-----------|--|
| Rule: 5101:2-12-02 License Posted                 | Compliant | Documenting Statement: The license was in a location visible to parents as required.   |
| Rule: 5101:2-12-02 Current Information            | Compliant | Documenting Statement: The program had current information entered in the Ohio Child Licensing and Quality System (OCLQS).                   |
| Rule: 5101:2-12-03 Inspection Requirements        | Compliant |  |
| Rule: 5101:2-12-04 Building Department Inspection | Compliant | Documenting Statement: A copy of the certificate of occupancy was available on-site for review.  |
| Rule: 5101:2-12-04 Fire Inspection                | Compliant |  |
| Rule: 5101:2-12-04 Food Service Requirements      | Compliant | Documenting Statement: The food service license was observed posted. Following is the audit number and date of expiration: #9948003, 3/1/24. |



| Rule  | Status    | Documenting Statement(s), If applicable   |
|---|-----------|---|
| 5101:2-12-07 Administrator Qualifications                           | Compliant |   |
| Rule: 5101:2-12-07 Written Program Policies and Procedures          | Compliant | Documenting Statement: No changes have been made to the written policies and procedures since it was last approved by this Department.  |
| Rule: 5101:2-12-08 Orientation Training & Whistle Blower Protection | Compliant | Documenting Statement: On the day of the inspection, all child care staff members had met orientation training requirements.  |
| Rule: 5101:2-12-09 Background Check Requirements                    | Compliant | Documenting Statement: During the inspection, the required documentation regarding background checks was on file for all employees listed.  |
| Rule: 5101:2-12-10 Health Training Requirements                     | Compliant | Documenting Statement: The program had at least one Child Care Staff Member with currently valid training in First Aid, Management of Communicable Disease, CPR, and Child Abuse Prevention present and readily accessible during all hours of operation. |
| Rule: 5101:2-12-10 Professional Development Requirements            | Compliant | Documenting Statement: During the inspection, the requirements of the rule regarding professional development training for administrators and child care staff members were discussed.  |
| 5101:2-12-11 Indoor Space Requirements                              | Compliant |   |
| Rule  | Status    | Documenting Statement(s), If applicable   |



|   |               |  |
|---|---------------|--|
| Rule: 5101:2-12-11 Outdoor Space Requirements         | Compliant     | Documenting Statement: The outdoor play area is separated from traffic and other hazards by a fence.                                 |
| <b>Rule</b>   | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>   |
| Rule: 5101:2-12-12 Safe Equipment                     | Compliant     | Documenting Statement: Equipment was observed to be in good condition.   |
| <b>Rule</b>   | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>   |
| Rule: 5101:2-12-13 Handwashing Requirements           | Compliant     | Documenting Statement: Children were viewed washing their hands, as required by the rule.  |
| <b>Rule</b>   | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>   |
| Rule: 5101:2-12-13 Smoke Free Environment             | Compliant     | Documenting Statement: A notice was observed posted stating that smoking is prohibited at the program.                               |
| <b>Rule</b>   | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>   |
| Rule: 5101:2-12-15 Medical/Physical Care Plans        | Compliant     | Documenting Statement: At the time of the inspection, there were no children currently enrolled who had health conditions.           |
| <b>Rule</b>   | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>   |
| Rule: 5101:2-12-16 Emergency Drills                   | Compliant     | Documenting Statement: Documentation for completed fire, weather, and emergency/lockdown drills was verified during this inspection. |
| <b>Rule</b>   | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>   |
| Rule: 5101:2-12-16 First Aid/Standard Precautions     | Compliant     | Documenting Statement: During the inspection, the program had complete first aid kits available as required.                         |
| <b>Rule</b>   | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>   |
| Rule: 5101:2-12-16 Management of Communicable Disease | Compliant     | Documenting Statement: The JFS 08087 "Communicable Disease Chart" was posted and was readily available to staff and parents.         |



| Rule   | Status    | Documenting Statement(s), If applicable  |
|--|-----------|--|
| Rule: 5101:2-12-16 Incident/Injury Reporting | Compliant | Documenting Statement: The requirements for completing JFS 01299 "Incident/Injury Report For Child Care" reports were discussed during the inspection. |
| Rule   | Status    | Documenting Statement(s), If applicable  |
| 5101:2-12-16 Written Disaster Plan           | Compliant |  |
| Rule   | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-17 Daily Outdoor Play        | Compliant | Documenting Statement: Outdoor play was observed for the Toddler and Preschool/School Age group(s).  |
| Rule   | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-18 License Capacity          | Compliant | Documenting Statement: The program was operating within their license capacity limits.   |
| Rule   | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-18 Ratio                     | Compliant | Documenting Statement: Staff/child ratios observed during the inspection were in compliance.   |
| Rule   | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-18 Group Size                | Compliant | Documenting Statement: The group sizes observed on the day of the inspection were in compliance.   |
| Rule   | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-19 Supervision               | Compliant | Documenting Statement: During the inspection, child care staff were observed assisting children throughout the day.                                    |
| Rule   | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-19 Child Guidance            | Compliant | Documenting Statement: Appropriate child guidance techniques and practices were observed being used during the inspection.                             |



| Rule  | Status    | Documenting Statement(s), If applicable   |
|---|-----------|---|
| Rule: 5101:2-12-20 Cots and Napping                                 | Compliant | Documenting Statement: During the inspection, the requirements of the rule regarding sleeping and napping were discussed.               |
| Rule: 5101:2-12-22 Meal and Snack Requirements                      | Compliant | Documenting Statement: Posted menus were current and dated.   |
| Rule: 5101:2-12-22 Fluid Milk Requirements                          | Compliant |   |
| Rule: 5101:2-12-22 Safe Food Handling/Storage                       | Compliant |   |
| Rule: 5101:2-12-23 Infant Daily Care                                | Compliant | Documenting Statement: Appropriate daily written records for all infants were viewed.   |
| Rule: 5101:2-12-23 Infant Bottle and Food Preparation               | Compliant | Documenting Statement: During the inspection, the requirements of the rule regarding infant bottle and food preparation were discussed. |
| Rule: 5101:2-12-23 Diapering and Toilet Training                    | Compliant | Documenting Statement: Appropriate diaper changing procedures were observed during the inspection in the infant room(s).                |
| Rule: 5101:2-12-25 Medication Administration                        | Compliant | Documenting Statement: The program's policy was not to administer medication.   |
| Rule: 5101:2-12-08 Child Care Staff Member Educational Requirements | Compliant | Documenting Statement: During the inspection, the requirements of the rule  |





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|--|--|--|
|  |  | regarding verification of education for child care staff members were discussed. |
|  |  |  |