



## 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>NOCAC WAUSEON HEAD START       | Program Number<br>000000503212 | Program Type<br>Child Care Center |                        |
| Address<br>1210 OTTOKEE ST WAUSEON<br>OH 43567 |                                | County<br>FULTON                  |                        |
| Building Approval Date<br>09/15/2017           | Use Group/Code<br>E            | Occupancy Limit<br>40             | Maximum Under 2 ½<br>0 |
| Fire Inspection Approval Date<br>01/20/2017    | Food Service Risk Level        |                                   |                        |

| Inspection Information        |                          |                                  |
|-------------------------------|--------------------------|----------------------------------|
| Inspection Type<br>Annual     | Inspection Scope<br>Full | Inspection Notice<br>Unannounced |
| Inspection Date<br>10/17/2023 | Begin Time 10:00 AM      | End Time 1:15 PM                 |
| Reviewer:<br>REBECCA COY      |                          |                                  |

| Summary of Findings      |                                     |                       |                        |                   |
|--------------------------|-------------------------------------|-----------------------|------------------------|-------------------|
| No. Rules Verified<br>58 | No. Rules with Non-compliances<br>2 | No. Serious Risk<br>0 | No. Moderate Risk<br>1 | No. Low Risk<br>1 |

| 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)                                 |                  | 0          | 0         | 0     |
| Young Toddler   |                  | 0          | 0         | 0     |
| <b>Total Under 2 ½ Years</b>                              | 0                | 0          | 0         | 0     |
| Older Toddler   |                  | 0          | 0         | 0     |
| Preschool   |                  | 34         | 0         | 34    |
| School Age  |                  | 0          | 0         | 0     |
| <b>Total Capacity/Enrollment</b>                          | 38               | 34         | 0         | 34    |

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



|                      |                      |         |  |
|----------------------|----------------------|---------|--|
| Preschool Full Day 1 | 3 years to < 4 years | 3 to 15 |  |
| Preschool Full Day 1 | 3 years to < 4 years | 3 to 15 |  |
| Preschool Full Day 2 | 3 years to < 4 years | 3 to 17 |  |
| Preschool Full Day 2 | 3 years to < 4 years | 3 to 17 |  |

**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**

**Domain: 09 Children's Files**

Rule: 5101:2-12-15 Medical/Physical Care Plans  
Code: The program is required to have a completed JFS 01236 "Child Medical/Physical Care Plan for Child Care" on file at the program for any child having a health condition and must implement and/or follow instructions on the plan. The program is required to have staff trained to perform the procedures on the JFS 01236 "Child Medical/Physical Care Plan for Child Care" present at the program when the child requiring the procedure is onsite. Only staff who have been trained shall be permitted to perform the procedures listed on the JFS 01236.

Finding: In review of the children's records, it was determined the program did not meet the requirements for caring for at least one child, indicated on the Children Records Review, with a condition that requires a JFS 01236 "Child Medical/Physical Care Plan" as noted in number 43 below:

1. No plan was on file.  
(Page 1)
2. Child's name was missing.
3. Name of the condition was missing.
4. Indication if medication or medical food is required was missing.



5. Signs, symptoms or situations that require staff to take action were missing.
  6. Activities, foods, environmental conditions to avoid were missing.
  7. Training instructions for procedures for staff to follow were missing or incomplete.
- (Page 2)
8. Child's name was missing or not attached.
  9. Child's date of birth was missing or not attached.
  10. Child's weight was missing or not attached.
  11. Name of the medication/medical food was missing or not attached.
  12. Dosage of medication/medical food to be administered was missing or not attached.
  13. Time for medication/medical food to be administered was missing or not attached.
  14. Expiration date for medication/medical food was missing or not attached.
  15. Symptoms that require staff to administer medication/medical food were missing or not attached.
  16. Specific instructions to administer the medication/medical food were missing or not attached.
  17. Actions to be taken if the symptoms do not subside were missing or not attached.
  18. Physician's signature was missing or not attached.
  19. The date of the physician's signature was missing or not attached.
- (Page 3)
20. Child's name was missing.
  21. Instructions regarding emergency evacuation, if applicable, were missing.
  22. Signature of parent granting permission to implement the plan and verifying training was missing.
  23. Date of parent signature was missing.
  24. Certified Professional Trainer information was missing.
  25. Signature of certified professional who trained the program staff was missing, if parent was not the trainer.
  26. Date of trainer signature was missing.
  27. Printed name(s) of child care staff member(s) who have received instructions for care and/or have been trained to perform the procedure were missing.
  28. Signature(s) of child care staff member(s) who have received instructions for care and/or have been trained to perform the procedure were missing.
  29. Date of staff signature was missing.
  30. Administrator/Provider signature was missing
  31. Date of administrator/Provider was missing.
- (Page 4)
32. Child's name was missing.
  33. Name of medication or medical food was missing.
  34. Date the medication/medical food was administered was missing.
  35. Time medication/medical food was administered was missing.
  36. Dosage of medication/medical food that was administered was missing.
  37. Signature of person administering medication/medical food was missing.
  38. The plan was not followed or implemented.
  39. The plan was not able to be implemented due to conflicting information.
  40. None of the child care staff members trained in the procedures on the JFS 01236 were onsite when a child requiring the plan was present.
  41. Child care staff members trained in the procedures on the JFS 01236 were not scheduled to be present the entire the time the child requiring the plan was onsite.
  42. None of the child care staff members trained in the procedures on the JFS 01236 accompanied the child requiring the plan during a trip.
  43. A child care staff member who had not been trained in the procedures on the JFS 01236 performed the procedure.



