



DEPARTMENT OF HEALTH AND HUMAN SERVICES
DIVISION OF PUBLIC HEALTH
STATE OF NEBRASKA

IN THE MATTER OF:
THE OPERATING CHILD CARE CENTER)
LICENSE OF NANA'S LITTLE WORLD 2) NOTICE OF
OWNED BY CO-OPERATED INVESTMENTS LLC) DISCIPLINARY ACTION
)

LICENSED LOCATION: 3148 N.93rd ST., OMAHA, NE 68134
LICENSE NUMBER: CCC 9419
CAPACITY: 99
AGES: 6 WEEKS TO 13 YEARS
HOURS AND DAYS: 12:00 AM TO 12:00 AM MONDAY THROUGH FRIDAY
DATE INITIALLY LICENSED: NOVEMBER 11, 2013
LICENSE STATUS: CORRECTIVE ACTION, March 19, 2018, to September 19, 2018.

NOTICE:

Nana's Little World 2, owned by CO-Operated Investments LLC (hereinafter referred to as "Nana's") is notified that the Department of Health and Human Services, Division of Public Health, (hereinafter referred to as "Department") is imposing disciplinary action against Nana's Operating Child Care Center License for violation of the following statutes and regulations:

AUTHORITY:

Nebraska Revised Statutes, section 71-1919, of the Child Care Licensing Act provides that "the Department may ... take disciplinary action against a license issued under the Child Care Licensing Act on any of the following grounds:

- (1) Failure to meet or violation of any of the requirements of the Child Care Licensing Act or the rules and regulations adopted and promulgated under the act; ...
- (4) Conduct or practices detrimental to the health or safety of a person served by or employed at the program;"

Nebraska Revised Statutes, section 71-1920, of the Child Care Licensing Act provides that "...the Department may impose any one or a combination of the following types of disciplinary action against a license issued under the Child Care Licensing Act:

- (a) Issue a probationary license;
- (c) Impose a civil penalty of up to five dollars per child, based on the number of children for which the program is authorized to provide child care on the effective date of the finding of violation, for each day the program is in violation." ...

391 NAC 3-008.01 Grounds for Denial or Disciplinary Action: "The Department may deny the issuance of or take disciplinary action against a license on any of the following grounds:

- 1. Failure to meet or violation of any of the requirements of the Child Care Licensing Act or the rules and regulations adopted and promulgated under the Act; ...
- 4. Conduct or practices detrimental to the health or safety of a person served by or employed at the program;" ...

391 NAC 3-006.01 Licensee Requirements: "The licensee must:

- 1. Ensure that the center is administered and managed appropriately;
- 2. Maintain compliance with all applicable state statutes and child care center regulations; ...
- 4. Either manage the day-to-day operations of the center or designate a director who is responsible for the day-to-day management of the center and define the duties and responsibilities of the director in writing; and
- 5. Ensure that the center has sufficient resources to provide a safe, healthy, and nurturing environment to all children enrolled in the center." ...

391 NAC 3-006.02 Director Requirements: "The director is responsible for managing the day-to-day operations of the child care center. The director must report to the licensee all matters related to the maintenance, operation, and management of the childcare center and be directly responsible to the licensee or to a person delegated governing authority by the licensee. The director must:

- 1. Be responsible for the center's compliance with rules and regulations;
- 2. Be within the childcare area a sufficient number of hours to permit adequate attention to the management of the center; ...
- 13. Ensure that staff-to-child ratios are met at all times;
- 14. Ensure that parents have access to their children at all times that children are in care; and
- 15. Develop and use written criteria to assess the ability of staff to give or apply medication safely."

391 NAC 3-006.15B Staffing Requirements: “...

2. Each room where children are receiving care must have a teacher who is involved with the direct care of children.
3. During naptime, at least one teacher must be in the room where children are napping, as long as the staff-to-child ratio is maintained center-wide.
4. At least two staff members must be on the premises at all times, except:
 - a. When the number of children in care is 12 or fewer; or
 - b. When all children in care are school-age and there are 15 or fewer.”

391 NAC 3-006.19 Supervision of Children: “Adequate and appropriate supervision must be provided to children at all times children are in attendance, including during outdoor play. Ultimate responsibility for supervision rests with the licensee.”

