

Date Correction Plan Due 5/6/2026	<b>NONCOMPLIANCE STATEMENT AND CORRECTION PLAN</b>	TO FILE A COMPLAINT CALL 715-930-1148
--------------------------------------	--	--

**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.

Name - Certified Operator / Licensed Center Carebare Daycare	Provider Number / Facility ID Number 2000585502 / 002 - 2002614
---	--

Address - Facility (Street, City, State, Zip Code) 2838 37Th Ave N Osceola WI 540204170	Telephone Number 851-210-0666	Date - Regulation Visit 3/5/2026
--	----------------------------------	-------------------------------------

	Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date	Verification Date
1	251.04(2)(L)1.a. Monitoring Results Posted  Description: The monitoring results from 09/11/25, the most recent licensing inspection was not posted.	Keep Licensing Inspec. posted until Licensor signs off.	3/20/26	
2	251.05(2)(a)3.a. Staff Record - Physical Examination  Description: The files for Staff B, C, and E did not contain documentation that was available to review at the time of the monitoring visit of a physical examination report completed within 12 months before or within 30 days after beginning work with children in care, indicating the person is free from illness detrimental to children, including tuberculosis, and physically able to work with young children.	Staff that is need of this, will sch. as soon as possible Here forward I will require staff to get within 1st 2wks therefore won't be forgotten.	5/15/26	

Name - Certified Operator / Licensed Center		Provider Number / Facility ID Number	
Carebare Daycare		2000585502 / 002 - 2002614	
Address - Facility (Street, City, State, Zip Code) 2838 37Th Ave 4 Osceola WI 540204170		Telephone Number 651-210-0666	Date - Regulation Visit 3/5/2026
Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date	Verification Date
3 251.05(2)(a)7. Staff Record - Continuing Education  Description: The files for Staff A and E did not have documentation of the yearly requirement of continuing education hours for 2025 available for review during the monitoring visit.	We're closed the 3rd fri of every month. We will complete <del>the</del> trainings together to keep everyone w/ requirements	3/20/26	
4 251.05(2)(a)8. Staff Record - Orientation  Description: Staff B was missing documentation that was available to review at the time of the monitoring visit of having received a complete orientation within her first week at the center.	We will hold orientation prior to start date. 4/3/26 orientations that may have been missed is completed.		
5 251.05(3)(b) Abusive Head Trauma Prevention Training  Description: Documentation of completion of Abusive Head Trauma (AHT) training (or Shaken Baby Syndrome (SBS) Prevention, if taken prior to 8/31/20) could not be located at the time of the monitoring visit in the files for Staff B and C. AHT/SBS training is required to be completed before a child care worker begins to work with children under age 5.	Staff C had completed on 8/22. I am taking TTap therefore I can train my staff. class starts 5/7/26	6/1/26	

Name - Certified Operator / Licensed Center		Provider Number / Facility ID Number	
Carebare Daycare		2000585502 / 002 - 2002614	
Address - Facility (Street, City, State, Zip Code) 2838 37Th Ave 4 Osceola WI 540204170		Telephone Number 651-210-0666	Date - Regulation Visit 3/5/2026
Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date	Verification Date
<p>6 251.05(3)(c) Cardiopulmonary Resuscitation Training</p> <p>Description: Staff C was missing documentation of having obtained a certificate of completion for infant and child cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) use from an agency approved by the Department within 3 months of employment.</p>	<p>this cert was in her file. Does not expire until 6/13/26.</p>	<p>Completed</p>	
<p>7 251.05(3)(cm) Child Abuse &amp; Neglect - Biennial Training</p> <p>Description: Staff C and E were missing documentation of having received training within the first week of working or the past two years on child abuse and neglect laws, identification, and reporting.</p> <p>Repeat violation: Previously cited on 11/8/2024</p>	<p>Staff C &amp; E will complete on or before next inservice day.</p> <p>To make sure this is completed it will be part of orientation.</p>	<p>4/17/26</p>	
<p>8 251.05(3)(g)2. Assistant Child Care Teacher - Qualifications</p> <p>Description: An assistant teacher is required to complete entry level training within 6 months of the hired date. Documentation of completion of a non-credit department-approved course or a credit course in early childhood education was not available for review for Staff B, who has been employed at the center for longer than 6 months.</p>	<p>I am schedule to start Ttap 5/7.</p> <p>This will help with finding classes that work w/ schedules.</p>	<p>6/1/26</p>	

