

## **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 <a href="http://jfs.ohio.gov/CDC/childcare.stm">http://jfs.ohio.gov/CDC/childcare.stm</a>. 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                                     | Program Number          |                 | Program Type       |     |
| EARLY BIRD LEARNING CENTER                       | 2230028306              |                 | Child Care Center  |     |
| Address<br>425 W Main St Canfield<br>OH<br>44406 |                         |                 | County<br>MAHONING |     |
|  |                         |                 |                    |     |
| Building Approval Date                           | Use Group/Code          | Occupancy Limit | Maximum Under      | 2 ½ |
| 04/21/2023                                       | E                       | 107             | 40                 |     |
| Fire Inspection Approval Date                    | Food Service Risk Level |                 |                    |     |
| 04/19/2023                                       | Level II                |                 |                    |     |

| Inspection Information |                                |                  |                   |              |  |
|------------------------|--------------------------------|------------------|-------------------|--------------|--|
| Inspection Type        | Inspection So                  | cope             | Inspection Notice |              |  |
| Provisional            | Full                           |                  | Unannounced       |              |  |
| Inspection Date        | Begin Time                     |                  | End Time          |              |  |
| 03/12/2024             | 10:57 AM                       | 10:57 AM         |                   | 1:11 PM      |  |
| Reviewer:              |                                |                  |                   |              |  |
| KATHLEEN BONACCI       |                                |                  |                   |              |  |
| Summary of Findings    |                                |                  |                   |              |  |
| No. Rules Verified     | No. Rules with Non-compliances | No. Serious Risk | No. Moderate Risk | No. Low Risk |  |
| 58                     | 0                              | 0                | 0                 | 0            |  |

| 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)                                  |                  | 14         | 0         | 14    |
| Young Toddler   |                  | 5          | 1         | 6     |
| Total Under 2 ½ Years                                     | 40               | 19         | 1         | 20    |
| Older Toddler   |                  | 6          | 1         | 7     |
| Preschool   |                  | 20         | 0         | 20    |
| School Age  |                  | 0          | 1         | 1     |
| Total Capacity/Enrollment                                 | 93               | 26         | 2         | 48    |

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

| Infant                        | 0 to < 12 months         | 1 to 3  | Sleeping            |
|-------------------------------|--------------------------|---------|---------------------|
|                               |                          |         | Bouncer             |
| Infant                        | 0 to < 12 months         | 2 to 3  | Floor time          |
|                               |                          |         | Feeding             |
|                               |                          |         | Diaper change       |
| Infant/Toddler                | 12 months to < 18 months | 1 to 3  | Table activity      |
| Infant/Toddler                | 12 months to < 18 months | 1 to 3  | Lunch               |
| Toddler                       | 18 months to < 30 months | 2 to 8  | Playdo activity     |
| Toddler                       | 18 months to < 30 months | 2 to 8  | Lunch               |
| Preschool 3-5 years           | 3 years to < 4 years     | 1 to 11 | Free play           |
| Preschool 3-5 years           | 3 years to < 4 years     | 2 to 9  | Lunch               |
| Preschool 3-5 years           | 3 years to < 4 years     | 2 to 6  | Nap                 |
| School age                    | School-Age to < 11 years | 0 to 0  | No school age       |
|                               |                          |         | children present    |
|                               |                          |         | at this inspection. |
| Infant/toddler combined group | 12 months to < 18 months | 2 to 10 | Nap                 |

## **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 |   |  |
| ·  |   |  |
|  |   |  |
|  |   |  |
|  | _ |  |
|  |   |  |

Information

| Beginning:   |
|--|
| Low Risk Non-Compliances  No Low Risk Non-Compliances were observed during this inspection |
|  |
|  |

## **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        | Compliant | Documenting Statement: The program   |

had current information entered in the

Ohio Child Licensing and Quality System

(OCLQS).