391 NAC 3-006.27D Permission and Instruction: “Any staff who gives or applies prescription or non-prescription medication may do so only with prior written permission and written instructions from a parent. Staff must comply with the instructions provided by the parent or inform the parent the medications will not be given or applied. ... 3. Expired medication must not be given or applied to a child and must be returned to the parent or destroyed.”

391 NAC 3-006.30F First Aid Kit: “A first aid kit must be available on the premises. It must be inaccessible to children. If any poisons or medications are stored in the kit, it must be kept in locked storage. The kit must contain. ...

2. Soap; ...
6. Scissors;” ...

391 NAC 3-006.31 Environmental Services: “The licensee must ensure that child care is provided in a safe, clean, comfortable environment. Every area and building on the same premises used for child care must comply with these regulations.”

391 NAC 3-006.31A Housekeeping and Maintenance: “The licensee must ensure that the necessary housekeeping and maintenance are provided to protect the health and safety of children in care. The center and grounds must be kept clean, safe, and in good repair. ... 4. The licensee must equip and maintain the premises to prevent the entrance, harborage, or breeding of rodents, flies and all other insects and vermin. All doors opening to the outside must be self-closing (except sliding doors) and all windows used for ventilation must be screened. The center must have effective screening of all openings to the outside when flies or other flying insects are present.”

391 NAC 3-006.32E Other Environmental Safety Requirements: “... 2. All cleaning agents, medications (both prescription and nonprescription), and poisonous materials must be kept in locked storage at all times children are in care. Separate locked storage must be provided for medications requiring refrigeration.” ...

391 NAC 3-007.02B Water Supply: “The licensee must ensure the center has and maintains an accessible, adequate, safe, and potable supply of water for drinking, food preparation, and hand washing. 3. The licensee must ensure that: ... d. Water supply to all hand washing and bathing locations is maintained between a minimum of 100 degrees Fahrenheit and a maximum of 120 degrees Fahrenheit;” ...

FACTS AND FINDINGS:

On May 7, 2018, Dawn Kozak, Child Care Inspection Specialist, Nebraska Department of Health and Human Services, Division of Public Health (hereinafter referred to as “Kozak”), conducted an unannounced monitoring and a semi-annual inspection. Nana’s license is currently placed on Corrective Action Status due to violations involving staffing and supervision violations. The Corrective Action Status is valid through September 19, 2018.

Upon arrival at the center, Kozak knocked several times at the door in order to gain access to the facility. Kozak could see three (3) children sitting around a semi-circular toddler table through the front glass door. Kozak did not observe any staff in the area providing supervision to the toddlers.

Kozak continued to knock at the door and a small male child estimated to be three-years-old opened the door for Kozak. Kozak walked into the large multi-purpose room area and on the right side of the room, opposite the three (3) children at the semi-circle desk, observed at least six (6) children around the lunch table area. Kozak did not observe staff present supervising in this area. Kozak was in the building for at least 30 seconds when two (2) staff entered the room where the children were located. When Kozak entered the building, she informed staff that they were required to be in the room with the children.

Tanaya Crawford, Director, (hereinafter referred to as Crawford) was not on the premises when Kozak first arrived, but arrived a short time later. To enable Crawford to view for herself the children walking around unsupervised, Kozak requested to view the video that the facility voluntarily maintains that records parts of the childcare and the activities of the children and staff.

After Licensee, Kristine Williams, (hereinafter referred to as Williams), arrived at the center, Kozak and Crawford reviewed the video with Williams, to show that a male child let Kozak into the facility. Prior to the section of video that showed the child that let Kozak into the facility, the video also showed a three-year-old female child coming from a classroom in the back of the center to the front area of the center with no staff present or supervising this female. The female child looked in the mirror, walked around for a few seconds, and then went into an area out of sight of the camera with no adult present. In total, the time that the children were not supervised while within the program was approximately 3 minutes.

Several times during the inspection, Crawford made the statement, “I don’t see what the big deal is. There are teachers everywhere.” Kozak explained to Crawford regulations required a Teacher in every room where children are receiving care. Crawford shook her head from side to

side and eventually got up in the middle of the inspection and left the facility. The Licensee, Williams, remained with Kozak.

In addition to these violations related to the monitoring of the Corrective Action, Kozak cited the following violations as a result of the semi-annual inspection:

- Several medications on the premises that were either expired or no longer in use;
- The first aid kit in the center was missing soap and the first aid kit in the van was missing scissors;
- Ants along the outside wall near the front door;
- Several unscreened doors throughout the facility were propped open;
- Numerous cleaning supplies and chemicals throughout the facility that were not in locked storage; and
- Water in the hand-washing sink tested at 94.6 Fahrenheit.

