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Our ministry is to **protect** your ministry.

DEVELOPING SAFE AND HEALTHY EARLY CHILDHOOD EDUCATION

NPUC ECE Workshop, June 26, 2017

David Fournier, VP | Chief Client Care Officer

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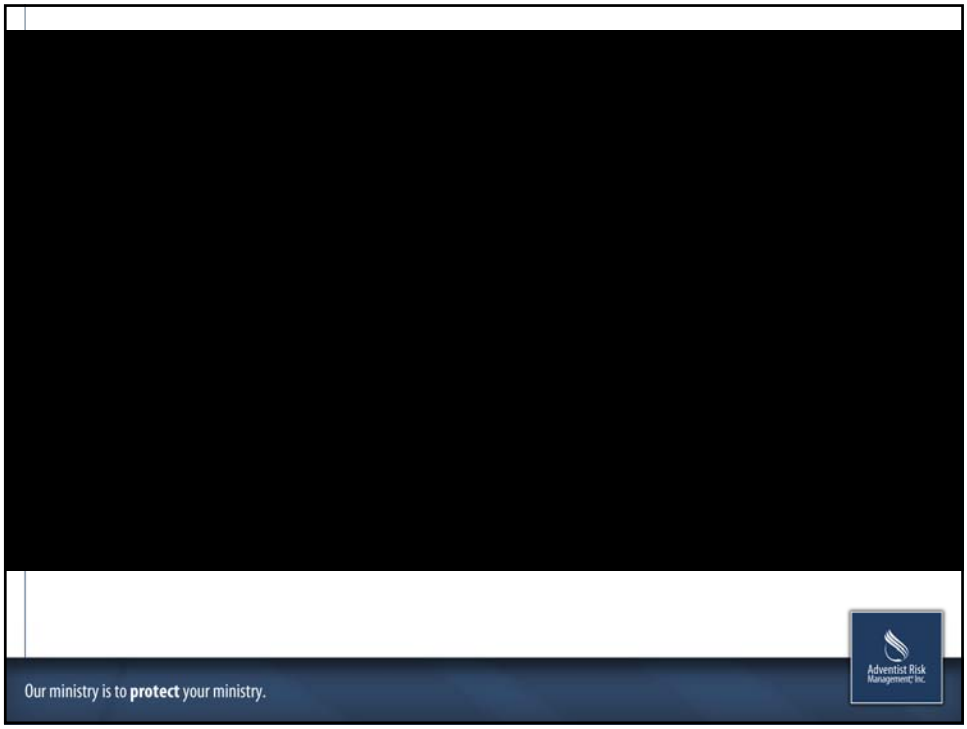

Health and Safety

- Physical safety issues
- Supervision policies and rationale
- Health concerns
- Transportation issues
- Abuse prevention and intervention
- Accident reporting and response

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Expectations

- Parental expectations:
  - Proper care
  - Proper supervision
  - Safe transportation
  - Protection from abuse and neglect
- Vigilance

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Safety and Liability

- Negligence
- Duty to protect
- You represent something greater than yourself
- Practical Risk Management
  - Premises
  - Equipment
  - Supervision

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This is your flock

- Leadership role
- Duty to protect
- Care, Custody, and Control
- Represent something larger than yourself

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More Than A Legal Duty

Whosoever shall offend one of these little ones that believe in me, it is better for him that a millstone were hanged about his neck, and he were cast into the sea.

—Mark 9:42 KJV

In the News…

California Preschool To Close After Students Allegedly Engaged In Sex Acts With Each Other
February 14, 2013

Child injured by tetherball at Pasco preschool
Florida, August 20, 2009

Two Injured When Van Crashes Into Daycare
St. Louis, December 18, 2012

Heat Caused Death Of Child Left In Daycare Van
Dallas, July 23, 2012

Daycare abuse caught on tape, 2 arrests and 3 injuries
Vicksburg, MS, July 25, 2012

3 children killed in fire at Texas HOME day care center
HOUSTON, TX, FEBRUARY 24, 2011

