

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 Deta	ils	
Program Name	Program Number		Program Type
Alphabet City Childcare & Learning Center	2240030718		Child Care Center
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Address			County
424 W Wyoming Ave Cincinnati			HAMILTON
ОН			
45215			
			**
Building Approval Date	Use Group/Code	Occupancy Limit	Maximum Under 2 ½
10/21/2024	E	54	20
Fire Inspection Approval Date	Food Service Risk L	evel	
09/20/2024	Level III		

Inspection Information				
Inspection Type	Inspection Se	cope	Inspection Notice	
Pre-license	Full		Unannounced	
Inspection Date	Begin Time		End Time	
12/03/2024	10:00 AM		2:20 PM	
Reviewer:				
ZIBUTE OSGOOD				
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	Su	mmary of Findings		
No. Rules Verified	No. Rules with Non-compliances	No. Serious Risk	No. Moderate Risk	No. Low Risk
58	9	0	1	9

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
Total Under 2 ½ Years		0	0	0
Older Toddler		0	0	0
Preschool		0	0	0
School Age		0	0	0
Total Capacity/Enrollment		0	0	0

S	taff-Child Ratios at the Time of I	nspection	
Group	Age Group/Range	Ratio Observed	Comment



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	
3	

Moderate Risk Non-Compliances

Domain: 08 Staff Files

Rule: 5101:2-12-09 Background Check Requirements

<u>Code</u>: The program is required to have all staff request background checks as required and receive a JFS 01176 or preliminary approval from ODJFS prior to allowing an individual to engage in assigned duties or be near children.

<u>Finding</u>: In review of the staff records, it was determined that background checks did not meet the requirements of the rule for the person(s) listed on the Employee Record Chart as noted in number 1 below:

- 1. The request for a background check for child care was not submitted in the OPR.
- 2. The fingerprints were not submitted electronically according to the process established by BCI.
- 3. The individual(s) had engaged in assigned duties or were near children and preliminary approval from ODJFS was not on file.
- 4. Background checks were not updated every five years.

Submit the program's corrective action plan, which includes a copy of the JFS 01176, or a copy of the preliminary approval or a statement that the individual(s) are no longer engaged in assigned duties and are not near children until the preliminary approval has been received, to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 01/09/2025



Low Risk Non-Compliances

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.

<u>Finding</u>: 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 numbers 1, 2 below:

- 1. The material had a tear.
- 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 [].

One changing pad in the Toddler B room was porous and the second pad had tears. Submit the program's corrective action plan to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 01/09/2025

Domain: 02 Safe & Sanitary Environment

Rule: 5101:2-12-12 Safe Environment

<u>Code</u>: The program is required to store chemicals and cleaning and sanitizing supplies in a place that is inaccessible to children. Cleaning agents, aerosol cans and chemical substances must be stored in their original container or clearly labeled. School-age children may use cleaning supplies and equipment with adult supervision.

<u>Finding</u>: During the inspection, a potentially hazardous substance, which was determined to not present a serious risk to a child, was not used or stored properly as noted in number 8 below:

- 1. Cosmetics were accessible to children in the [] area.
- 2. Disinfecting wipes were accessible to children in the [] area.



- 3. Fish food was accessible to children in the [] area.
- 4. Hand lotion was accessible to children in the [] area.
- 5. Hand sanitizer (for children under 24 months) was accessible to children in the [] area.
- 6. Laundry detergent was accessible to children in the [] area.
- 7. Powder dish washing soap was accessible to children in the [] area.
- 8. Paint cans were accessible to children in the storage that with the exit to the outdoor play area. The program will take children outside through this exit.
- 9. White out was accessible to children in the [] area.
- 10. Potting Soil was accessible to children in the [] area.
- 11. Other potentially hazardous substance [] was accessible to children in the [] area.
- 12. Cleaning/sanitizing supplies had not been clearly labeled.
- 13. School-age children were using cleaning supplies, agents and/or equipment without adult supervision.
- 14. A spray aerosol was used in the [] group while children were in attendance.
- 15. Other: [].

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

Corrective Action Plan Due: 01/09/2025

Domain: 02 Safe & Sanitary Environment

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

Code: The program is required to follow the cleaning schedule for equipment.