PREVIOUS HISTORY:

Nana's is currently under a Corrective Action Status, effective from March 19, 2018, until September 19, 2018. The Corrective Action, in part, addressed children being alone and unsupervised as well as Crawford and Williams ensuring compliance with child care center regulations and terms of the Corrective Action.

DISCIPLINARY ACTION IMPOSED:

Based upon the facts presented above, the Department intends to impose the following:

1. Nana's Operating Child Care Center license is placed on probation for a period of one year from the effective date of September 14, 2018, to September 14, 2019. The following terms and conditions will apply:

a. By September 28, 2018, Nana's Licensee must submit to Dawn Kozak, State Office Building, 3rd Floor, 1313 Farnam St., Omaha, Nebraska, 68102, (402) 595-3203, Dawn.Kozak@nebraska.gov an Improvement Plan that includes how the Licensee will address the Director's overall management of staff, the Childcare, and compliance with regulations

b. By December 12, 2018, Nana's staff must complete two (2) hours of supervision training.

This training must be approved by the Early Childhood Training Center as well as the Department of Health and Human Services, as meeting the requirements for acceptable training for childcare program staff.

Prior to participating in any training, Nana's will submit in writing the following to the Department, in order for the Department to determine if the training meets the requirements for which it is intended: training curriculum, date and time of training,

name of the training, presenter/instructor's name, and the number of hours. This training will not count toward the required 12 hours of annual training.

Upon receipt of the above information, the Department will either approve or require additional information in writing from the Nana's within ten working days of the receipt of the letter requesting approval of the training. If additional information is required, Nana's must reply with the required information within ten calendar days of notice by the Department.

Nana's must submit verification of attendance and successful completion within fifteen calendar days after completion of the approved training.

Nana's is responsible for paying for all costs associated with compliance

All documentation required must be submitted to Department, Attn: Dawn Kozak, State Office Building, 3rd Floor, 1313 Farnam St., Omaha, Nebraska, 68102, (402) 595-3203, Dawn.Kozak@nebraska.gov or at such other address as directed in writing, by the Department.

2. Nana's is assessed a civil penalty in the amount of \$297 (\$3.00 times license capacity of 99 children) for one day of non-compliance with terms of Corrective Action found during inspection on May 7, 2018. Said penalty will then be payable to the Nebraska Department of Health and Human Services, Division of Public Health. Said penalty is to be sent to Chris Kort, PO Box 94986, Lincoln, NE 68509-4986.

3. Compliance will be monitored by Children's Services Licensing staff and may be monitored by other Department representatives (i.e., Fire Marshal or designated agent, Environmental Health Specialist/Scientist or designated agent, Resource Development Worker, Children and Family Services Specialist/Worker, etc.). The Licensee and any employees and/or agents must cooperate with the Department in these monitoring inspections.

4. A copy of this Notice of Disciplinary Action must be posted with the current childcare license so it is clearly visible to parents and agency representatives.

5. Failure to comply with the terms of this disciplinary action, the applicable Family Child Care Home I Regulations, and failure to correct the violations will be grounds for revocation or such other discipline as the Department may deem appropriate after notice to the licensee and an opportunity for a hearing.

6. If Nana's discontinues the child care program for any reason, the time that Nana's is not actively operating a licensed child care program will not count toward the probation period and any subsequent child care license issued by the Department indicating Nana's as licensee/director/owner shall be subject to the terms of this probation including completion of the probation period. Nana's must notify the Department, in writing, within seven (7) working days of any period that it is not actively operating the program. Active operation is the provision of childcare for a minimum of forty (40) hours a week for fifty (50) weeks of a calendar year.

BE ADVISED:

Pursuant to Nebraska Revised Statutes, section 71-1922, this action becomes final on September 14, 2018, unless the Department receives a written request for a hearing on or before such date. The license shall continue in effect until the final order of the director if a hearing is requested. If the director does not receive such request on or before such date, the action of the Department is final. On the date the action of the Department is final, the current Corrective Action Status shall be considered unsatisfactorily terminated.