| Rule                               | Status    | Documenting Statement(s), If applicable    |
|------------------------------------|-----------|--|
| 5101:2-12-03 Inspection            | Compliant |  |
| Requirements                       |           |  |
|                                    |           |  |
| Rule                               | Status    | Documenting Statement(s), If applicable    |
| Rule: 5101:2-12-04 Building        | Compliant | Documenting Statement: A copy of the       |
| Department Inspection              |           | certificate of occupancy was available on- |
|                                    |           | site for review.                           |
|                                    |           |  |
| Rule: 5101:2-12-04 Building        | Compliant | Documenting Statement: On the day of       |
| Department Inspection              |           | the inspection, the program was            |
|                                    |           | operating in compliance with the current   |
|                                    |           | building approval.                         |
|                                    |           |  |
|                                    |           |  |
| Rule                               | Status    | Documenting Statement(s), If applicable    |
| 5101:2-12-04 Fire Inspection       | Compliant |  |
|                                    |           |  |
| Rule                               | Status    | Documenting Statement(s), If applicable    |
| Rule: 5101:2-12-04 Food Service    |           |  |
|                                    | Compliant | Documenting Statement: The food service    |
| Requirements                       |           | license was observed posted. Following is  |
|                                    |           | the audit number and date of expiration:   |
|                                    |           | 9980289,1723.Mahoning , Class 2 ,          |
|                                    |           | expires 3-1-2025.                          |
|                                    | <b>I</b>  |  |
| Rule                               | Status    | Documenting Statement(s), If applicable    |
| Rule: 5101:2-12-07 Administrator   | Compliant | Documenting Statement: The                 |
| Qualifications                     |           | administrator has completed the rules      |
|                                    |           | review course.                             |
|                                    |           |  |
|                                    |           |  |
| Rule                               | Status    | Documenting Statement(s), If applicable    |
| Rule: 5101:2-12-07 Administrator   | Compliant | Documenting Statement: The                 |
| Responsibilities/Requirements      |           | administrator's hours of availability to   |
|                                    |           | meet with parents were posted in a         |
|                                    |           | noticeable location.                       |
|                                    |           |  |
| Rule: 5101:2-12-07 Administrator   | Compliant | Documenting Statement: The                 |
| Responsibilities/Requirements      |           | administrator's posted hours of            |
|                                    |           | availability reflected an appropriate      |
|                                    |           | schedule meeting rule compliance.          |
|                                    |           |  |
|                                    |           |  |
| Rule                               | Status    | Documenting Statement(s), If applicable    |
| Rule: 5101:2-12-07 Written Program | Compliant | Documenting Statement: No changes          |
| Policies and Procedures            |           | have been made to the written policies     |

|  |                     | and procedures since it was last approved by this Department.   |
|--|---------------------|---|
| Rule   | Status              | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-08 Medical Statement                     | Compliant           | Documenting Statement: All employees had current medical statements on file.  |
| Dula   | Status              | Decumenting Chatamant/a) If a militable   |
| Rule: 5101:2-12-08 Orientation                           | Compliant           | Documenting Statement(s), If applicable  Documenting Statement: On the day of   |
| Training & Whistle Blower Protection                     | Соприанс            | the inspection, all child care staff members had met orientation training requirements.   |
|  | 1.                  |   |
| Rule   | Status              | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-09 Background Check<br>Requirements      | Compliant           | Documenting Statement: During the inspection, the required documentation regarding background checks was on file for all employees listed.  |
|  | I -                 |   |
| Rule   | Status              | Documenting Statement(s), If applicable   |
| 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. |
|  | T a                 |   |
| Rule: 5101:2-12-10 Professional                          | Status<br>Compliant | Documenting Statement(s), If applicable  Documenting Statement: At the time of  |
| Development Requirements                                 | Compilant           | the inspection, all child care staff members had completed the required amount of professional development training.  |
|  |                     |   |
| Rule 5101:2-12-11 Indoor Space Requirements              | Status Compliant    | Documenting Statement(s), If applicable   |
| Rule   | Status              | Documenting Statement(s), If applicable   |
| 5101:2-12-11 Separation of Children<br>Under 2 1/2 Years | Compliant           | 2 Samenang Statement(s), ir applicable  |

| Rule                                   | Status             | Documenting Statement(s), If applicable  |
|--|--------------------|--|
| Rule: 5101:2-12-11 Outdoor Space       | Compliant          | Documenting Statement: The quarterly   |
| Requirements                           |                    | playground inspections were completed  |
| '                                      |                    | and documented, as required. The most  |
|  |                    | recent inspection report form was dated  |
|  |                    | 1-2-2024.  |
|  |                    |  |
|  |                    |  |
| Rule                                   | Status             | Documenting Statement(s), If applicable  |
| Rule: 5101:2-12-11 Outdoor Play        | Compliant          | Documenting Statement: Outdoor   |
| Equipment                              |                    | 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   | Compliant          | Documenting Statement: The protective  |
| Zones                                  |                    | 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   |
| I said a qui più air                   | - Compilant        | observed to be in good condition.  |
|  |                    | get to the second secon |
|  | T <sub>a</sub> , . |  |
| 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: 5101:2-12-12 Safe Environment    | Compliant          | Documenting Statement: The indoor  |
| Nuie. 3101.2-12-12 3ale Elivironillent | Compliant          |  |
|  |                    | temperature of the program during the  |
|  |                    | inspection was comfortable and met rule  |
|  |                    | compliance.  |
|  | 1                  |  |
| Rule                                   | Status             | Documenting Statement(s), If applicable  |