Name - Certified Operator / Licensed Center		Provider Number / Facility ID Number	
Carebare Daycare		2000585502 / 002 - 2002614	
Address - Facility (Street, City, State, Zip Code)		Telephone Number	Date - Regulation Visit
2838 37Th Ave 4 Osceola WI 540204170		651-210-0666	3/5/2026
Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date	Verification Date
9 251.05(3)(gr)3.a. <b>Meal Prep Personnel - Training</b>  Description: Rule states that any staff who prepares meals shall document initial training of at least 4 hours in kitchen sanitation, food handling or nutrition before preparing meals and at least 1 hour annually each year after. Staff A was observed preparing lunch and was missing documentation of the initial 4 hours of training.	Staff A doesn't regularly work in kitchen. We were short staffed but will have a few people take class this will give us other staff to cover	8/1/26	
10 251.055(1)(a) <b>Supervision Of Children</b>  Description: On 03/05/26, a child from the Day Dream Room was not being closely supervised by staff when one child was observed running down the hallway by herself when coming in from outside without sight or sound supervision by staff. In addition on 03/05/26 a child was observed leaving the Day Dream Room without staff supervision for about one minute.	Discussion was had with all staff. Kiddos using walking rope was talked about to prevent them getting ahead of class. It is required to have staff to supervise children going Potty.	3/30/26	
11 251.055(1)(b) <b>Supervision - Teacher Per Group Of Children</b>  Description: On 03/05/26 the Funshine Room was not supervised by a teacher when staff A, a qualified teacher had to leave the room to go cook lunch, leaving staff B an unqualified assistant teacher alone in the room to supervise the children.  Repeat violation: Previously cited on 11/8/2024	I help staff become teacher qualified. And will have a back up teacher that's qualified to step in classroom when/if needed.	3/30/26	

Name - Certified Operator / Licensed Center		Provider Number / Facility ID Number		
Carebare Daycare		2000585502 / 002 - 2002614		
Address - Facility (Street, City, State, Zip Code) 2838 37Th Ave 4 Osceola WI 540204170		Telephone Number 651-210-0666	Date - Regulation Visit 3/5/2026	
Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date	Verification Date	
12 251.06(10)(dm)1. Washrooms - Sanitary Conditions  Description: One of the bathrooms was not maintained in a sanitary condition. During the monitoring visit, fecal matter was observed on the side of the toilet and on the floor.	bathrooms are regularly cleaned. bathroom checks will be done every 2 hrs.	3/30/20		
13 251.06(11)(a) Outdoor Play Space - Requirement  Description: Per interview with staff, children in care for more than 3 hours were not being taken outside even when the temperature was above 20 degrees.	A scheduled outside time will be made per classroom to make sure everyone gets outside.	3/30/20		
14 231.03(2)(c) Access To Materials Potentially Harmful To Children  Description: A bottle of contact solution, which is labeled "keep out of reach of children" was observed during the monitoring visit on a shelf in the Day Dream room accessible to children. In addition a dog shock collar was observed hanging by the entrance of the center that was accessible to children.  Repeat violation: Previously cited on 4/30/2025	solution was taken home. staff will be more aware of what states "keep out of reach of children."  Dog collar was found in parking lot. Has been thrown away.	3/30/20		

Name - Certified Operator / Licensed Center

Provider Number / Facility ID Number

Carebare Daycare

2000585502 / 002 - 2002614

Address - Facility (Street, City, State, Zip Code)

2838 37Th Ave 4 Osceola WI 540204170

Telephone Number

651-210-0666

Date - Regulation Visit

3/5/2026

	Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date	Verification Date
15	<p>251.06(2)(f) Telephones &amp; Emergency Phone Numbers</p> <p>Description: The center did not have a list of emergency telephone numbers, including local fire, police and poison control, posted in a location known to all staff.</p>	<p>an emergency contact list has been made &amp; posted in several locations</p>	<p>3/30/26</p>	
16	<p>251.06(2)(i) Deteriorating Paint</p> <p>Description: Flaking and deteriorating paint was observed on the outside wall of the building located in the outdoor play area that was accessible to the children.</p>	<p>regular checks will be made. spoke with owners and cleaning up &amp; repaint of building is scheduled</p>	<p>4/30/26</p>	
17	<p>251.06(3)(b)2. Emergencies - Practice Written Plans</p> <p>Description: The center staff stated that the monthly fire drills and tornado drills have not been consistently practiced monthly.</p>	<p>A deligated 2nd Mon of every month to prac drills</p>	<p>4/16/26</p>	
18	<p>251.06(9)(b)6. Dishwashing - Air Drying</p> <p>Description: Rule states dishes and utensils shall be air dried in racks or baskets or on a drain board. On 03/05/26 dishes in the kitchen were observed drying on towels.</p>	<p>reviewed that nothing can be on drying cart towel was removed.</p>	<p>3/30/26</p>	