If you decide to request a hearing, your written request for hearing must be received by the Department on or by September 13, 2018. It should be addressed to:

Chris Kort, for DHHS
Children's Services Licensing – Licensure Unit
Division of Public Health
P.O. Box 94986
Lincoln, NE 68509-4986

If you request a hearing, you will be notified of the time, date, and place of the hearing and other pertinent information, by separate notice. On the basis of such hearing, the director will affirm, modify, or rescind the determination of the Department. Be advised that pursuant to Nebraska Revised Statutes, section 71-1920, upon completion of any hearing held, the director may impose any or a combination of any of the following: probation, suspension, revocation, civil penalty, restrictions of new enrollment, restrictions or other limitations on the number of children or the ages of the children served in the program, or other restrictions or limitations on the type of service provided by the program. On the basis of the hearing, a modification by the director may include sanctions important to your program, up to and including the loss of your license.

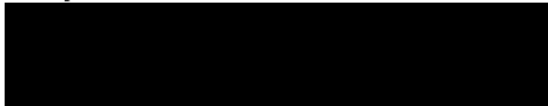
Nebraska Revised Statutes, section 71-1911, provides that a person who has had their **“license suspended or revoked other than for nonpayment of fees shall not operate or offer to operate a program for or provide care to any number of children until the person is licensed pursuant to this action.”**

Nebraska Revised Statutes, section 71-1920 of the Child Care Licensing Act, provides that “any fine imposed and unpaid under the Child Care Licensing Act shall constitute a debt to the State of Nebraska which may be collected in the manner of a lien foreclosure or sued for and recovered in any proper form of action in the name of State of Nebraska in the district court of the county in which the program is located.” In addition, section 71-1920, (2), states that “a person who has had a license revoked for any cause other than nonpayment of fees shall not be eligible to reapply for a license for a period of two years.”

That Nebraska Revised Statutes, section 71-1923 of the Child Care Licensing Act, provides that "a licensee may voluntarily surrender the license issued under the Child Care Licensing Act at any time, except that the Department may refuse to accept a voluntary surrender of a license if the licensee is under investigation or if the Department has initiated disciplinary action against the licensee."

Dated: August 30, 2018

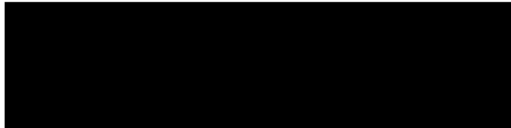
Courtney N. Phillips, PhD
Chief Executive Officer
Department of Health and Human Services



Becky Wisell, Administrator
Licensure Unit
301 Centennial Mall South
Lincoln, NE 68509-4986

CERTIFICATE OF SERVICE

COMES NOW, the undersigned and certifies that on the 30th day of August 2018, a copy of the foregoing **NOTICE OF DISCIPLINARY ACTION** was sent by certified and first class United States mail, sufficient postage prepaid to NANA'S LITTLE WORLD 2, 3148 N.93rd ST., OMAHA, NE 68134



Chris Kort
Administrative Assistant



This license shall be kept available in the establishment and such proof of credentialing shall be shown upon request.

State of Nebraska

Department of Health and Human Services
Division of Public Health

CO-OPERATED INVESTMENTS LLC

is hereby authorized in compliance with laws of the State of Nebraska to establish and conduct an

Operating Child Care Center

located at: 3148 NORTH 93rd ST Omaha NE 68134

A maximum of 99 children in ages 6 WKS to 13 YRS may be in attendance at any one time during the hours of 0000 to 2400 on MTWTHFS.

NANA'S LITTLE WORLD 2 owned by CO-OPERATED INVESTMENTS LLC is hereby issued License

No. CCG9419

whose status is Active-Corrective Action Status effective from 03/19/2018

Amended: 03/23/2018

Given under the name and Seal of the Department of Health and Human Services Regulation and Licensure of the State of Nebraska at Lincoln on March 23, 2018.



Thomas L. Williams, MD Chief Medical Officer
Director, Division of Public Health
Department of Health and Human Services

426315

NEBRASKA

Good Life. Great Mission.

DEPT. OF HEALTH AND HUMAN SERVICES



Pete Ricketts, Governor

March 23, 2018

NANA'S LITTLE WORLD 2
Co-operated Investments, LLC, Owner
Krisinte Williams, Licensee
3148 North 93rd Street
Omaha, NE 68154

Dear Ms. Williams:

In accordance with the letter written by Jo Pfeiffer, Child Care Licensing Supervisor, on March 19, 2018, the original License of NaNa's Little World 2 to operate as a Child Care Center in the State of Nebraska has been placed on Corrective Action Status. A license imprinted with the term "Corrective Action Status" is enclosed. This status became effective March 19, 2018, and it will remain in effect until September 19, 2018. Upon completion of this term, a new license will be issued to the Center.

