

Early Learning and Childcare Facility Inspection Report

Type of Inspection:
Follow-Up Inspection

Pursuant to section 21 of the *Early Childhood Services Act*, operators of licensed early learning and childcare facilities must post their most recent inspection report in a clearly visible and prominent place in the facility.

Name of operator Baby Steps Daycare Inc.	Licence Number 2010278	Inspection Date May 05, 2023	
Facility Name Baby Steps Daycare		Telephone Number (506) 357-5437	
Address 71 D'Amours St Oromocto NB E2V 0G5			
Name of Early Learning and Childcare Licensing Staff Nancy Glendenning		Position Title Inspector	
Order for Compliance	Regulation	Date to be corrected	Date corrected
11(c)(ii) The qualifications and training requirements for administrators and educators are as follows: (c) at a full-time or part-time early learning and childcare centre, (ii) on and after July 1, 2020, (A) at least 50% of educators must hold a one-year Early Childhood Education Certificate or training that is equivalent in the opinion of the Minister, and (B) an administrator must hold a one-year Early Childhood Education Certificate or training that is equivalent in the opinion of the Minister.	11(c)(ii)	May 12, 2023	
Comments:			
21 The daily activities of a licensed facility shall be purposely planned in advance and documented and shall respond to the capabilities, needs and interests of each child.	21	May 12, 2023	
Comments: See comments regarding the programming, environment, and documentation below.			
21 The daily activities of a licensed facility shall be purposely planned in advance and documented and shall respond to the capabilities, needs and interests of each child and shall include (a) time and space for and a free choice of play experiences for exploration and discovery.	21(a)	May 12, 2023	
Comments:			
21 The daily activities of a licensed facility shall be purposely planned in advance and documented and shall respond to the capabilities, needs and interests of each child and shall include (c) opportunities (ii) to explore various forms of literacy.	21(c)(ii)	May 12, 2023	
Comments:			
21 The daily activities of a licensed facility shall be purposely planned in advance and documented and shall respond to the capabilities, needs and interests of each child and shall include (c) opportunities (iii) to express creativity and interests.	21(c)(iii)	May 12, 2023	
Comments:			
21 The daily activities of a licensed facility shall be purposely planned in advance and documented and shall respond to the capabilities, needs and interests of each child and shall include (c) opportunities (iv) to explore the arts and sciences.	21(c)(iv)	May 12, 2023	

Order for Compliance	Regulation	Date to be corrected	Date corrected
Comments:			
21 The daily activities of a licensed facility shall be purposely planned in advance and documented and shall respond to the capabilities, needs and interests of each child and shall include (c) opportunities (v) to experience accomplishment and success.	21(c)(v)	May 12, 2023	
Comments:			
21 The daily activities of a licensed facility shall be purposely planned in advance and documented and shall respond to the capabilities, needs and interests of each child and shall include (c) opportunities (vi) to problem-solve.	21(c)(vi)	May 12, 2023	
Comments:			
24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (b) child records that include: (iv) the name, address and telephone number of at least two individuals authorized by the child's parent or guardian to pick up the child and to be contacted in case of an emergency if the parent or guardian cannot be reached,	24(1)(b)(iv)	May 12, 2023	Apr 28, 2023
Comments: Deficiency is now compliant			
24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (b) child records that include: (v) the child's health history and a copy of the record of immunizations or a copy of an exemption.	24(1)(b)(v)	May 12, 2023	Apr 28, 2023
Comments: Deficiency is now compliant			
24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (b) child records that include: (vii) documentary evidence of the child's learning.	24(1)(b)(vii)	May 12, 2023	
Comments: Documentary evidence of the child's learning must be evident consistently. Upon return, licensing will verify to ensure a child lead program and documentation in each room is in place. There was improvement in the infant space. However, materials are still limited.			
24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (c) staff member records that include (i) the staff member's name, address and birth date.	24(1)(c)(i)	May 12, 2023	
Comments: There are staff files missing name, address and birthdates. All staff must have completed files prior to employment.			
24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (c) staff member records that include (ii) the staff member's qualifications including the certificates or training referred to in paragraph 11(b) or (c).	24(1)(c)(ii)	May 12, 2023	
Comments: Please ensure certificates and diplomas are placed in each educators file.			
24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (c) staff member records that include (iii) a description of the staff member's duties and responsibilities.	24(1)(c)(iii)	May 12, 2023	
Comments: All educators must have a description of their duties and responsibilities based on the role that they are given.			
24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (c) staff member records that include (iv) a signed declaration confirming that the staff member has read and understood his or her obligations under the Act and this Regulation.	24(1)(c)(iv)	May 12, 2023	