| Rule: 5101:2-12-13 Sanitary<br>Equipment and Environment       | Compliant           | Documenting Statement: During the inspection, the equipment was observed clean and in good repair.   |
|--|---------------------|--|
| Rule Rule: 5101:2-12-13 Handwashing Requirements               | Status<br>Compliant | Documenting Statement(s), If applicable  Documenting Statement: Staff and children were observed washing hands as required by the rule.  |
| Rule<br>5101:2-12-13 Smoke Free<br>Environment                 | Status<br>Compliant | Documenting Statement(s), If applicable  |
| 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: 5101:2-12-15 Medical/Physical<br>Care Plans              | Compliant           | Documenting Statement: The program had current information on the medical status and the required treatment plan for the children with health conditions.  |
|  | 1                   |  |
| Rule: 5101:2-12-16 Medical, Dental, and General Emergency Plan | Status<br>Compliant | Documenting Statement(s), If applicable  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: 5101:2-12-16 Emergency Drills                            | Status<br>Compliant | Documenting Statement(s), If applicable  Documenting Statement: Documentation for completed fire, weather, and emergency/lockdown drills was verified during this inspection.  |

|                                   | Status    | Documenting Statement(s), If applicable    |
|-----------------------------------|-----------|--|
| · ·                               |           |  |
| Precautions                       | Compliant | Documenting Statement: During the          |
| 1 1 CCGGCIOTIS                    |           | inspection, the program had complete       |
|                                   |           | first aid kit available as required.       |
|                                   |           |  |
|                                   |           |  |
|                                   | Status    | Documenting Statement(s), If applicable    |
| _                                 | Compliant | Documenting Statement: The JFS 08087       |
| Communicable Disease              |           | "Communicable Disease Chart" was           |
|                                   |           | posted and was readily available to staff  |
|                                   |           | and parents.                               |
| Rule: 5101:2-12-16 Management of  | Compliant | Documenting Statement: The program         |
| Communicable Disease              | Compliant | staff stated parents were informed when    |
| Communicable Disease              |           | their child had any exposure to a          |
|                                   |           | contagious illness by number 1,2 below:    |
|                                   |           | contagious initess by fluitiber 1,2 below. |
|                                   |           | 1. A posted notice;                        |
|                                   |           | 2. Verbal communication;                   |
|                                   |           | 3. A written notice sent home;             |
|                                   |           | 4. A note posted on the classroom door;    |
|                                   |           | 5. Other [ ].                              |
|                                   |           |  |
|                                   |           |  |
|                                   | Status    | Documenting Statement(s), If applicable    |
|                                   | Compliant | Documenting Statement: The JFS 01299       |
| Reporting                         |           | "Incident/Injury Report For Child Care"    |
|                                   |           | forms reviewed during this inspection      |
|                                   |           | were complete as required.                 |
|                                   |           |  |
| Rule                              | Status    | Documenting Statement(s), If applicable    |
| Rule: 5101:2-12-17 Daily Schedule | Compliant | Documenting Statement: Daily schedules     |
|                                   |           | were observed posted.                      |
|                                   |           |  |
| Dulo                              | Chabus    | Decrine onting Chat                        |
|                                   | Status    | Documenting Statement(s), If applicable    |
|                                   | Compliant | Documenting Statement: Sufficient          |
| Equipment                         |           | equipment was observed in all categories.  |
|                                   |           | 1  |
| Rule                              | Status    | Documenting Statement(s), If applicable    |
| 5101:2-12-17 Daily Outdoor Play   | Compliant |  |
| ·                                 | •         |  |
|                                   |           |  |
| Rule                              | Status    | Documenting Statement(s), If applicable    |

| beginning:                          | T             | T  |
|-------------------------------------|---------------|--|
| 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: During the          |
|                                     |               | inspection, enough Child Care Staff        |
|                                     |               | Members were employed to meet the          |
|                                     |               | staff/child ratios.                        |
| Rule: 5101:2-12-18 Ratio            | Compliant     | Desumenting Statement: The Annendix A      |
| Kule: 5101:2-12-18 Katio            | 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         |
| Maic. 3101.2 12 10 Natio            | Compliant     | ratios observed during the inspection      |
|                                     |               | were in compliance.                        |
|                                     |               | 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: 5101:2-12-18 Attendance       | Compliant     | Documenting Statement: During the          |
| Records                             |               | 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                                | Status        | Documenting Statement(s), If applicable    |
| Rule: 5101:2-12-19 Supervision      | Compliant     | Documenting Statement: Child Care Staff    |
| Nuic. 3101.2-12-13 Supervision      | Compliant     | Members were supervising the children      |
|                                     |               | and were able to intervene as needed.      |
|                                     |               | and were able to intervene as needed.      |
| Rule: 5101:2-12-19 Supervision      | Compliant     | Documenting Statement: During the          |
|                                     | - Compilation | inspection, child care staff were observed |
|                                     |               | assisting children throughout the day.     |
|                                     |               | 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: The rest area had adequate lighting, which allowed for     |
|                                     |           | the visual supervision of children.   |
| Rule: 5101:2-12-20 Cots and Napping | Compliant | Documenting Statement: Cots were placed appropriately and safely during nap time. |
| Rule: 5101:2-12-20 Cots and Napping | Compliant | Documenting Statement: The [cots/cribs/mats] were disinfected daily.              |