At this time we ask that you submit the current license of NaNa's Little World 2 by return mail, within the next seven (7) days, to DHHS, Division of Public Health, Licensure Unit, Attn: Chris Kort, 301 Centennial Mall South, Lincoln, NE 68509-4986.

If you have any questions, please contact Jo Pfeiffer, Child Care Licensing Supervisor, at (402) 595-3335.

Sincerely,



Becky Wisell, Administrator
Licensure Unit
301 Centennial Mall South
Lincoln, NE 68509-4986

BW/dcp

cc: Children's Services Licensing

March 19, 2018

CERTIFIED MAIL

Nana's Little World
Owned by Kristine Williams.
3148 North 93rd Street
Omaha, NE. 68134

Dear Kristine Williams, Licensee and Tanaya Crawford, Director:

The Nebraska Department of Health and Human Services, Office of Children's Services Licensing received your Plan of Correction. The attached corrective action plan has been reviewed and approved effective 03/19/2018.

A new license, identified with 'Corrective Action Status' will be mailed to your facility. The new license is to be posted in a prominent location. The license status will be in effect for a period from the date of approval, 03/19/2018 to 09/19/2018.

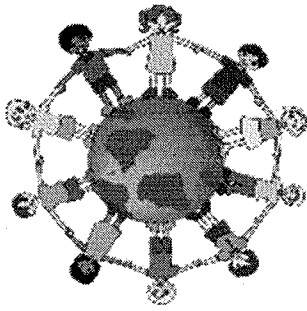
Compliance with the terms of the Corrective Action Status will be monitored by announced and unannounced inspections to your facility by Child Care Licensing staff. Any violation may be grounds for discipline as the Office of Children's Services Licensing program may determine appropriate.

If you have questions regarding this letter, please contact Dawn Kozak, Child Care Inspection Specialist at 402-595-3206 or me, at 402-595-3335.

Sincerely,


Jo Pfeiffer, Child Care Licensing Supervisor
Children's Services Licensing
Nebraska State Office Building, 3rd floor
1313 Farnam St.
Omaha, NE 68102

Cc: Dawn Kozak, Child Care Inspection Specialist



FEB 28 2018

Nana's Little World 2

3148 N 93rd

Omaha NE 68134

402-932-5525

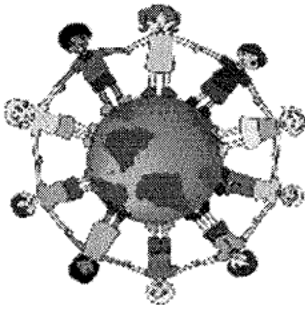
402-932-5711

To whom it may concern:

The issues that were of concern are as follows, NAC 391 3-006.20A Prohibited forms of discipline, NAC 391 3-006.2A Use of Time Out, NAC 391 3-006.19 Supervision of Children, NAC 391 3-006.3A5 Department of Determination, NAC 391 3-006.02 Director Requirement, and NAC 391 3-006.01 Licensee Requirement.

The provisions that we will be taking in order to correct the above-mentioned issues would be as follows...

1. Prohibited forms of Discipline: I have had the staff read our policy on discipline as well as the State Regulations Handbook, regarding discipline. Staff also has signed a letter stating they will follow these rules at all times, or consequences will follow. They understand there is no tolerance for any other kind of discipline other than what is in the State Regulations Handbook. I Tanaya Crawford will be walking around more in the class rooms to assure the correct forms of discipline are being met. I Tanaya Crawford will set aside time to view cameras randomly also, to assure that the correct forms of discipline are being met during all business hours of operation.
2. Use of Time Out: I Tanaya Crawford will ensure that the staff knows the proper use of time out, which is, one minute per age, a staff present, and in a well-lit room. The time out must be done in the same class room as the child, where adequate supervision is being done. The staff and I went over this right out of the State Regulation Handbook. Also, as far as the breast-feeding room, I Tanaya Crawford has changed the lock and I am the only one with a key. So, I can assure no one is to go into that room, that is not to be in there. Only I have access to that key.
3. Supervision of Children: I Tanaya Crawford have shown all staff the State Regulations Handbook pertaining to the supervision of children. I have explained adequate and appropriate supervision must be done at all times children are in attendance. Under no circumstances are children to be left unattended. The staff has signed the page I copied right out of the State Regulation Handbook, regarding this issue, saying they understand and will abide by these rules. I Tanaya Crawford will be randomly walking through the class rooms and veiwing cameras to ensure everyone is following these rules, through out the day and evening.