<u>Finding</u>: During the inspection, it was determined that the program was not providing a clean and healthy environment, furniture, materials and equipment as required by Appendix A, as noted in numbers 24 (the doors of the storage cabinet in the school age room & the purple chair in the younger toddler room), 27 (wastebasket in the preschool room), 30 below:

- 1. Item(s) soiled with blood or bodily fluids were not cleaned/sanitized immediately.
- 2. Blankets/sheets were not cleaned weekly, when soiled, or before use by another child.
- 3. Children's individual blankets and belongings were stored in an unsanitary manner.
- 4. Bottles, bottle caps, nipples and other equipment used for bottle feeding were not cleaned and sanitized in a dishwasher or by washing, rinsing, and boiling for one minute.
- 5. Carpets were not vacuumed weekly or cleaned when soiled.
- 6. Changing table/pad was not sanitized after each use or cleaned when visibly soiled.
- 7. Reusable cloths were not being washed daily or when visibly soiled.
- 8. Cots/Pads/Mats were not cleaned and sanitized before assigning to a different child, when used by a sick child, when soiled or at least every three months.
- 9. Cribs were not cleaned and sanitized monthly, or when soiled, or before use by another child.
- 10. Diaper Receptables were not cleaned and sanitized daily or more frequently as needed to eliminate odor.
- 11. Dishes/Cups/Silverware were not cleaned and sanitized after each use.



- 12. Water Containers were not labeled with the child's name, or were not cleaned and sanitized before use again on another day.
- 13. Dividers were not cleaned when visibly soiled.
- 14. Dress up clothes and hats (dramatic play) were not cleaned monthly or when soiled.
- 15. Floors were not cleaned weekly or when soiled.
- 16. The food prep area, including sinks, were not cleaned before and after preparing food (including bottle preparation) or between preparing raw or cooked food.
- 17. Potty chairs were not cleaned after each use, rinsed with water, cleaned and sanitized or contents were not emptied into a toilet.
- 18. Food tables, highchair trays were not cleaned before and after each use.
- 19. Tables used for play were not cleaned when visibly soiled or sanitized daily.
- 20. Toilet bowls were not cleaned when visibly soiled or sanitized weekly.
- 21. Toilet seat(s), handle(s) and hand washing sink(s) were not cleaned when visibly soiled or sanitized daily.
- 22. Mouthed toys were not cleaned and sanitized after each child's use.
- 23. Toys, other than those mouthed by children, were not cleaned monthly or when visibly soiled.
- 24. Washable furniture, including fabrics on infant equipment, were not cleaned weekly or when soiled.
- 25. Upholstered furniture was not steam cleaned when soiled.
- 26. Slip covers were not washed at least every six months or when soiled.
- 27. Wastebaskets/rinse buckets, including lids, were not being emptied daily or cleaned and sanitized when visibly soiled.
- 28. The manufacturer's directions for the cleaning product were not followed.
- 29. The solution used for sanitizing was not a commercial product registered by the United States Environmental Protection Agency as a sanitizer.
- 30. The refrigerator in the infant room was dirty.

Furniture, materials and equipment must be maintained according to the cleaning and sanitizing schedule in Appendix A to this rule. Submit the program's corrective action plan to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 01/09/2025

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.

<u>Finding</u>: During the inspection, it was determined that a copy of the full day program schedule was not posted in the Toddler B and School Age areas as required. Technical assistance was provided at the time of the inspection, and as discussed, please correct this rule noncompliance. Submit the program's corrective action plan to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 01/09/2025



Domain: 04 Indoor/Outdoor Space

Rule: 5101:2-12-11 Outdoor Space Requirements

Code: The program is required to have an outdoor play space free from immediate risk.

<u>Finding</u>: During the inspection, it was determined that an outdoor play area was used which was not protected from traffic and other hazards by a fence in good repair, or another barrier. Although the fence or natural barrier was not meeting the rule requirements, it was determined to not present an immediate risk for a child to be able to leave the playground. The fence or gate was not in good repair and/or being used inappropriately as noted in numbers 1, 12 below:

- 1. The wooden fencing had missing/broken slat boards.
- 2. The fencing was broken.
- 3. The fencing was loose.
- 4. The fencing was rotting.
- 5. The gate was broken and did not close.
- 6. The gate was locked.
- 7. The latch on the gate was broken.
- 8. The latch was easily opened by children on the playground.
- 9. The latch was not engaged to prevent children from opening the gate.
- 10. The gate had no latch.
- 11. There were bolts with more than two threads exposed along a fence line or gate on a playground.
- 12. Two nails were protruding on a wooden slat on the fence by the climber.

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

Corrective Action Plan Due: 01/09/2025

Domain: 07 Diapering & Infant Care

Rule: 5101:2-12-23 Infant Bottle and Food Preparation

<u>Code</u>: The program staff is required to prepare bottles in a safe and sanitary manner, shake the contents of the bottle, and test the temperature of the bottle before serving. Frozen breast milk must be thawed under cold running water or in the refrigerator.

<u>Finding</u>: During the inspection, it was determined that the equipment to be used for bottle warming was not clean. Submit the program's corrective action plan to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 01/09/2025



Domain: 07 Diapering & Infant Care

Rule: 5101:2-12-20 Cribs

Code: The program is required to space cribs two feet apart when in use.