Order for Compliance	Regulation	Date to be corrected	Date corrected
Comments: All staff files must have a signed statement stating that they have read and understood their obligations under the Act and licensing regulation.			
24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (c) staff member records that include (vi) a copy of a check with the Department of Social Development.	24(1)(c)(vi)	May 12, 2023	
Comments: There were two staff on site without social development checks. One of the educators Social development checks has expired. Please provide a new one.			
24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (c) staff member records that include (vii) a copy of a valid first aid certificate and a valid cardiopulmonary resuscitation certificate for each administrator and educator.	24(1)(c)(vii)	May 12, 2023	
Comments: All staff must have a valid first aid certificate in their files			
25 An operator of a licensed facility shall post in a clearly visible and prominent place on the premises: (c) instructions regarding evacuation in case of a fire as approved by the fire marshal, deputy fire marshal or fire prevention officer.	25(c)	Apr 28, 2023	Apr 28, 2023
Comments: Deficiency is now compliant			
25 An operator of a licensed facility shall post in a clearly visible and prominent place on the premises: (e) the name and telephone number of the inspector.	25(e)	May 12, 2023	
Comments: The inspector, Nancy Glendenning, (506) 429-3091 must be posted.			
27 An operator of a licensed facility shall obtain the written consent of a parent or guardian of a child receiving services at the licensed facility before doing any of the following: (c) permitting the administration of medication in the circumstances set out in section 46.	27(c)	Apr 28, 2023	Apr 28, 2023
Comments: Deficiency is now compliant			
27 An operator of a licensed facility shall obtain the written consent of a parent or guardian of a child receiving services at the licensed facility before doing any of the following: (d) permitting the administration of emergency care to the child.	27(d)	Apr 11, 2023	May 12, 2023
Comments: Deficiency is now compliant			
27 An operator of a licensed facility shall obtain the written consent of a parent or guardian of a child receiving services at the licensed facility before doing any of the following: (j) permitting photographs and videos to be taken of the child for publication or social media.	27(j)	Apr 11, 2023	Apr 28, 2023
Comments: Deficiency is now compliant			
27 An operator of a licensed facility shall obtain the written consent of a parent or guardian of a child receiving services at the licensed facility before doing any of the following: (k) posting photographs of the child at the licensed facility to illustrate the child's learning.	27(k)	Apr 11, 2023	Apr 28, 2023
Comments: Deficiency is now compliant			
28(2) An operator of a licensed facility shall carry out emergency evacuation and fire drills monthly.	28(2)	May 12, 2023	
Comments:			
29 An operator of a licensed facility shall ensure that the traffic area and the outdoor walk-ways of the licensed facility are free from obstructions and hazards.	29	May 12, 2023	
Comments: The items that are by the exit next to the empty old four room must be removed.			
30(3) An operator shall maintain the indoor play area of a licensed facility to ensure the safety of the children.	30(3)	Mar 27, 2023	

Order for Compliance	Regulation	Date to be corrected	Date corrected
Comments: The tables and floors in the 3's and 4's room was not cleaned up prior to the group going outside. There is also quite a bit of clutter in some the facilities rooms. Also, the wires in the infants sleep are still dangling as noted on last inspection report.			
31(3) An operator shall maintain the outdoor play area of a licensed facility to ensure the safety of the children.	31(3)	May 12, 2023	
Comments: The house had protruding screws and broken shingles. There is a bench that is missing pieces of wood. There is a picnic table that has a piece of wood lifting on the top of it. All of these items must be repaired or removed.			
31(4) An operator shall ensure that the outdoor play area of a licensed facility (a) includes a shaded area that is at least 10% of the outdoor play area.	31(4)(a)	May 12, 2023	
Comments: Shade must be put into place as the days are getting warmer.			
31(4) An operator shall ensure that the outdoor play area of a licensed facility (b) consists of more than one surface to permit different types of play.	31(4)(b)	May 12, 2023	
Comments: One more surfacing is required for the outdoor play space. A sand box would meet this regulation.			
32(1) An operator of a licensed facility shall provide indoor play area materials and equipment that are (a) varied and in sufficient quantity for the number and ages of the children receiving services at the licensed facility.	32(1)(a)	May 12, 2023	
Comments: Please see comments below regarding indoor play area and materials.			
32(1) An operator of a licensed facility shall provide indoor play area materials and equipment that are (b) arranged on low, open shelves and accessible to the children receiving services at the licensed facility,	32(1)(b)	May 12, 2023	
Comments:			
32(1) An operator of a licensed facility shall provide indoor play area materials and equipment that are (d) clean and in good repair.	32(1)(d)	Apr 28, 2023	Apr 28, 2023
Comments: Operator has removed broken toys from the classrooms.			
33(1) An operator of a licensed facility shall provide outdoor play area materials and equipment that are varied and in sufficient quantity for the number and ages of the children receiving services at the licensed facility.	33(1)	May 12, 2023	
Comments: There are not enough resources and materials available for the children in the outdoor play space. Educators stated that it is because the children are throwing them over the fence. There were toys evidently over the fence but not enough for the resources required to make learning centres in the outdoor play space.			
33(2) Stationary equipment in the outdoor play area shall be surrounded by a protective surfacing and installed according to the manufacturer's instructions.	33(2)	May 12, 2023	
Comments: The stationary equipment does not meet the requirement of 30cm in depth and 6 feet around it. More pea gravel will be needed and must be maintained.			
39(2) A licensed facility shall have a separate locked storage space that is inaccessible to the children for each of the following: (a) toxic products, chemical products and cleaning supplies;	39(2)(a)	Apr 28, 2023	Apr 28, 2023
Comments: The door to the kitchen was wide open upon entering the room next to it. The educator in the baby room shut it immediately.			
41(1) A licensed facility at which services are provided to children who wear diapers shall have a sturdy surface that is (d) no more than one metre from a sink.	41(1)(d)	Mar 27, 2023	Apr 28, 2023
Comments: It is to licensing staff's understanding that babies are now being changed by the sink.			
47(1) An operator of a licensed facility shall refuse admission to a child if satisfactory proof of the immunizations required by the Public Health Act or the regulations under that Act is not provided.	47(1)	May 12, 2023	Apr 28, 2023
Comments: Deficiency is now compliant			