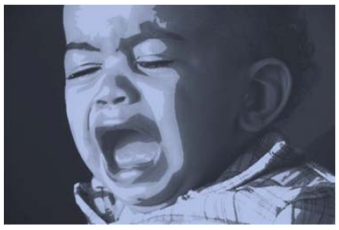
Daycare accidentally serves bleach-water cleaner to children
GONZALEZ, TX, FEBRUARY 17, 2012

Two-year-old boy walks out of Tucson child care
Mother says child was gone for more than an hour
Tucson, AZ, September 24, 2012

11 Children Evacuated After Daycare Electrical Fire
MCKEES ROCKS, PA, October 8, 2012

Risk Management & Childcare

- Prevention
  - Injuries to staff and children
  - Property losses
  - Financial losses
  - Damage to credibility
- Recovery



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Risk Management

Risk Identification
- Analyze Risks, Hazards and Values

Risk Control
- Prevention, Minimize or Avoidance

Risk Financing
- Insure, Retain or Transfer

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Risk Identification and Control

- Regulatory/Operational standards:
  - Address exposures
  - Reduce loss potential
- Failure to integrate standards:
  - Injuries
  - Property losses
  - Misconduct
  - Vehicle accidents
  - Fines/loss of license
  - Lawsuits
  - Prosecution

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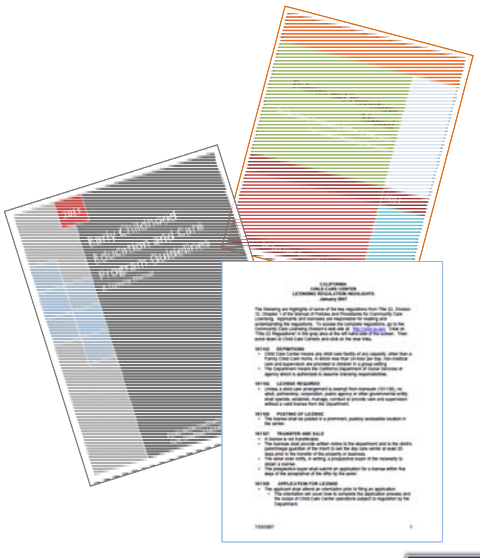
Guidance

- Union/Conference
- Regulatory Agencies
  - State
  - Local
    - Building and Planning
    - Fire Marshal
    - Health Department, etc.



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STAFF, SUPERVISION, ABUSE

Staffing

- Define Qualifications
  - Directors
  - Teachers
  - Aides
- Hiring
  - Health requirements
  - Background checks
- Training
  - General orientation
    - Minimum licensing requirements
    - Abuse and prevention, detection, reporting
    - Bloodborne Pathogens
    - Health policies
    - Fire safety, emergency plans and more…
  - Continuing education

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Staffing

- Staff/student ratios
  - Based on ages and group size
  - Vary by jurisdiction
  - Never less than 2
  - As required for youngest age in mixed group
- Special Considerations
  - Infant needs
    - Sleeping arrangements
    - Nutrition and feeding
    - Storing breast milk and formula
    - Bottle preparation, etc.

National Institute of Health "Back to Sleep" Public Education Campaign

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Staffing and Risk Control

Quality and Quantity

- Skilled
  - Education
  - Orientation
  - Continuing education
- Background checks and observation
- Minimum two

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To Report Abuse

https://www.childwelfare.gov

Childhelp National Child Abuse Hotline

1.800.4.A.CHILD (1.800.422.4453)

To Report Abuse

Alaska (AK)
800-478-4444

Idaho (ID)
800-926-2588

Montana (MT)
866-820-KIDS (5437)

Washington (WA)
866-END-HARM
(866-363-4276)
800-562-5624
(after hours)
800-624-6186 (TTY)

Contents of a Report

- Name of the child who is the alleged victim;
- Age of the child;
- Home address or address where the child can be reached;
- Parents' names, phone numbers, and addresses, if known;
- Type of suspected abuse;
- Alleged perpetrator, if known;
- Specific physical and behavioral indicators of the maltreatment;
- Opinion of whether the child is in imminent danger;
- Name, phone number, and address of the reporter