<u>Finding</u>: During the inspection, it was determined that cribs were not two feet apart when in use, as required by this rule. Submit the program's corrective action plan to the Department to verify compliance with the requirements of this rule.

Corrective Action Plan Due: 01/09/2025

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.

<u>Finding</u>: 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 numbers 4 (Dr. signature missing), 5 (b & c), 6 (a) 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: 01/09/2025

Domain: 08 Staff Files

Rule: 5101:2-12-08 Orientation Training & Whistle Blower Protection

<u>Code</u>: The program is required to have staff complete the online staff orientation training. Additionally, the training must be completed before they are permitted to have sole responsibility of children.

<u>Finding</u>: In review of the staff records, it was determined that childcare staff members did not meet the requirements for completing the online orientation training as noted in number 4 below:

- 1. The training was not completed within 30 days of starting employment at the program as a childcare staff member.
- 2. Documentation of completing the training after December 31, 2016, was not on file.
- 3. Completion of the training was not verified in the OPR.
- 4. A childcare staff member that would have sole responsibility of children had not completed the online orientation.

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

Corrective Action Plan Due: 01/09/2025

Rules In-Compliance/Not Verified

Rule	Status	Documenting Statement(s), If applicable



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Rule: 5101:2-12-02 License Posted	Compliant	Documenting Statement: The license will
		be posted at the front entrance visible to
		parents as required.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-02 Current	Compliant	Documenting Statement: During the
Information	- Sampiname	inspection, the requirements of the rule
		10.0 mag 18 mg 20,0
		regarding maintaining current
		information in the Ohio Child Licensing
		and Quality System were discussed.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-03 Inspection	Compliant	Documenting Statement: During the
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Requirements		inspection, the requirements of the rule
		regarding compliance inspections and
		complaint investigations were discussed.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-04 Building	Compliant	Documenting Statement: The following
Department Inspection	- Compilation	rooms were approved for children less
Department inspection		1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -
		than two and one-half years of age: Infant
		room on the right side of the building,
		Toddler B room, left side of the building.
		Both rooms have secondary egress.
	,	
Rule	Status	Documenting Statement(s), If applicable
5101:2-12-04 Fire Inspection	Compliant	Describer and Statement (s), in approach
3101.2 12 04 THE HISPECTION	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:
		DBUE-D8CHSD, exp. 03/01/2025.
		рвое-воснов, ехр. 03/01/2023.
	*	
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-07 Administrator	Compliant	Documenting Statement: The
Qualifications		administrator has until June 2025 to
		complete the rules review course.
Rule	Status	Documenting Statement(s), If applicable
5101:2-12-07 Administrator	Compliant	
Responsibilities/Requirements		



Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-07 Written Program	Compliant	Documenting Statement: The written
Policies and Procedures		policies and procedures reviewed were
		verified as complete.
	-	
Rule	Status	Documenting Statement(s), If applicable
5101:2-12-10 Health Training	Compliant	
Requirements		
Rule	Status	Documenting Statement(s), If applicable
5101:2-12-10 Professional	Compliant	Documenting Statement(s), it applicable
	Compliant	
Development Requirements		
Rule	Status	Documenting Statement(s), If applicable
5101:2-12-11 Indoor Space	Compliant	2
Requirements		
(100.001 200 E000E000EE		
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-11 Separation of	Compliant	Documenting Statement: During the
Children Under 2 1/2 Years	35	inspection, the requirements of the rule
***		regarding separation of children under
		two- and one-half years of age were
		discussed. Children under 30 months of
		age will be cared for in two areas on the
		right side of the building.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-11 Outdoor Play	Compliant	Documenting Statement: During the
Equipment		inspection, the requirements of the rule
		regarding outdoor play equipment were
		discussed. It was stated that the climber
		on the outdoor are will not be used by the
		children due to opening hazards and no
		fall zone on one side of the equipment.
		The administrator stated that the gate to
		the climber will be closed, and children
		will only play on the grassy area.
		300 10 to 5 to 50
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
Italic	Jialus	Documenting Statement(s), it applicable



Rule: 5101:2-12-13 Handwashing Requirements	Compliant	Documenting Statement: A sink with running water was located in the infant room and in the Toddler B room. Older children will use the hand sinks located in the restrooms.
Rule: 5101:2-12-13 Handwashing Requirements	Compliant	Documenting Statement: During the inspection, the requirements of the rule regarding handwashing were discussed.
2.1		
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-13 Smoke Free Environment	Compliant	Documenting Statement: A notice was observed posted stating that smoking is prohibited at the program.
Dula	Chahua	Decumenting Chatemantic If applicable
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-15 Child Medical and Enrollment Records	Compliant	Documenting Statement: During the inspection, the requirements of the rule regarding children's medical statements and enrollments forms were discussed.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-15 Medical/Physical Care Plans	Compliant	Documenting Statement: During the inspection, the requirements of the rule regarding caring for children with a specific health condition were discussed.
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: 5101:2-12-16 Emergency Drills	Status Compliant	Documenting Statement(s), If applicable Documenting Statement: A system to document completed fire, weather, and emergency/lockdown drills was verified during this inspection.
Rule: 5101:2-12-16 Emergency Drills	Compliant	Documenting Statement: During the inspection, the requirements of the rule regarding emergency drills were discussed.