44. Medication listed in the procedures to follow was not onsite available to administer as instructed and alternate instructions for this situation were not included on the plan.

Provide staff training. Submit the program’s corrective action plan, which includes a copy of the completed JFS 01236, to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 11/16/2023

**Low Risk Non-Compliances**

**Domain: 10 Written Policies & Procedures**

Rule: 5101:2-12-07 Written Program Policies and Procedures

Code: The program is required to provide appendix C to all parents of the children enrolled.

Finding: During the inspection, it was determined that parent(s) of the children enrolled in the program were not provided with a complete copy of Appendix C to 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.

**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   | Status    | Documenting Statement(s), If applicable  |
|--|-----------|--|
| 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 Building Department Inspection              | Compliant | Documenting Statement: On the day of the inspection, the program was operating in compliance with the current building approval(s).  |
| Rule: 5101:2-12-04 Fire Inspection                             | Compliant | Documenting Statement: Please Note: Documentation of a fire inspection without any uncorrected violations must be secured for the program. Secure a new fire inspection by 11/29/23. |
| 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: audit number: 9948844 expiration date: 3-1-2024           |
| Rule: 5101:2-12-07 Administrator Qualifications                | Compliant | Documenting Statement: The administrator has completed the rules review course.  |
| Rule: 5101:2-12-07 Administrator Responsibilities/Requirements | Compliant | Documenting Statement: The administrator's hours of availability to  |



|   |               |   |
|---|---------------|---|
|   |               | meet with parents were posted in a noticeable location.   |
| Rule: 5101:2-12-07 Administrator Responsibilities/Requirements      | Compliant     | Documenting Statement: The current licensing rules were available in a noticeable location on the premises.   |
| Rule: 5101:2-12-07 Administrator Responsibilities/Requirements      | Compliant     | Documenting Statement: The administrator's posted hours of availability reflected an appropriate schedule meeting rule compliance.  |
| <b>Rule</b>   | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| Rule: 5101:2-12-08 Medical Statement                                | Compliant     | Documenting Statement: All employees had current medical statements on file.  |
| <b>Rule</b>   | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| 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.  |
| <b>Rule</b>   | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| 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.  |
| <b>Rule</b>   | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| 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. |
| <b>Rule</b>   | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| Rule: 5101:2-12-10 Professional Development Requirements            | Compliant     | Documenting Statement: At the time of the inspection, all child care staff members had completed the required amount of professional development training.  |



| Rule  | Status    | Documenting Statement(s), If applicable   |
|---|-----------|---|
| 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.  |
| Rule: 5101:2-12-11 Outdoor Space Requirements | Compliant | Documenting Statement: The quarterly playground inspections were completed and documented, as required. The most recent inspection report form was dated 10/4/23. |
| Rule: 5101:2-12-11 Outdoor Space Requirements | Compliant | Documenting Statement: Shade is provided by means of trees.   |
| Rule  | Status    | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-11 Outdoor Play Equipment     | Compliant | Documenting Statement: All equipment in the outdoor play space was observed to be anchored and stable.  |
| Rule: 5101:2-12-11 Outdoor Play Equipment     | Compliant | Documenting Statement: The playground safety kit was used to verify the outdoor play equipment was free from entrapment hazards and unsafe and protruding bolts.  |
| Rule: 5101:2-12-11 Outdoor Play Equipment     | Compliant | Documenting Statement: All equipment was observed to be properly placed out of the path of the main traffic pattern.  |
| Rule: 5101:2-12-11 Outdoor Play Equipment     | Compliant | Documenting Statement: Outdoor equipment was viewed to be safe and free of rust, sharp points, and other hazards.   |
| Rule  | Status    | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-11 Outdoor Play Fall Zones    | Compliant | Documenting Statement: The protective material used under outdoor equipment was mulch.  |
| Rule  | Status    | Documenting Statement(s), If applicable   |