When a Child is telling you about abuse

Disclosure is difficult for a child because:

- There is a sense of shame associated with the maltreatment
- There is a sense of loyalty to the abuser
- There is a real fear of not being believed
- There is a fear of negative consequences—to the child or to family members

Staffing and Risk Control

- Another story
  - Child on child horrors
- Appropriate ratios
  - Reduce potential for abuse
    - Minimum of two staff
  - Prevent injuries
- Supervisors supervise
- Distractions

California Preschool To Close After Students Allegedly Engaged In Sex Acts With Each Other

February 14, 2013

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EMERGENCY PLANNING

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Emergency Plans

- Written
- All potential disasters
- Staff understand roles
- Drills
- Reevaluation
- Rewrite
- Test again.

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Once Upon a Time 2

Observing an evacuation

- Fire Department
  - First aid
  - Don't hold your breath
- False alarms
- A different set of eyes
- Reviewing in reverse
- The ramp shuttle

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Emergency & Contingency Plans

Weaknesses

- Focus primarily on fire
  - Natural disasters
  - Abductions
  - Vehicle accidents
- Staff do not know responsibilities
- Lack contingency plans

HEALTH AND NUTRITION

Health and Nutrition

Written health policies and procedures

- Shared with new staff
- Handling minor injuries and illnesses
- Managing medications
- Cleaning procedures
- Hand washing
- And much, much more…

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RECORDS

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Records, Reporting, Posting

- Children's data
- Immunization tracking
- Attendance
  - Sign-in and sign-out of children
- Illness, injury, child abuse
  - Unusual Incident/Injury Report
  - Unusual behavior, signs of illness, special needs
- Files maintained per regulations

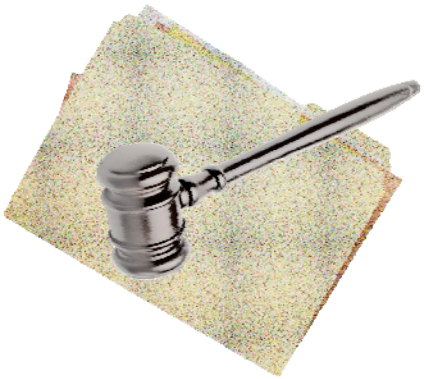
Records, Reporting, Posting

Posting

- The Center's license
- Personal Rights form
- Meal and snack menus
- Child restraint system poster
- Daily activity schedule
- Disaster plan/Earthquake checklist
- Others

Records and Risk Management

- Proof of program elements and "due diligence"
- Maintenance
  - Facilities
  - Vehicles
- Needed in lawsuits



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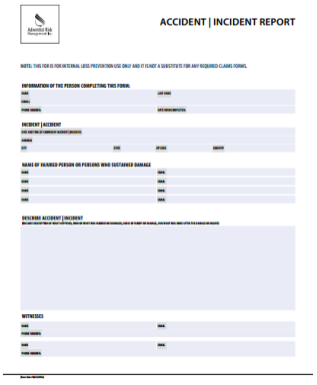
Accident Investigation



ACCIDENT | INCIDENT REPORT

- Visit the scene
- Interview witnesses and record names/contact
- Check for causes resulting from
  - dangerous practices or disobedience
  - poor housekeeping
  - improper apparel
- Describe Accident/Incident

Available at www.AdventistRisk.org

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Things to AVOID

- Attempting to place the blame on an individual
- Assuming there is just one cause for an accident
- Determining causes without investigation
- Attempting to take the place of the Administration in corrective action
- Release of information to any unauthorized parties

PHYSICAL PLANT

Physical Plant

- Space requirements
  - Vary by age group
  - Vary by use
  - Floor plan
- Location requirements
  - Emergency fire
  - Medical
  - Police