LICENSURE UNIT

Nana's Little World
3148 N 93rd.
Omaha NE 68134
402-932-5525
402-932-5711

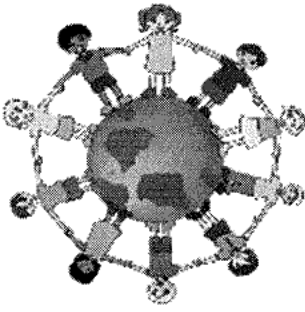
4. Department Determination: I am here providing documentation for the department to make a determination.
5. Director Requirements: I Tanaya Crawford have re-read the director requirements in the State Regulation Handbook and understand my role and duties as the director. I Tanaya Crawford copied it out of the State Regulations Handbook and signed ensuring that I understand. I Tanaya Crawford will ensure that all these rules will be followed by staff or consequences will follow. Also, when a concern is brought to my attention I will continue to be sure to address it, but also give a write up for it, that way it's proven by paper that I have addressed the issue. I will also forward the write up and concern to Dawn Kozak.
6. Licensee Requirements: I Tanaya Crawford and Kristine Williams, the Licensee, have re-read the requirements in the State Regulation Handbook. We both understand the information within. We have developed a plan in which Kristine Williams will call Tanaya Crawford a minimum of three times a day to check in as well as have random visits to the center, through out the day and evening hours, each and every week.

Attached to this initial letter would be individualized letters, and sheets that staff has signed from the State Regulation Handbook regarding each concern. These letters and pages are in order as how it was typed out on the Compliance/Complaint Review sheet that I received.

Thank You,



Tanaya Crawford, Director



LICENSURE UNIT

FEB 28 2018
Nana's Little World 2
3148 N 93rd.
Omaha NE 68134
402-932-5525
402-932-5711

To whom it may concern:

3-006.01 Licensee Requirements

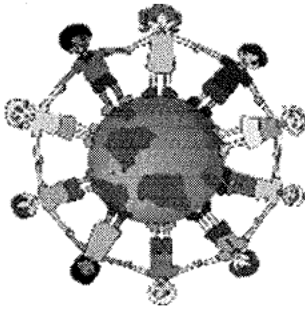
I Kristine Williams have read and gone over the State Regulations Handbook on the licensee requirements. I Kristine Williams will ensure that the director Tanaya Crawford, is managing the day to day operations correctly and according to the State Regulations handbook. I Kristine Williams is in contact either through phone, or stopping in, with Tanaya Crawford, daily. I Kristine Williams is in contact with all my Directors at the end of each day. I Kristine Williams will ensure that Tanaya Crawford is effective and in compliance with all Regulations, and policy and procedures.

Licensee



1/30/18

Kristine Williams



LICENSURE UNIT

Nana's Little World 2 2018

3148 N 93rd.

Omaha NE 68134

402-932-5525

402-932-5711

RECEIVED

To whom it may concern:

3-006.20A Prohibited Forms of Discipline:

I Tanaya Crawford have terminated Janae Lewis and Jasmine Webb for using the breast feeding room as a place of use for time out. I Tanaya Crawford went over the state guidelines from the state regulations handbook, once again with the remaining of the staff. Staff knows that a time out consist of 1 min per age, and has to be in the same room as they are, just off to the side.

I Tanaya Crawford have bought whistles for all staff, to use when trying to get the kids attention. Instead of it sounding like we are yelling at the kids, the teachers and myself have a whistle to blow. We are training the children when we blow the whistle 1 time u sit on the carpet and raise your hand in the air with five fingers up. When we blow the whistle 2 times that means to get up. We are doing this method now so that when we are trying to get the children's attention, it does not sound like we are yelling at them by having to raise our voice.