Name - Certified Operator / Licensed Center		Provider Number / Facility ID Number	
Carebare Daycare		2000585502 / 002 - 2002614	
Address - Facility (Street, City, State, Zip Code)		Telephone Number	Date - Regulation Visit
2838 37Th Ave 4 Osceola WI 540204170		651-210-0666	3/5/2026
Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date	Verification Date
19 251.06(9)(d)1.c. <b>Food Storage - Cold Storage Thermometers</b>  Description: The refrigerator nor the freezer in the kitchen were equipped with a clearly visible accurate thermometer. In addition The Tenderheart Room was also missing a thermometer in the refrigerator.	there was thermometers in fridge & freezer just not visible.  These have been placed more visible	3/30/26	
20 251.06(9)(d)2.a <b>Food Storage - Dry Food</b>  Description: Open packages of dry foods including sugar, flour and vanilla wafers were observed in the kitchen area. Dry foods, if opened, are required to be stored in bags with zip-type closure or containers with a tight-fitting cover and should be labeled.	Thermometer added to little fridge in tender.  Have required all open containers to be put in ziplocks labeled & dated.	3/30/26	
21 251.06(9)(g)1.b. <b>Meal Preparation Staff - Clothing, Hair Restraints</b>  Description: Rule states meal preparation personnel who help prepare meals shall wear effective hair restraints such as hair nets or hats . The cook preparing food during the licensing visit was not wearing a hair net or hat.  Repeat violation: Previously cited on 4/30/2025	this has been reviewed.  Hats are provided for kitchen staff.	3/30/26	

Name - Certified Operator / Licensed Center		Provider Number / Facility ID Number		
Carebare Daycare		2000585502 / 002 - 2002614		
Address - Facility (Street, City, State, Zip Code)		Telephone Number	Date - Regulation Visit	
2838 37Th Ave 4 Osceola WI 540204170		651-210-0666	3/5/2026	
	Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date	Verification Date
22	<p>251.07(2)(c)1. Time Out - Age</p> <p>Description: Rule states that a time out may be used to handle unacceptable behavior only if the child is three years of age or older. A child in the Harmony room who has not turned three yet was told to take a break and was seen standing in a corner during the monitoring visit.</p> <p>Repeat violation: Previously cited on 11/6/2024</p>	<p>reviewed w/ all staff.</p> <p>All rooms have now calm down area for children that may need time to relax or calm</p>	3/30/26	
23	<p>251.07(4)(b) Naps Or Rest Periods - Awake Children</p> <p>Description: During an interview in the Smartheart Room the children were not allowed off their cots if they remained awake after 30 minutes of rest, they are expected to remain on their cots. Rule states that after 30 minutes a child who does not sleep or awakens to get up and have quiet time through the use of equipment or activities which will not disturb other children.</p>	<p>reviewed w/ staff.</p> <p>Quite activities have been gathered for those that do not nap.</p>	3/30/26	
24	<p>251.07(5)(b)5. Eating Surfaces - Cleaned, Sanitized</p> <p>Description: Child care workers did not use a two-step process of cleaning and sanitizing the tables before lunch as observed during the licensing visit. Per rule, eating surfaces, shall be washed and sanitized before and after each use.</p>	<p>I was not aware tables needed to be cleaned before and after use.</p> <p>This has become part of prepping for use.</p>	3/30/26	

Name - Certified Operator / Licensed Center		Provider Number / Facility ID Number	
Carebare Daycare		2000585502 / 002 - 2002614	
Address - Facility (Street, City, State, Zip Code) 2838 37Th Ave 4 Osceola WI 540204170		Telephone Number 651-210-0666	Date - Regulation Visit 3/5/2026
Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date	Verification Date
25 251.07(6)(f)6. Current Authorizations For Medications On Premises  Description: One child in the Tenderheart Room had a container of Tylenol in the room, but did not have a current medication authorization from the parent on file for medicine that is on the premises.	these meds were to go home. Did not have form because not being used. Medication not allowed in classrooms.	3/31/26	
26 251.07(6)(i)1. Washing Child's Hands & Face  Description: Children's hands were not washed immediately before meals and snacks. Children were observed washing their hands then returning to sit on the floor before eating.	Children are to sit at the table after washing.	3/30/26	
27 251.07(6)(j)2. Adult Handwashing  Description: A staff member in the Smartheart Room did not wash her hands after wiping a child's nose as is required by rule. This was observed by the Licensing Specialist during the monitoring visit.	reviewed importance of staff reviewed requirements.	3/30/26	