Rule	Status	Decumenting Statement/s) If applicable
Rule: 5101:2-12-16 First Aid/Standard	Compliant	Documenting Statement(s), If applicable Documenting Statement: During the
Precautions	Compilant	inspection, the program had complete
riecautions		
		first aid kits available as required.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-16 Management of	Compliant	Documenting Statement: The JFS 08087
Communicable Disease	Compliant	"Communicable Disease Chart" was
Communicable Disease		posted and was readily available to staff
		and parents.
		and parents.
	L	
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-16 Incident/Injury	Compliant	Documenting Statement: During the
Reporting	Somphant	inspection, the requirements of the rule
		regarding reporting incidents and injuries
		were discussed.
		were discussed.
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Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-17 Materials and	Compliant	Documenting Statement: Sufficient
Equipment	Schild Country of the Section (Section 1)	equipment was observed in all categories.
Rule: 5101:2-12-17 Materials and	Compliant	Documenting Statement: During the
Equipment		inspection, the requirements of the rule
		regarding materials and equipment were
		discussed.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-17 Daily Outdoor Play	Compliant	Documenting Statement: During the
		inspection, the requirements of the rule
		regarding daily outdoor play were
		discussed.
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Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-18 License Capacity	Compliant	Documenting Statement: During the
		inspection, the requirements of the rule
		regarding license capacity were discussed.
L	1	
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-18 Ratio	Compliant	Documenting Statement: The Appendix A
Naic: 3101.2 12 10 Natio	Compilant	"Staff/Child Ratios, Age Grouping and
		Maximum Group Size" was posted in a
	<u> </u>	Maximum Group Size was posted in a



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		noticeable area at the program as required.
Rule: 5101:2-12-18 Ratio	Compliant	Documenting Statement: During the inspection, the requirements of the rule regarding staff/child ratios were discussed.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-18 Group Size	Compliant	Documenting Statement: During the inspection, the requirements of the rule regarding group size were discussed. Upon opening the program is planning to combine all groups, not to exceed the group size of twelve children.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-18 Attendance Records	Compliant	Documenting Statement: During the inspection, the requirements of the rule regarding attendance records were discussed.
Rule	Status	
Rule: 5101:2-12-19 Supervision	Compliant	Documenting Statement(s), If applicable Documenting Statement: During the inspection, the requirements of the rule regarding supervision of children were
		discussed.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-19 Child Guidance	Compliant	Documenting Statement: During the inspection, the requirements of the rule regarding child guidance were discussed.
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	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-22 Meal and Snack	Compliant	Documenting Statement: The menu will
Requirements		be posted at the front entrance.



Status Compliant	Documenting Statement: During the inspection, the requirements of the rule regarding meals and snacks were discussed. Documenting Statement(s), If applicable Documenting Statement: During the inspection, the requirements of the rule regarding fluid milk were discussed.
	Documenting Statement: During the inspection, the requirements of the rule
	Documenting Statement: During the inspection, the requirements of the rule
Compliant	inspection, the requirements of the rule
Status	Documenting Statement(s), If applicable
Compliant	Documenting Statement: During the
Compilant	inspection, the requirements of the rule regarding safe food handling were discussed. It was discussed that infant
	dishes and bottles cannot be rinsed in a handwashing sink.
Status	Documenting Statement(s), If applicable
	Documenting Statement: During the
Compilant	inspection, the requirements of the rule regarding infant daily care were discussed.
Status	Documenting Statement(s), If applicable
COLOR DESCRIPTION OF THE PROPERTY OF THE PROPE	Documenting Statement: During the
Compilant	inspection, the requirements of the rule regarding diapering and toilet training were discussed.
Status	Documenting Statement(s), If applicable
Compliant	Documenting Statement: During the inspection, the requirements of the rule regarding administering medication, food supplements and medical foods were discussed.
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	Documenting Statement(s), If applicable
Compliant	Documenting Statement: All Child Care Staff Members had verification of educational requirements on file at the program.
	Status Compliant Status Compliant Status



Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-16 Written Disaster Plan	Compliant	Documenting Statement: During the inspection, the requirements of the rule regarding verification of education for child care staff members were discussed.