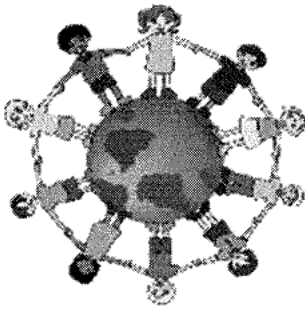
I Tanaya Crawford have terminated JaNae Lewis and Jasmine Webb for the allegations of rough handling in the evening when I am not here.

I Tanaya Crawford have never heard any of the staff at Nana's Little World 2, threatened to slap a kid in the face. That allegation was toward Jasmine Webb, and again she was terminated on 1/25/18.

Director

Tanaya Crawford

1-30-18



LICENSURE UNIT

FEB 28 2018

Nana's Little World 2

3148 N 93rd.

Omaha NE 68134

402-932-5525

402-932-5711

To whom it may concern:

3-006.20A Use of Time Out

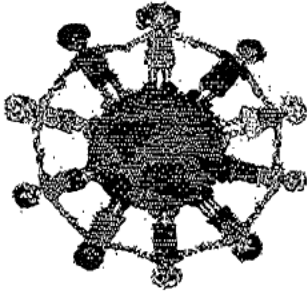
I Tanaya Crawford have instructed staff, you do not use the breast feeding room as a place for time out. We went over the State Regulations, and that time out has to be in the same room as you are in, just off to the side, and or thy will bring them to the office with Tanaya Crawford. Both areas are well lit and open for everyone to see and there is direct supervision from the teacher or the director. We also went over time out is 1 min per age, and do not go over that. The children forget what they are in time out for very quick.

Director



1-30-18

Tanaya Crawford



Nana's Little World 2
3148 N 93rd.
Omaha NE 68134
402-932-5525
402-932-5711

7/10/17

To Whom It May Concern:

I Tanaya Crawford will do the disciplinary form on any staff that go against any State Regulations, or any policy and procedures. If the violation is against a child, according to State Regulations then the punishment will be an automatic termination. Example, any hitting, putting in a closet, or pulling too hard on the child it will be an automatic termination. For any other violations we will follow the disciplinary action form we have. Along with this letter is our disciplinary action form that goes in the staff files when there is a violation.

Tanaya Crawford. Director

3/5/18

Nana's Little World

Disciplinary Action Form

Employee Name: _____

Date: _____

Disciplinary Action:

- _____ Initial Counseling
- _____ Oral Warning
- _____ Written Warning
- _____ Written Warning/Suspension
- _____ Termination

Your job performance has been found unsatisfactory for the reason(s) written below. This warning is given with the expectation of improvement. Failure to show improvement, or a reoccurrence of the issue, will result in further disciplinary action, up to and including termination.

Details:

Agreed upon improvement plan:

Date of next meeting for follow up: _____

Given by: _____

I have received and read this warning notice. I have been informed that a copy of this disciplinary action form will be placed in my file and reviewed for improvement.

Employee: _____

Date: _____



Tanaya Crawford will review the cameras throughout the day to ensure compliance is being met.

Date	Time	Signature





This is documentation for when Kristine Williams is checking in on the facility.

Date	Time	Phone/ In center	Signature



NEBRASKA

Good Life. Great Mission.

DEPT. OF HEALTH AND HUMAN SERVICES



Pete Ricketts, Governor

March 5, 2018

NaNa's Little World 2
Owned by Kristine Williams
3148 North 93rd Street
Omaha, NE. 68134

Dear Ms. Williams,

I am contacting you regarding the information you provided in response to the Corrective Action dated February 15, 2018.

At this time the Department is requesting additional information in order to satisfy the Corrective Action. The numbers used below correspond to the numbers used in the letter to the Department outlining your plan.

- 1) You propose that the Director, Tanaya Crawford will be walking through the center to assure that all regulations are being complied with or there will be consequence. The Department is requesting you provide a document that will be used by Crawford to document the times she walks through the center to monitor compliance that records the dates and times Crawford is doing so. The document must also include the dates and time she is reviewing the cameras during **ALL** business hours to insure compliance.
- 5) Provide a document that describe what the "consequence" referred to will be and under what circumstances.
- 6) Provide a document that will be utilized to document the times daily that Crawford and yourself speak daily as well as the dates you visit the program.

I am aware that you are on vacation from March 8th to the 16th so I am requesting these items be returned to the Department no later than 3/23/2018.

Sincerely,

Dawn Kozak, Child Care Inspection Specialist

Children's Services Licensing
Nebraska State Office Building, 3rd floor
1313 Farnam St.
Omaha, NE 68102
402-595-3203

NEBRASKA

Good Life. Great Mission.

