



## Licensing Non-Compliance and Violations

School Name: Menomonee Falls

Inspection Date: 11/5/24

Plan of Correction Due date: 5/28/25

Plan of Correction Submitted: 5/23/25

### 1. **Violation:**

- Standard or Regulation:

251.04(2)(c)

- Summary of the requirement stated in licensing regulations:

Current, Accurate Information

- The circumstances of the violation:

“The teacher has been exhibiting actions that are cruel, aversive, frightening, or humiliating to children & corporal punishment for several years. The written description of Final Warnings starting in March 2018 and extend to October 2024. The center failed to inform licensing and/or Waukesha Co. CPS of these incidents, even when requested information was solicited by licensing.”

- Correction already made.

The teacher in question was the subject of allegations that were not supported by physical evidence. As a precautionary measure, COA’s Human Resources Department, which is not a mandated reporter, assisted in documenting the incidents through formal write-ups. In alignment with COA’s recently updated policy—requiring that all actions or patterns of behavior that could potentially lead to a serious incident be thoroughly documented and addressed, the teacher was ultimately terminated on **10/21/24**. This decision was made in the interest of maintaining a safe and compliant environment for children and staff. The individual is no longer employed by COA. Should any substantiated concerns arise, Licensing will be notified in accordance with regulatory requirements.

### 2. **Violation:**



- Standard or Regulation:

251.04(2)(m)

- Summary of the requirement stated in licensing regulations:

Health, Safety & Welfare of Children

- The circumstances of the violation:

“Documentation of the notice of final warnings stated that the teacher has been reprimanded for six plus years for the same actions of pinching and/or squeezing children’s hands and feet, endangering the health, safety, and welfare of children.”

- Correction already made.

The teacher in question was the subject of allegations that were not supported by physical evidence. As a precautionary measure, COA’s Human Resources Department, which is not a mandated reporter, assisted in documenting the incidents through formal write-ups. In alignment with COA’s recently updated policy—requiring that all actions or patterns of behavior that could potentially lead to a serious incident be thoroughly documented and addressed—the teacher was ultimately terminated on **10/21/24**. This decision was made in the interest of maintaining a safe and compliant environment for children and staff. The individual is no longer employed by COA.

### 3. **Violation:**

- Standard or Regulation:

251.04(3)(jm)

- Summary of the requirement stated in licensing regulations:

Report – Prohibited Actions

- The circumstances of the violation:

“The center failed to report prohibited actions by a teacher to the department within 24 hours.”

- Correction already made.



Licensing will be notified in accordance with regulatory requirements. Correction date, date of visit **11/5/24**.

**4. Violation:**

- Standard or Regulation:

251.04(8)(a)

- Summary of the requirement stated in licensing regulations:

Mandated Reporting – Child Abuse & Neglect

- The circumstances of the violation:

“The center knowingly disciplined a teacher for behavior that would constitute a call to Waukesha Co. CPS. The center neglected to call and report known behavior of pinching and squeezing children.”

- Correction already made.

The teacher in question was the subject of allegations that were not supported by physical evidence. As a precautionary measure, COA’s Human Resources Department, which is not a mandated reporter, assisted in documenting the incidents through formal write-ups. In alignment with COA’s recently updated policy—requiring that all actions or patterns of behavior that could potentially lead to a serious incident be thoroughly documented and addressed—the teacher was ultimately terminated on **10/21/24**. This decision was made in the interest of maintaining a safe and compliant environment for children and staff. The individual is no longer employed by COA. Should any substantiated concerns arise, Licensing will be notified in accordance with regulatory requirements.

**5. Violation:**

- Standard or Regulation:

251.05(3)(k)2

- Summary of the requirement stated in licensing regulations:

Contact With Person - Behavior

- The circumstances of the violation:



“A teacher with a history of inappropriate behavior that gives reasonable concern for the safety of children, while employed at the center was allowed to care for children.”

- Correction already made.

The teacher in question was the subject of allegations that were not supported by physical evidence. As a precautionary measure, COA’s Human Resources Department, which is not a mandated reporter, assisted in documenting the incidents through formal write-ups. In alignment with COA’s recently updated policy—requiring that all actions or patterns of behavior that could potentially lead to a serious incident be thoroughly documented and addressed—the teacher was ultimately terminated as of **10/21/24**. This decision was made in the interest of maintaining a safe and compliant environment for children and staff. The individual is no longer employed by COA. Should any substantiated concerns arise, Licensing will be notified in accordance with regulatory requirements.

***I attest that this action plan accurately reflects the actions I have taken or have proposed to take to ensure substantial compliance for my school, teachers, and general operations.***

School Director Name: Kristina Hrapsky School Director Signature: 

Manager of Operations Name: Kelsey Smierciak Signature: Kelsey Smierciak