Order for Compliance	Regulation	Date to be corrected	Date corrected
49(1) An operator of a licensed facility shall ensure that the guidance of the children receiving services at the licensed facility is positive and includes positive reinforcement, encouraging efforts and recognizing accomplishments.	49(1)	Apr 28, 2023	
Comments: At time of visit, there were many demands being put on the children in the 3's and 4's room. Licensing staff heard an elevated voice from the educator stating "criss cross apple sauce" "sit on your square" "on the bums" and then counting to 1-2-3. The waiting times for these children prior to going outside was approximately 20 to 30 minutes. Transition times need to be shorter for these age groups so that unwanted behaviours lessen.			
50(1) An operator of a licensed facility shall maintain a chronologically filed daily incident log relating to the health, security and well-being of the children receiving services at the licensed facility.	50(1)	Mar 28, 2023	May 12, 2023
Comments: Staff are now documenting incidents. Please ensure these records are maintained daily and signed by the parents.			
50(2) The operator of a licensed facility shall inform the parent or guardian of a child involved in an incident on the day the incident takes place and shall ensure that the parent or guardian signs the daily log to confirm their awareness.	50(2)	Mar 27, 2023	Apr 28, 2023
Comments: Deficiency is now compliant			

General Comments
<p>Upon arrival licensing staff was greeted by an educator who stated that there was a licensing staff on site who became the new assistant director. This individual conducted an interview for a new educator while licensing staff was on site. The Operator was not present for this follow-up inspection.</p> <p>Since the last visit, there was not a consistent amount of documentation of the children's learning available to be verified. There was limited artwork to view and the pre-program is not child led as outline in the curriculum framework.</p> <p>Operators and educators must:</p> <ul style="list-style-type: none"> • demonstrate that planning is a process that involves engaging the children and reflecting on the children's interests, passions, strengths and abilities; • ensure that short and long term plans are flexible and fluid, to accommodate emerging interests and unanticipated events; • focus on individuals or small groups of children; and • emphasize a strength based approach. <p>The daily program should be flexible to:</p> <ul style="list-style-type: none"> • incorporate the interests of the children • allow for spontaneous activities • allow for changes in the weather • allow for a different pace when needed by either the children or educator <p>In order to properly execute programming there must be sufficient materials and resources available for the staff to use. Shelving is also required to clearly define early learning centres.</p> <p>The lysol wipes that were in the infant sleep area were still in the cupboard since last visit. The educator /assistant director that was in this room removed it and put it in the kitchen. The kitchen was also visibly open at time of visit. This is where the toxic products are stored. The same educator locked the space up immediately.</p> <p>There were two new staff without social developments checks on site today. The acting director had to call social development to receive the documents. The Operator also had to send one of these staff's criminal record and vulnerable sector to check electronically so that licensing staff could verify the documents. All files</p>

General Comments

need to be complete prior to employment and maintained on site.

It is to licensing staff's understanding that two educators are leaving the facility and two more are being hired that have their ECE. Please ensure that all files include a copy of their Early Childhood Education certificates. All staff files must be complete prior to employment.

Also, the following observations were made:

- Child files have been completed.
- Fire evacuation is now posted
- Incident reports are being filled out
- it was observed that broken toys were removed from the environment

original signed by
Nancy Glendenning

Signature of Early Learning and Childcare Licensing Staff

April 28, 2023

Date

original signed by
Tanya Shelley

Signature of Operator/Designate

April 28, 2023

Date