

Notice of Findings

Notice To: Paige Fisher - Director
Facility Name: Mountain Academy Early Childhood Program
Owner:
Site Address: 700 Coyote Canyon Road
City/State/Zip: Jackson, WY 83001

The Department of Family Services has completed the investigation regarding alleged violation(s) of the Wyoming Child Care Rules received on 11/24/2025, and investigated by Kelli Dunne.

A statement of childcare allegation, CPL-6032, was provided on 12/03/2025.

The finding is listed below for each individual alleged violation of the Wyoming Child Care Licensing Rules:

1. Finding: Compliant

Regulation: Chapter 4. General Requirements
Section 6. Discipline and Guidance.

(d) The following behavior shall be prohibited in all child care settings:
(i) Punishment associated with food, rest or toileting;

Allegation: It has been reported that on one or more occasions in the last (60) days, a child in care was punished for not wanting to rest.

Explanation of Findings: There is not enough evidence to support a finding of non-compliance.

Corrective Action Plan Due Date:
Corrective Action Plan Achieved Date:
Compliance Due Date:
Compliance Achieved Date:

2. Finding: Non-Compliant

Regulation: Chapter 4. General Requirements
Section 6. Discipline and Guidance.

(d) The following behavior shall be prohibited in all child care settings:
(vi) Any form of confining a child's movement or restraining a child as a means of punishment; and

Allegation: It has been reported that in the last (60) days, a child in care was confined

to the cozy corner by a staff member for up to thirty minutes.

Explanation of Findings: During this investigation and through interviews conducted, it was established that on multiple occasions in the last (60) days, Director PF and assistant director RR confined a child in the cozy corner by sitting in front of and physically blocking the entrance so that the child could not get out of this small space. It has been found that during these incidents, the child became so upset that they screamed and kicked staff members PF and RR. It has also been found that this occurred due to a lack of knowledge and understanding by staff members on how to manage personal frustrations and challenging behaviors in the classroom.

Action Required: It is acknowledged by Child Care Licensing that since the revelation of these allegations and incidents, the facility has voluntarily removed the cozy corner from the classroom and have began the process of improving staff training on supporting challenging behaviors and appropriate behavior management strategies. The Director, PF, and Assistant Director, RR, shall complete 4 hours of training including: 2hr - Big Emotions and Self-Regulation for Adults and Children (\$5) 2hr - Building Relationships with Children and Youth Who Challenge Us (\$5) through Better Kid Care, or other similar classes which would need to be approved by Licensing prior to taking. Certificates of completion and an at least one paragraph statement shall be submitted which outlines what PF and RR learned from these trainings and how they will apply this knowledge to future situations. A Corrective Action Plan shall be submitted outlining how the facility will ensure that all students are treated with dignity and respect, including not confining any child in any way.

Corrective Action Plan Due Date: 01/21/2026

Corrective Action Plan Achieved Date:

Compliance Due Date: 02/09/2026

Compliance Achieved Date:

3. Finding: Non-Compliant

Regulation: Chapter 4. General Requirements

Section 4. Parental Rights.

(c) Parents have a right to the following information:

(iv) Any situation that occurred during child care that caused concerns for the child's health or safety;

Allegation: It has been reported that in the last (60) days, a situation involving confinement of a child occurred, which caused concerns for a child's safety, was not reported to the child's parents.

Explanation of Findings: During this investigation and through interviews conducted, it was found that in the last 60 days, the Director, PF, did not adequately and honestly report to the parents multiple situations involving the confinement of their child. In one incident, the parents were informed that their child vomited but were not informed that the child had been physically confined to the cozy corner and became visibly distressed, which subsequently led to the child vomiting. It has also been found that other staff members of the facility were concerned about what parents were being told about incidents in the facility and attempted to discuss these communication concerns with administrative staff, which did not lead to any changes or transparent reporting to the parents.