DEPT. OF HEALTH AND HUMAN SERVICES



Pete Ricketts, Governor

February 15, 2018

NaNa's Little World 2
3148 North 93rd Street
Omaha, NE 68134
Attention:
Krisinte Williams, Licensee
Tanaya Crawford, Director

Certified Mail and Regular Mail

Dear Ms. Williams and Ms. Crawford;

Nebraska Revised Statutes, section 71-1911 (4), of the Child Care Licensing Act provides that the department may place a license on Corrective Actions Status..... A non-disciplinary probationary license may be issued for the licensee to operate under Corrective Action Status if the department determines that:

- a) The Licensee is unable to comply with all licensure requirements and standards or has had a history of noncompliance;
- b) The effect of noncompliance with any rule or regulation does not present an unreasonable risk to the health, safety or well-being of children or staff; and
- c) The Licensee has a written plan of corrections that has been approved by the department.

FACTS:

On 1/12/2018 the Department conducted a complaint investigation and substantiated a violation of NAC 391 3-006.20A , 3-006.19, 3-006.03A5, 3-006.02 & 3-006.01. The following was determined:

- Staff member, Janae Leweis grabbed a male toddler by the wrist and jerked the child toward a chair.

a breast feeding room was being used for time out, and children were being placed into the room without a staff member present, as well as time outs were in excess of one minute a year of a child's age.

- Children were being yelled at by the staff and both Staff Janae Lewis and Staff Jasmine Webb have been observed handling children roughly.
- Lewis remained the night-time supervisor after staff brought their concerns to Director Tanaya Crawford.
- Staff reported concerns to Director Tanaya Crawford and Crawford did not adequately address the violations of regulations.

REGULATORY BASIS:

- NAC 391 3-006.20A Prohibited Forms of Discipline .
- NAC 391 3-006.20A Use of Time Out
- NAC 391 3-006.19 Supervision of Children
- NAC 391 3-006. 3A5 Department Determination
- NAC 391 3-006.02 Director Requirements
- NAC 391 3-006.01 License Requirement

Based on the facts presented above and regulations violated, the department is placing your Operating license on Corrective Action Status for a period of six months.

Corrective Action Status is voluntary and the decision regarding placement on Corrective Action Status is not appealable. However, you are required to submit a written Plan of Correction that must be approved by the department. The following items must be included in your written Plan of Correction:

1. Identification of issue(s) of concerns;
2. Provisions for how you will correct and maintain compliance;
3. Specify the written documentation to be provided to the Department;
4. Identify who is responsible (include position titles) for corrections and maintenance of compliance; and
5. Timelines.

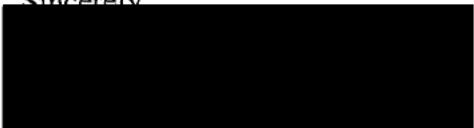
Please submit your written Plan of Correction to Dawn Kozak , Child Care Inspection Specialist, Nebraska Department of Health and Human Services, Office of Children's Services Licensing, 1313 Farnam St., 3rd floor, Omaha, NE 68102 within ten calendar days after you receive this letter.

If you do not submit a written Plan of Correction, or the written Plan of Correction is not approved, the Department may discipline your license by imposing one or a combination of the following types of Disciplinary Action:

1. Issue a probationary (disciplinary) license;
2. Suspend or revoke a provisional, probationary, or operating license;
3. Impose a civil penalty of up to five dollars per child, based upon the number of children for which the program is authorized to provide child care on the effective date of the finding of violations for each day the program is in violation;
4. Establish restrictions on new enrollment in the program;
5. Establish restrictions or other limitations on the number of children or the age of the children served in the program; or
6. Establish other restrictions or limitations on the type of service provided by the program.

If you have any question regarding this letter, please contact Dawn Kozak, Child Care Inspection Specialist at 402-595-3203 or Jo Pfeiffer, Child Care Licensing Supervisor at 402-595-3335.

Sincerely,



Jo Pfeiffer, Child Care Licensing Supervisor
Office of Children's Services Licensing
Nebraska Department of Health and Human Services
1313 Farnam St., 3rd floor
Omaha, NE 68102

cc:Dawn Kozak, Child Care Inspection Specialist,
Office of Children's Services Licensing, Central Office