

<b>Date Correction Plan Due</b> 3/18/2025	<b>NONCOMPLIANCE STATEMENT AND CORRECTION PLAN</b>	<b>TO FILE A COMPLAINT CALL</b> 920-785-7811
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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 202.065, DCF 250.04(2)(i) 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. 48.657. This request for a correction plan is not an order imposing a sanction or penalty pursuant to Wis. Stat. 48.715. 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.

<b>Name - Certified Operator / Licensed Center</b> Bright Beginnings Academy For Kids		<b>Provider Number / Facility ID Number</b> 3000584083 / 001 - 1013638		
<b>Address - Facility (Street, City, State, Zip Code)</b> 363 S Main St Fond Du Lac WI 54935		<b>Telephone Number</b> 920-923-5750	<b>Date - Regulation Visit</b> 12/17/2024	
	<b>Rule/Statute Number</b> <b>Noncompliance Statement</b>	<b>Correction Plan</b>	<b>Expected Completion Date</b>	<b>Verification Date</b>
1	251.04(2)(c) <b>Current, Accurate Information</b>  Description: The center failed to ensure information provided to the department was current and accurate. Attendance for the 2-year-old room that was obtained on 12-17-24 did not match a subsequent attendance that was submitted on 12-18-24. The original attendance noted 8 children in care. The most recent listed 7 children in care. According to the video footage, there were at least 12 children in care in the two-year-old classroom during the incident.	<i>Incident occurred during nap when children were combined. Staff in room are no longer employed and all staff were trained on supervision ratios, as well as naptime requirements</i> <i>on 2/14/25</i>	<i>2/14/25</i>	

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2	<p>251.04(4)(a)2.b. <b>Parent Notification - Medical Evaluation Needed</b></p> <p>Description: Based on staff interviews and on the center's video footage, on 12/06/2024, a childcare worker failed to immediately notify the parents of a 2.5-year-old child that the child had suffered an injury in care that required professional evaluation. The parent found out about the injury at pick up time when the child was crying due to the injury.</p>	<p>The injury happened less than 60 minutes before pick up, however staff were reminded on notifying parents. Staff involved no longer employed</p>	12/6/24	
3	<p>251.04(6)(b) <b>Current, Accurate Daily Attendance Record</b></p> <p>Description: The attendance records provided by the center on 12/17/2024 for the two-year-olds' room on 12/06/2024, showed 8 children signed into care, however, the video footage of the room showed that there were at least 12 children present in the room with only one child care worker. The attendance provided by the center showed that children were signed in but not signed out of care on 12/04/2024, 12/05/2024, and on 12/06/2024.</p>	<p>Staff were trained on supervision ratios on 2/14/25. Staff involved no longer employed.</p>	2/14/25	
4	<p>251.05(2)(a)3.a. <b>Staff Record - Physical Examination</b></p> <p>Description: The staff records provided by the center showed that staff member B did not have a physical examination report on file after 30 days of employment.</p> <p>Repeat violation: Previously cited on 1/16/2024</p>	<p>Staff member B is no longer employed.</p>	3/19/25	

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5	<p>251.05(2)(a)6. <b>Staff Record - Days &amp; Hours Worked</b></p> <p>Description: Attendance records provided by the center for 12/06/2024, showed that there were 3 staff members in the two-year-old room at 2:11 p.m. when a child was injured, however when the video footage was reviewed, it showed that only one staff member was in the room at that time.</p>	<p>Staff were trained on nap time requirements and proper supervision on 2/14/25.</p>	2/14/25	
6	<p>251.05(3)(c) <b>Cardiopulmonary Resuscitation Training</b></p> <p>Description: The records provided by the center showed that staff members B and C did not have the required Cardiopulmonary Resuscitation Training after 3 months of employment.</p>	<p>all staff were trained in CPR on 2/14/25 Staff B &amp; C are no longer employed.</p>	2/14/25	
7	<p>251.05(3)(g)1. <b>Assistant Child Care Teacher - Supervision</b></p> <p>Description: Based on staff interviews and the center's video footage, on 12/06/2024, an unqualified Assistant Teacher was left in sole supervision of a group of 12 children ages 2 and 2.5, while the Lead Teacher left the center for an appointment. Staff A was alone with children and she did not complete the required course.</p>	<p>Director &amp; Staff were trained on supervision and requirements on 2/14/25</p>	2/14/25	

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8 251.05(3)(g)2. <b>Assistant Child Care Teacher - Qualifications</b>  Description: Staff records provided by the center showed that staff members A and B did not have the required educational qualifications to be Assistant Teachers after 6 months of employment, however they were working as Assistant Teachers in the center.	Staff A is no longer employed. Staff B is no longer employed.		
9 251.055(2)(c) <b>Mixed-Age Group - Staff-To-Child Ratio</b>  Description: The center's video footage showed that on 12/06/2024, the two-year-olds' room was out of ratio with at least 12 children between the ages of 2 and 2.5 years old under the care of one childcare worker.  Repeat violation: Previously cited on 4/4/2024	Training provided on ratios and supervision 2/14/25	2/14/25	
10 251.07(2)(e)5. <b>Prohibited Actions - Cruel, Aversive, Frightening, Humiliating Actions</b>  Description: On 12/06/2024, a childcare worker in the two-year-olds' room intentionally stuck out their right leg in front of a child that was pushing a toy bus, causing the child to roll and fall on the floor. As a result of the childcare workers' action, a 2.5-year-old child suffered a fracture to their right clavicle.	Staff member was terminated immediately, Staff were reminded at staff meeting regarding appropriate interventions with children.	12/6/24	

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NAME - Agency Worker  
Gloribel Tegen

Date Issued  
3/4/2025

SIGNATURE - Certified Operator or Designee / Licensee or Designee

*Candy Hill*

Date Signed  
3/19/25