| Rule: 5101:2-12-12 Safe Equipment                     | Compliant | Documenting Statement: Equipment was observed to be in good condition.   |
|---|-----------|--|
| Rule  | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-12 Safe Environment                   | Compliant | Documenting Statement: Cleaning supplies were viewed stored out of the reach of children.  |
| Rule: 5101:2-12-12 Safe Environment                   | Compliant | Documenting Statement: All electrical outlets were covered with safety receptacles.  |
| Rule: 5101:2-12-12 Safe Environment                   | Compliant | Documenting Statement: A safe environment was observed during the inspection. Children were protected from items and conditions which threaten their health, safety and well-being.              |
| Rule  | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-13 Sanitary Equipment and Environment | Compliant | Documenting Statement: During the inspection, it was discussed that blankets were washed weekly.   |
| Rule: 5101:2-12-13 Sanitary Equipment and Environment | Compliant | Documenting Statement: On the day of the inspection, the program provided a clean environment in accordance with Appendix A of this rule, which included the furniture, materials and equipment. |
| Rule  | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-13 Handwashing Requirements           | Compliant | Documenting Statement: Staff and children were observed washing hands as required by the rule.   |
| Rule  | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-13 Smoke Free Environment             | Compliant | Documenting Statement: No smoking was allowed on the premises, and the notice stating that smoking is prohibited was observed posted in a conspicuous place.                                     |
| Rule  | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-13 Toothbrushing Requirements         | Compliant | Documenting Statement: Tooth brushing is practiced by the program and it was   |





|   |           | determined to meet the requirements outlined in the rule.   |
|---|-----------|---|
| Rule  | Status    | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-14 Transportation and Field Trip Procedures | Compliant | Documenting Statement: Requirements regarding routine and/or field trips were discussed during the inspection.  |
| Rule: 5101:2-12-14 Transportation and Field Trip Procedures | Compliant | Documenting Statement: The driver(s) had current and valid training in first aid, management of communicable disease, and CPR.                              |
| Rule: 5101:2-12-14 Transportation and Field Trip Procedures | Compliant | Documenting Statement: The form(s) used by the program for routine and/or field trips were verified to meet the requirements of the rule.                   |
| Rule  | Status    | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-14 Transportation - Driver Requirements     | Compliant | Documenting Statement: The driver(s) had completed the required ODJFS driver training.  |
| Rule  | Status    | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-14 Transportation - Vehicle Requirements    | Compliant | Documenting Statement: The vehicle(s) used by the program to transport children are inspected and licensed by the Ohio State Highway Patrol.                |
| Rule: 5101:2-12-14 Transportation - Vehicle Requirements    | Compliant | Documenting Statement: During the inspection, weekly safety inspections and/or monthly emergency exiting drills were completed and documented, as required. |
| Rule  | Status    | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-15 Child Medical and Enrollment Records     | Compliant | Documenting Statement: At the time of the inspection, 25% of the children's records were reviewed, and the records were complete, as required by the rule.  |
| Rule: 5101:2-12-15 Child Medical and Enrollment Records     | Compliant | Documenting Statement: In review of 25% of the records, at the time of the inspection, children's medical statements  |



|  |           | were complete and on file, as required by the rule.   |
|--|-----------|---|
| Rule   | Status    | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-16 Medical, Dental, and General Emergency Plan | Compliant | Documenting Statement: On the day of the inspection, the complete prescribed JFS 01242 "Medical, Dental, and General Emergency Plan For Child Care" were posted in the program as required.   |
| Rule   | Status    | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-16 Emergency Drills                            | Compliant | Documenting Statement: Documentation for completed fire, weather, and emergency/lockdown drills was verified during this inspection.  |
| Rule   | Status    | Documenting Statement(s), If applicable   |
| 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.  |
| Rule   | Status    | Documenting Statement(s), If applicable   |
| 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: 5101:2-12-16 Management of Communicable Disease          | Compliant | Documenting Statement: The program staff stated parents were informed when their child had any exposure to a contagious illness by number 3 below:<br><br>1. A posted notice;<br>2. Verbal communication;<br>3. A written notice sent home;<br>4. A note posted on the classroom door;<br>5. Other [ ]. |
| Rule   | Status    | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-16 Incident/Injury Reporting                   | Compliant | Documenting Statement: The JFS 01299 "Incident/Injury Report For Child Care" forms reviewed during this inspection were complete as required.   |