Action Required: It is acknowledged by Child Care Licensing that upon revelation of these allegations, the facility has completed a 2 hour, professionally led training with Teton Behavior Therapy to begin the process of improving behavior supports and clarifying procedures. The facility shall immediately evaluate the culture and communication throughout the facility, and prepare a Corrective Action Plan which

describes how the facility will ensure that staff members are able to safely discuss behaviors of children and staff with the administration of the school and how that information will be relayed accurately to parents of enrolled children. This plan shall also include how the facility will ensure that parents are receiving accurate and honest information about all safety situations which occur with their child in the facility. Director PF and Assistant Director RR shall complete 2 hours of effective leadership training, including: 1hr - Creating Emotionally Supportive Environments for Staff (ProSolutions) 1hr - The Art of Communication II: Communicating with Families (ProSolutions) or other similar classes which would need to be approved by Licensing prior to taking. Certificates of completion and an at least one paragraph statement shall be submitted which outlines what PF and RR learned from these trainings and how they will apply this knowledge to future situations.

Corrective Action Plan Due Date: 01/21/2026

Corrective Action Plan Achieved Date:

Compliance Due Date: 02/09/2026

Compliance Achieved Date:

4. Finding: Compliant

Regulation: Chapter 4. General Requirements
Section 6. Discipline and Guidance.

(d) The following behavior shall be prohibited in all child care settings:

(v) Any form of emotional maltreatment including rejecting, terrorizing, corrupting, isolating or ignoring a child. Children can be removed from a group, but not isolated. Behaviors of a child may be ignored, but not the child;

Allegation: It has been reported that in the last (60) days, a child in care has been emotionally maltreated while being confined to a small space, during which time the child expressed being afraid of staff member, RR.

Explanation of Findings: There is not enough evidence to support a finding of non-compliance.

Corrective Action Plan Due Date:

Corrective Action Plan Achieved Date:

Compliance Due Date:

Compliance Achieved Date:

5. Finding: Compliant

Regulation: Chapter 4. General Requirements
Section 11. Reports.

(c) All staff are required to report cases of suspected child abuse or neglect. An owner, director or their staff shall report immediately to the local Department office and/or local law enforcement any circumstances indicating that a child in care may have been subjected to abuse or neglect by a person inside or outside of a program.

Allegation: It has been reported that in the last (60) days, staff failed to immediately report to the local Department office a circumstance of a child in care that may have been subject to suspected abuse or neglect.

Explanation of Findings: There is not enough evidence to support a finding of non-compliance.

Corrective Action Plan Due Date:

Corrective Action Plan Achieved Date:

Compliance Due Date:

Compliance Achieved Date:

The Department requests your cooperation in ensuring compliance is met. In the absence of cooperation, the Department may take whatever steps are necessary to ensure the safety of children.

The Department's information may be shared with the authorized individuals or agencies, which include, but are not limited to, the Attorney General, County Attorney, and law enforcement.

If you disagree with the Department's finding of non-compliance for a violation, you may request an Administrative hearing within (10) days of your receipt of this letter (W.S. 14-4-108). Administrative hearing procedures are included in the Department of Family Services' **Wyoming Child Care Licensing Rules, Chapter 3, Section 5: Contested Case Hearing Rules**, and based upon the above statute. If you have questions, or need a copy of the Rules, you may contact the Department of Family Services Field office in the county where you live.

Licenser: Kelli Dunne
Address: 63 Washington, PO BOX 336
City/State/Zip: Afton WY 83110
Phone: 307-249-5848
Email: kelli.dunne@wyo.gov

Licenser Supervisor: Michelle Lala
Address: 1510 East Pershing Blvd
City/State/Zip: Cheyenne WY 82001
Phone: 307-777-5151
Email: Michelle.Tucker1@wyo.gov

Signature: *Kelli Dunne*
Kelli Dunne

Date: January 7, 2026

CC:

Rachel Rubin - Assistant Director
rachel.rubin@tetonscience.org

Doug Wachob - Board Representative
wachobdoug@gmail.com