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Date Correction Plan Due 9/23/2024	NONCOMPLIANCE STATEMENT AND CORRECTION PLAN	NOV 18 2024 TO FILE A COMPLAINT CALL 715-930-1148 DCF DECE BECH WRO
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Use of Form: This form is used by certification / licensing staff to identify statute and / or administrative rule violation(s) and to outline imposed plans of correction, if applicable. This form is used by certified operators / licensed centers to meet the requirements of DCF 202.085, DCF 280.04(2)(l) and (3)(d), DCF 251.04(2)(L) and (3)(f), DCF 252.41(1)(L) and (2)(k). Failure to submit an appropriate correction plan by the due date listed above may result in sanctions identified in the statute and / or administrative rule. Public Schools may submit plans of correction however are not required to do so.

Instructions: The Noncompliance Statement below identifies the violation(s) of child care statute and / or administrative rule identified by the certification / licensing specialist. Complete the section labeled "Correction Plan" by indicating the steps that will be taken to address and correct each of the listed noncompliance(s). Identify expected completion date(s) for each item. Return the original to your certification / licensing specialist for approval and retain a copy. If this is a licensed child care, post your copy of the noncompliance statement and correction plan near the license in accordance with Wis. Stat. 48.857. This request for a correction plan is not an order imposing a sanction or penalty pursuant to Wis. Stat. 48.718. If the department decides to apply a statutory sanction and / or penalty for facts arising from this finding or a future finding, you will be given a notice of the sanction and / or penalty and your appeal rights.

Name - Certified Operator / Licensed Center Salem Lutheran Childcare And Preschool		Provider Number / Facility ID Number 7000578097 / 001 - 520460		
Address - Facility (Street, City, State, Zip Code) 1360 E La Salle Ave Barron WI 54812		Telephone Number 715-537-3011	Date - Regulation Visit 7/19/2024	
	Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date	Verification Date
1	<p>251.04(3)(jm) Report - Prohibited Actions</p> <p>Description: Center staff and management failed to report multiple instances of prohibited actions as specified in s. DCF 251.07(2)(e) by an employee to a child in care, within 24 hours after the incident.</p>	<p>Reviewed DCF 251 licensing rules for Group Childcare Centers.</p>	<p>9/10/2024</p>	
2	<p>251.04(4)(a)2.g. Parent Notification - Inappropriate Child Guidance</p> <p>Description: Based on staff interviews, neither child care workers, nor the center director, notified parents that his/her child was subject to child guidance that is prohibited under s. DCF 251.07 (2) (e) and (f).</p>	<p>By September 20, 2024, the center administrator will notify the parents of each child who was subject to prohibited child guidance as described under DCF 251.07(2) (e) and (f). The notification will be specific as to what action was made against the child.</p> <p>All parents have been notified verbally.</p>	<p>9/20/2024</p>	

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3	<p>251.07(2)(e) Child Guidance - Prohibited Actions</p> <p>Description: Actions that may be psychologically, emotionally or physically painful, discomfoting, dangerous or potentially injurious are prohibited. Based on staff interviews, there were several instances where staff engaged in prohibited actions including but not limited to:</p> <ul style="list-style-type: none"> - Throwing and/or dumping wood chips at or on children, including on a child's head; - Taking a child's shoes away on the wood chip-covered playground and throwing their shoes over fence; 	<p>By December 31, 2024, all child care workers and center management will purchase, enroll, and participate in-person in the following: Stewards of Children - Darkness to Light training, and Supervision of Children training that will be offered to the public by Northwest Connection Family Resources.</p> <p>Child care workers and management will also participate in two 2-hour sessions of onsite observation and coaching by Northwest Connection Family Resources' agency staff on supervision of children with a focus on appropriate child guidance, and director consultation.</p>	12/31/24	
4	<p>251.07(2)(e)2. Prohibited Actions - Verbal</p> <p>Description: Actions such as verbal abuse, threats or derogatory remarks about the child or the child's family are prohibited. Based on staff interviews, there were several instances where staff engaged in prohibited actions including:</p> <ul style="list-style-type: none"> - A staff threatening a child that he would not be allowed to eat lunch after returning indoors; that he would need to go straight to nap. - A staff threatening children that they were going to have an awful day if they didn't listen to her. 	<p>By December 31, 2024, all child care workers and center management will purchase, enroll, and participate in-person in the following: Stewards of Children - Darkness to Light training, and Supervision of Children training that will be offered to the public by Northwest Connection Family Resources.</p> <p>Child care workers and management will also participate in two 2-hour sessions of onsite observation and coaching by Northwest Connection Family Resources' agency staff on supervision of children with a focus on appropriate child guidance, and director consultation.</p>	12/31/24	

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5	<p>251.07(2)(e)5. Prohibited Actions - Cruel, Aversive, Frightening, Humiliating Actions</p> <p>Description: Actions that are cruel, aversive, frightening or humiliating to the child are prohibited. Based on staff interviews, there were several instances where staff engaged in prohibited actions including but not limited to:</p> <ul style="list-style-type: none"> - Dumping water over children's heads outside as punishments, and dumping a staff person's water bottle over a 3 year-old-child's head in the classroom; - Yelling and screaming at children; - Making statements to children such as, "You need to stop crying and be nice." 	<p>By December 31, 2024, all child care workers and center management will purchase, enroll, and participate in-person in the following: Stewards of Children - Darkness to Light training, and Supervision of Children training that will be offered to the public by Northwest Connection Family Resources.</p> <p>Child care workers and management will also participate in two 2-hour sessions of onsite observation and coaching by Northwest Connection Family Resources' agency staff on supervision of children with a focus on appropriate child guidance, and director consultation.</p>	12/31/24

NAME - Agency Worker
April Callihan

Date Issued
9/9/2024

SIGNATURE - Certified Operator or Designee / Licensee or Designee

Missisa Weirert

Date Signed

9/10/2024