Name - Certified Operator / Licensed Center		Provider Number / Facility ID Number		
Carebare Daycare		2000585502 / 002 - 2002614		
Address - Facility (Street, City, State, Zip Code)		Telephone Number	Date - Regulation Visit	
2838 37Th Ave 4 Osceola WI 540204170		651-210-0666	3/5/2026	
	Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date	Verification Date
28	<p>251.09(1)(b)  <b>Infant &amp; Toddler - Location &amp; Sharing Intake Information</b></p> <p>Description: Two children's Intake for Child Under 2 forms were not in the room where the children had been moved to for a period of time. Admission information for an infant or toddler shall be on file in the room or area to which the child is assigned and shall be known to the child care worker.</p> <p>Repeat violation: Previously cited on 11/8/2024</p>	<p>paper work has been uploaded in portable app for access at all times.</p>	3/30/26	
29	<p>251.09(1)(d)  <b>Infant &amp; Toddler - Assignment To Room &amp; Caregiver</b></p> <p>Description: Rule states each infant and toddler shall be cared for by a regularly assigned child care worker in a specific self-contained room or area. Infants and toddlers may not be transferred to the care of another child care worker or another group or room in order to adjust group sizes or staff-to-child ratios. One staff had to leave the Funshine Room to go cook so children were moved into two different rooms to accommodate.</p>	<p>not aware kiddos. could not visit rooms to make sure in ratio. will hire a float.</p>	3/30/26	
30	<p>251.09(1)(e)  <b>Infant &amp; Toddler - Provider Training</b></p> <p>Description: Staff B, was assigned as an assistant child care teacher with toddlers in the Funshine Room and did not have documentation of completing a minimum of ten hours of training in infant and toddler care approved by the Department within six months after beginning to work with infants and toddlers.</p> <p>Repeat violation: Previously cited on 11/8/2024</p>	<p>Staff B recently graduated high school. will be scheduled at completion of probation time (90 days)</p>	4/1/26	

Name - Certified Operator / Licensed Center		Provider Number / Facility ID Number		
Carebare Daycare		2000585502 / 002 - 2002614		
Address - Facility (Street, City, State, Zip Code) 2838 37Th Ave 4 Osceola WI 540204170		Telephone Number 651-210-0666	Date - Regulation Visit 3/5/2026	
	Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date	Verification Date
31	251.09(2)(k) Infant & Toddler - Adult-Size Chairs  Description: Rule states an adult size chair shall be provided for each child care worker. In the Baby Tugs Room there were two staff and only one adult sized chair.	Will purchase folding chairs. I encourage staff to be on floor w/ kiddos and involved w/ children.	4/15/26	
32	251.09(3)(a)14. Infant & Toddler - Feeding From Baby Food Containers  Description: During an interview staff stated they were feeding children directly from the baby food container. Infant food should be fed from a bowl instead of the baby food container.	baby food is now being put in bowls when feeding.	3/7/26	
33	251.09(4)(a)2. Infant & Toddler - Diaper Changing Surface Disinfection  Description: Rule states that a diaper changing surface shall be cleaned with soap and water and a disinfectant solution. In the Tenderheart Room they are only using only a disinfectant solution.	This 2 step cleaning has been reviewed w/ staff Classroom observations will be included to this	3/30/26	

Name - Certified Operator / Licensed Center Carebare Daycare		Provider Number / Facility ID Number 2000585502 / 002 - 2002614	
Address - Facility (Street, City, State, Zip Code) 2838 37Th Ave 4 Osceola WI 540204170		Telephone Number 651-210-0666	Date - Regulation Visit 3/5/2026
	Rule/Statute Number Noncompliance Statement	Correction Plan	Expected Completion Date
34	251.09(4)(a)5. Infant & Toddler - Soiled Diapers Disposal  Description: Soiled diapers and wipes need to be disposed of in a plastic-lined, hands-free, covered container. An uncovered garbage can in the bathroom was observed to contain soiled diapers and wipes during the licensing visit.	replaced with working hands free garbage cans.	4/11/26
35	251.09(4)(b) Infant & Toddler - Sinks In Self-Contained Area  Description: The handwashing sinks in the rooms were being used for purposes other than handwashing. During interviews staff said they were filling bottles for formulas and water bottles for children to drink out of at the handwashing sink.	water containers have been added to classrooms for use.	3/30/26

NAME - Agency Worker  
Wendy Badzinski, April Callihan

Date Issued  
4/22/2026

SIGNATURE - Certified Operator or Designee / Licensee or Designee

*Kimberly J. Audhams*

Date Signed

4/20/26