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|--|---------------|---|
| 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.      |
| <b>Rule</b>                                  | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| Rule: 5101:2-12-16 Written Disaster Plan     | Compliant     | Documenting Statement: Annual training of the written disaster plan was completed by staff.   |
| Rule: 5101:2-12-16 Written Disaster Plan     | Compliant     | Documenting Statement: The program's written disaster plan was reviewed during the inspection and met the requirements.                                     |
| <b>Rule</b>                                  | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| Rule: 5101:2-12-17 Daily Schedule            | Compliant     | Documenting Statement: Daily schedules were observed posted.  |
| <b>Rule</b>                                  | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| Rule: 5101:2-12-17 Materials and Equipment   | Compliant     | Documenting Statement: Sufficient equipment was observed in all categories.   |
| <b>Rule</b>                                  | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| Rule: 5101:2-12-17 Daily Outdoor Play        | Compliant     | Documenting Statement: Outdoor play was observed for both group(s).   |
| <b>Rule</b>                                  | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| Rule: 5101:2-12-18 License Capacity          | Compliant     | Documenting Statement: The program was operating within their license capacity limits.  |
| <b>Rule</b>                                  | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| Rule: 5101:2-12-18 Ratio                     | Compliant     | Documenting Statement: The Appendix A "Staff/Child Ratios, Age Grouping and Maximum Group Size" was posted in a noticeable area at the program as required. |
| 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: 5101:2-12-18 Attendance Records | Compliant | Documenting Statement: Child Care Staff Members were observed recording the attendance for each child upon arrival and documenting each child's departure.  |
| Rule: 5101:2-12-18 Attendance Records | Compliant | Documenting Statement: During the inspection, attendance records were reviewed. Child Care Staff Members were viewed recording the attendance for each child upon arrival and departure. All attendance records met the requirements of the rule and were kept with the group at all times. |
| Rule: 5101:2-12-19 Supervision        | Compliant | Documenting Statement: During the inspection, child care staff were observed meeting the basic needs of all children assigned to the group.   |
| Rule: 5101:2-12-19 Supervision        | Compliant | Documenting Statement: During the inspection, child care staff were observed assisting children throughout the day.   |
| Rule: 5101:2-12-19 Supervision        | Compliant | Documenting Statement: Child Care Staff Members were supervising the children and were able to intervene as needed.   |
| Rule: 5101:2-12-19 Child Guidance     | Compliant | Documenting Statement: Appropriate child guidance techniques and practices were observed being used during the inspection.  |
| Rule: 5101:2-12-20 Cots and Napping   | Compliant | Documenting Statement: The rest area had adequate lighting, which allowed for the visual supervision of children.   |



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| Rule: 5101:2-12-20 Cots and Napping            | Compliant     | Documenting Statement: Mats were placed appropriately and safely during nap time.   |
| <b>Rule</b>                                    | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| Rule: 5101:2-12-22 Meal and Snack Requirements | Compliant     | Documenting Statement: The program served the following: breakfast/lunch/pm snack   |
| Rule: 5101:2-12-22 Meal and Snack Requirements | Compliant     | Documenting Statement: Meals were provided at intervals as required by this rule.   |
| Rule: 5101:2-12-22 Meal and Snack Requirements | Compliant     | Documenting Statement: Meals served at the program included foods from the four food groups in sufficient amounts.  |
| Rule: 5101:2-12-22 Meal and Snack Requirements | Compliant     | Documenting Statement: Posted menus were current and dated.   |
| Rule: 5101:2-12-22 Meal and Snack Requirements | Compliant     | Documenting Statement: Posted menus included foods from all four food groups.   |
| Rule: 5101:2-12-22 Meal and Snack Requirements | Compliant     | Documenting Statement: The menu was posted in the entryway.   |
| Rule: 5101:2-12-22 Meal and Snack Requirements | Compliant     | Documenting Statement: Substituted foods served were recorded on the posted menu, as required by this rule.   |
| Rule: 5101:2-12-22 Meal and Snack Requirements | Compliant     | Documenting Statement: Snacks were provided at intervals as required by this rule.  |
| Rule: 5101:2-12-22 Meal and Snack Requirements | Compliant     | Documenting Statement: Snacks served at the program included foods from two of the four food groups and provided nutritional value in addition to calories. |
| Rule: 5101:2-12-22 Meal and Snack Requirements | Compliant     | Documenting Statement: The menu posted reflected the meal served.   |
| <b>Rule</b>                                    | <b>Status</b> | <b>Documenting Statement(s), If applicable</b>  |
| 5101:2-12-22 Fluid Milk Requirements           | Compliant     |   |



| Rule  | Status    | Documenting Statement(s), If applicable  |
|---|-----------|--|
| Rule: 5101:2-12-22 Safe Food Handling/Storage                       | Compliant | Documenting Statement: Food was stored in a safe and sanitary manner.  |
| Rule: 5101:2-12-22 Safe Food Handling/Storage                       | Compliant | Documenting Statement: All eating utensils were developmentally appropriate.   |
| Rule  | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-25 Medication Administration                        | Compliant | Documenting Statement: Medication was stored in the classroom out of reach of children.                                  |
| Rule  | Status    | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-08 Child Care Staff Member Educational Requirements | Compliant | Documenting Statement: All Child Care Staff Members had verification of educational requirements on file at the program. |