

Notice of Findings

Notice To: Cathy Janish - Director
Facility Name: Just Like Home Preschool and Childcare
Owner: Cathy Janish
Site Address: 664 Sweetwater
City/State/Zip: Lander, WY 82520

The Department of Family Services has completed the investigation regarding alleged violation(s) of the Wyoming Child Care Rules received on 08/16/2021, and investigated by Regien Hasperhoven.

A statement of childcare allegation, CPL-5136, was provided on 08/19/2021.

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

1. Finding: Non-Compliant

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

(a) Written discipline policy shall be followed by all staff and shall:

Allegation: It has been reported that Mrs. Cathy Janish and some of her staff are using methods of discipline with children that do not align with the facility's written Discipline and Guidance Policy. This includes yelling at children and/or using name calling and derogatory or demeaning terminology.

Explanation of Findings: Through interviews during this investigation it was established any screaming at child care children did not take place, although staff at Just Like Home Preschool and Daycare did yell at children. None of these occurrences were determined to be screaming. The investigation showed that inappropriate language such as "shut your damn mouth" was used by staff and directed at child care children within the past six months. This information was provided by the child care facility's owner and it was explained that the employee using this type of language was fired. The facility's discipline policy describes positive ways of dealing with children's behaviors that would not include using this type of language with children. Child care licensing rules require that written discipline policy shall be followed by all staff.

Action Required: Please ensure all staff follows the facility's discipline policy. Please submit a CAP showing how you will ensure that staff will follow the facility's discipline policy in the future.

Corrective Action Plan Due Date: 09/14/2021

Corrective Action Plan Achieved Date:
Compliance Due Date: 09/14/2021
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:

(iii) Inappropriate use of language, including but not limited to profanity, name-calling, derogatory or demeaning terminology or screaming related to disciplinary purposes;

Allegation: It has been reported that, within the past six months, Cathy and some of her staff have yelled/screamed at children, and have used name calling and derogatory/demeaning language in the form of telling a child they were SOL, and telling a child(ren) they were acting like a baby and needed to get over it and grow up.

Explanation of Findings: Through interviews during this investigation it was established any screaming at child care children did not take place, although staff at Just Like Home Preschool and Daycare did yell at children. Other staff was using stern language in a loud voice. None of these occurrences were determined to be screaming. The investigation showed that inappropriate language such as "shut your damn mouth" was used by staff at the facility within the past six months. The employee using this type of language was terminated before this investigation started. Child Care Licensing rules do not allow for this type of language to be used while disciplining children in care.

Action Required: Please ensure that no staff at the facility will use this type of language in the future. Please submit a Corrective Action Plan describing how you will ensure this will not happen in the future.

Corrective Action Plan Due Date: 09/14/2021

Corrective Action Plan Achieved Date:

Compliance Due Date: 09/14/2021

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: Tresa King
Address: 877 N 8th Street W, Second Floor
City/State/Zip: Riverton WY 82501
Phone: 307-857-9282
Email: tresa.king@wyo.gov

Licenser Supervisor: Regien Hasperhoven
Address: 877 N 8th Street W, Second Floor
City/State/Zip: Riverton WY 82501
Phone: 307-857-9281
Email: Regien.Hasperhoven@wyo.gov

Signature:



Date: 09/02/2021

Regien Hasperhoven for Tresa King

CC: