

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 26, 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 The qualifications and training requirements for administrators and educators are as follows: (b) educators must have successfully completed the Introduction to Early Childhood Education course or hold an Early Childhood Education Certificate.	11(b)	May 22, 2023	
Comments: Staff files were not verified at this visit. They will be verified at the time of next follow-up. Proof of these credentials should now be in files.			
11.1(3) A staff member who works directly with infants or preschool children shall complete in each year 10 hours of training approved by the Minister related to the curriculum used at the designated facility.	11.1(3)	May 22, 2023	
Comments: Staff files were not checked on this visit.			
12(3) An operator of a licensed facility shall ensure that a criminal record check or a vulnerable sector check, as the case may, and a check with the Department of Social Development is conducted on each staff member and associated person at least every five years.	12(3)	May 22, 2023	
Comments: Staff files were not verified at this visit. They will be verified at the time of next follow-up.			
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)	Jun 02, 2023	
Comments: Please see comments 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 (c) opportunities (ii) to explore various forms of literacy.	21(c)(ii)	Jun 02, 2023	
Comments: Please see comments 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 (c) opportunities (iii) to express creativity and interests.	21(c)(iii)	Jun 02, 2023	
Comments: Please see comments below			

Order for Compliance	Regulation	Date to be corrected	Date corrected
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)	Jun 02, 2023	
Comments: Please see comments below			
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 16, 2023	
Comments: Staff files were not verified at this visit. They will be verified at the time of next follow-up.			
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 16, 2023	
Comments: Staff files were not verified at this visit. They will be verified at the time of next follow-up.			
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 16, 2023	
Comments: Staff files were not verified at this visit. They will be verified at the time of next follow-up.			
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 16, 2023	
Comments: Staff files were not verified at this visit. They will be verified at the time of next follow-up.			
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 (v) a copy of a criminal record check or vulnerable sector check, as the case may be.	24(1)(c)(v)	May 16, 2023	
Comments: Staff files were not verified at this visit. They will be verified at the time of next follow-up.			
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 16, 2023	
Comments: Staff files were not verified at this visit. They will be verified at the time of next follow-up.			
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 16, 2023	
Comments: Staff files were not verified at this visit. They will be verified at the time of next follow-up.			
28(2) An operator of a licensed facility shall carry out emergency evacuation and fire drills monthly.	28(2)	May 22, 2023	May 26, 2023
Comments: A fire drill was completed this week. Licensing staff spoke with the educators and they now know evacuation procedures and routes. As the staff did not have access to printed copies of the Fire Drill record sheet from the Department; it was documented on a piece of loose leaf. Licensing staff advised educators to ensure the same information on the government form is used when documenting fire drills. The loose leaf documentation was missing time it took to evacuate.			
28(3) The premises of a licensed facility shall comply with (a) lighting, ventilation and other general health standards under the Public Health Act.	28(3)(a)	May 26, 2023	

Order for Compliance	Regulation	Date to be corrected	Date corrected
<p>Comments: An educator was trying to plunge a toilet off of the 3 year old room that was plugged with feces. Licensing staff was advised that it had been plugged for a couple of weeks. This needs to be remedied immediately. One of the educators stated that they were going to tape the lid shut so that the children could not access it. In one of the bathrooms, the hot water tap is not working. Licensing staff also noted that the temperature in the baby and 2's room is quite cold. The educators were advised to turn on the heat. The educator in the infant room stated that sometimes the heat does not work. Later, with the heat on there was a considerable difference in the temperature in both rooms. The sandbox also required a cover as there is none.</p>			
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	Jun 02, 2023	
<p>Comments: There are still items sitting by one of the exit doors in the facility. As noted on the previous inspection report, these items must be removed.</p>			
30(3) An operator shall maintain the indoor play area of a licensed facility to ensure the safety of the children.	30(3)	May 26, 2023	
<p>Comments: The environment is cluttered and dirty. Tables and floors are not being cleaned or sanitized after meals. There is a toilet that is clogged in the bathroom outside the three year old class. A child was observed lifting the seat. One of the educators stated that the operator was aware of the situation. The educator proceeded to get tape to tape down the toilet seat so that children could not access the toilet bowl with feces in it. There was a collapsible adult size chair in the infant room, an infant tried to climb on the chair and it collapsed and fell on them. Licensing staff advised educator to remove the chair from the children's play area</p>			
31(3) An operator shall maintain the outdoor play area of a licensed facility to ensure the safety of the children.	31(3)	May 22, 2023	
<p>Comments: The following observations were made of the outdoor play space at time of inspection: *Sand box has no covering *The fence is not tapered to the ground and in several sections, if a child pulled the fence upward they could crawl underneath to the outer part of the fence *There is wood and strings attached to the corner of the fence at one end of the playground *In places where the fence is broken, there are metal pieces sticking out that could be harmful to the children *The play structure is not meeting surfacing requirement nor CSA requirements with spacing. *The shade was not in place. Educators stated that because it is too big for the shade structure, kids were pulling on it and it was pulled down. It was draped over the fence.</p>			
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 22, 2023	May 26, 2023
<p>Comments: Sand has been added to the outside play environment. Sand boxes do require covers.</p>			
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)	Jun 02, 2023	
<p>Comments: The environment has not changed since last visit. Accessories are missing for many of the learning centres in each classroom.</p>			
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)	Jun 02, 2023	
<p>Comments: No shelves have been purchased since last visit making it difficult for educators since last visit and where there is shelving, many have empty containers in them.</p>			
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)	Jun 02, 2023	
<p>Comments: Learning centres are not set up in the outdoor play space. There are very little materials for the children to play with. Educator provided children with a sand but there were no accessories to complement that play.</p>			
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)	Jun 02, 2023	

Order for Compliance	Regulation	Date to be corrected	Date corrected
Comments: Stationary equipment is not surrounded by protective surfacing of appropriate depth. For your facilities play structure, it would be 30 cm. Educators stated that the operator told them that the children can use the play structure even though it was the recommendation of the inspectors on previous visits to not use the structure until more pea gravel was put into place. Operator stated that their staff were outside and raked up the pea gravel to the appropriate depth. She also stated that she was going out to measure the pea gravel after she was advised again that it did not meet the required surfacing.			
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)	May 26, 2023	
Comments: There was lysol, magic eraser, and comet in the bathroom that is labelled as staff bathroom. They were stored underneath the sink, unlocked. This is where the infants are changed. There was also lysol spray in the 3's and 4's rooms cupboards. Staff were asked to remove the toxics immediately. Staff put them into the locked kitchen.			

General Comments
<p>Programming is not being consistently planned for or documented. Licensing staff asked a few educators to see their written plan and was advised that they were not given the materials required to follow their plan and expressed their frustration. One educator did show her written plan but stated that often she cannot follow through due to the lack of materials and resources. Another educator stated that she has been bringing resources from home. The Operator stated that she has not bought anymore resources but does purchase the materials required to complete their programming. As noted on previous reports, facility is not meeting regulations or current designation requirements.</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>Please reference the Collaborative Assessment Tool (CAT) from the the New Brunswick Curriculum Framework.</p> <p>Licensing staff observed an infant in the baby room who had no shoes on. The educator advised licensing staff that this child does not come to daycare with shoes on. Children need to be dressed appropriately for daycare and it is the responsibility of the Operator and educators to ensure that connections are made with the parent(s) and /or guardian(s) so that children are appropriately dressed for their day.</p> <p>Licensing staff were advised that children are being moved around to meet child/staff ratios. This is not recommended and does not align with designation or licensing requirements. Operator advised licensing staff that due to the nature of the behaviours of certain children, it is their plan to move a 4 year old child into the 2 year old room. Licensing staff advised Operator that the behaviours could be a direct result of the lack of resources and materials in the classroom. Licensing staff also has concerns with children who have a tendency</p>

General Comments

to be aggressive being placed with younger children.

Nancy Glendenning, Inspector and Jennifer Godin, Quality Assurance Monitor had a brief conversation with the Operator and she stated that she did not want to discuss the observations of today's visit any further and that "she was done". The operator advised Nancy Glendenning to send her the report.

original signed by

Nancy Glendenning

Signature of Early Learning and Childcare Licensing Staff

May 26, 2023

Date

original signed by

Operator did not sign

Signature of Operator/Designate

May 26, 2023

Date