| Rule                     | Status    | Documenting Statement(s), If applicable  |
|--------------------------|-----------|--|
| Rule: 5101:2-12-20 Cribs | Compliant | Documenting Statement: All cribs were placed 2 feet apart.   |
| Rule: 5101:2-12-20 Cribs | Compliant | Documenting Statement: Cribs were separated from the play space by a safe and sturdy and physical barrier. |
| Rule: 5101:2-12-20 Cribs | Compliant | Documenting Statement: All cribs were labeled with the assigned infant's name.                             |

| Rule  | Status    | Documenting Statement(s), If applicable   |
|---|-----------|---|
| Rule: 5101:2-12-22 Meal and Snack<br>Requirements | Compliant | Documenting Statement: Meals were provided at intervals as required by this rule.   |
| Rule: 5101:2-12-22 Meal and Snack<br>Requirements | Compliant | Documenting Statement: The snack menu was posted entry .  |
| Rule: 5101:2-12-22 Meal and Snack<br>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                          | Status    | Documenting Statement(s), If applicable |
|-------------------------------|-----------|---|
| Rule: 5101:2-12-22 Fluid Milk | Compliant | Documenting Statement: All              |
| Requirements                  |           | infants/toddlers were served            |



|   |           | formula/milk in sufficient amounts to meet the nutritional requirements.  |
|---|-----------|---|
| Rule  | Status    | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-22 Safe Food<br>Handling/Storage      | Compliant | Documenting Statement: Sack lunches were stored refrigerator .  |
| Rule: 5101:2-12-22 Safe Food<br>Handling/Storage      | Compliant | Documenting Statement: During the inspection, the requirements of the rule regarding safe food handling were discussed. |
| Rule  | Status    | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-23 Infant Daily Care                  | Compliant | Documenting Statement: An appropriate program of activities with infants was observed.                                  |
| Rule: 5101:2-12-23 Infant Daily Care                  | Compliant | Documenting Statement: Appropriate daily written records for all infants were viewed.                                   |
|   |           |   |
| Rule  | Status    | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-23 Infant Bottle and Food Preparation | Compliant | Documenting Statement: All bottles were warmed in accordance with the rule in a bottle warmer.                          |
| Rule: 5101:2-12-23 Infant Bottle and Food Preparation | Compliant | Documenting Statement: All bottles were labeled as required.  |
| Rule: 5101:2-12-23 Infant Bottle and Food Preparation | Compliant | Documenting Statement: Bottles and opened food were stored in a refrigerator located in the infant room.                |
| Rule: 5101:2-12-23 Infant Bottle and Food Preparation | Compliant | Documenting Statement: Infants were fed in conformity with parent/guardian's written, dated instructions.               |
| Rule  | Status    | Documenting Statement(s), If applicable   |
| 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.   |
|   |           |   |
| Rule  | Status    | Documenting Statement(s), If applicable   |



| Rule: 5101:2-12-25 Medication<br>Administration | Compliant           | Documenting Statement: Medication was stored cabinets in the classroom.   |
|---|---------------------|---|
| Rule Rule: 5101:2-12-08 Child Care Staff        | Status<br>Compliant | Documenting Statement(s), If applicable  Documenting Statement: All Child Care  |
| Member Educational Requirements                 | Compliant           | Staff Members had verification of educational requirements on file at the program.  |
| Rule  | Status              | Documenting Statement(s), If applicable   |
| Rule: 5101:2-12-16 Written Disaster<br>Plan     | Compliant           | Documenting Statement: Annual training of the written disaster plan was completed by staff.   |
| Rule: 5101:2-12-16 Written Disaster<br>Plan     | Compliant           | Documenting Statement: The program's written disaster plan was reviewed during the inspection and met the requirements.                                     |
| Rule: 5101:2-12-16 Written Disaster<br>Plan     | Compliant           | Documenting Statement: During the inspection, the requirements of the rule regarding verification of education for child care staff members were discussed. |