REQUIREMENTS VARY

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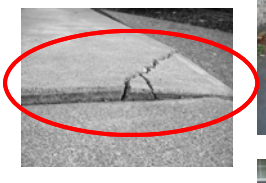
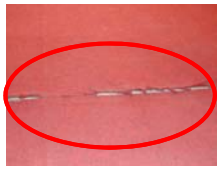
Physical Plant Safety

- Preventive maintenance
  - Safer facilities
- Self-inspections – *Walking Surfaces*
  - Cracks or raised areas
  - Potholes
  - Missing handrails/railings





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Physical Plant Safety

- Preventive maintenance
  - Safer facilities
- Self-inspections - Electrical
  - Cords deteriorated or across floors
  - Multi-plug outlets
  - Piggybacked power strips
  - Electrical outlets broken or not covered
  - Tamper-Resistant

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Physical Plant Safety

Self-inspections

- Heavy objects not strapped down
- Items stored hazardously

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Physical Plant Safety

Self-inspections

- Vision panels installed and not covered
- Aisles free of storage

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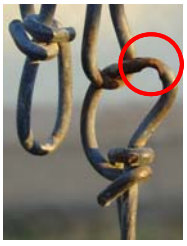
Playground Safety

www.cpsc.gov

- Consumer Product Safety Commission (CPSC)
- Design
  - Surfaces
  - Spacing
  - Age-appropriate
  - No Projections
- Inspected
- Maintained



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Outside Play Areas

- Right size
- Designed, constructed, arranged and maintained for safety
- Fenced
- Private entrance or approach to playground

Two-year-old boy walks out of Tucson child care
Mother says child was gone for more than an hour
Tucson, AZ, September 24, 2012

OUTINGS AND ACTIVITIES

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Outings and Activities

- Parental consent/medical release
- Adequate qualified supervision
- Safe transportation
- Children and Parked Vehicles

Heat Caused Death Of Child Left In Daycare Van

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Outing Planning

- Pre-Trip
- In-Transit
- On-Site
- In-Transit (Return)
- Debrief

Available at www.AdventistRisk.org

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Communicate

Staff

- Assigned Duties
- Code of Conduct
- Responsibility of Supervision
- Disciplinary Practices
- Emergency Procedures
- Trip Schedules

Parents

- Expectations
- Expected Code of Conduct
- Personal Relationships
- Trip Schedules
- How to Make Contact
- Permission/Medical Forms
- Disciplinary Practices

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Permission & Release Forms

- Three Specific Purposes
  - Consent to Participate
  - Emergency Medical Treatment Authorization
  - Contact Information
- Be Specific to the Activities
- Identify Potential Hazards
- Identify Medical Limitations
- Signed by Parent or Guardian of the child
- Copies with Director and Drivers

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TRANSPORTATION

Transportation Safety

- Potential for multiple injuries
- Good vehicle maintenance
- Pre-trip inspections
- Vehicles used as designed
- Seatbelt/restraints used
- Driver qualifications
- Non-owned vehicle issues
- 15-passenger vans

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TRANSPORTATION

- Vehicle properly licensed
- Emergency equipment (first aid, reflective triangles, etc.)
- Method to call for help
- Proper restraints
- Maintained in good repair
- Drivers properly licensed
- Child to staff ratios

NAD Policy Update

S 60 31 (GC S 60 30-3) Vehicle Insurance

7. **Fifteen-Passenger Van Use**—In the interest of safety, denominational organizations shall not purchase, lease, rent, or use 15-passenger vans or modified15-passenger vans for sponsored activities under any circumstances. Alternatives to 15-passenger vans include: minivans and SUVs, mini-school buses, 15-passenger buses with dual rear wheels.

Remove 15 Passenger Vans

MYTH: If I take out a row of seats from the van, is it then Approved for use.

FACT: Removing a row of seats does not make it an approved form of transportation. The vehicle is still the same type of van with the same inherent flaws.

MYTH: If I use a van that is privately owned, my church won't be held liable.

FACT: Using a Privately owned 15- Passenger van or even renting a 15- Passenger van for a church activity does not protect the church from allegations of liability.

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Transportation Safety

- Good driving Record
  - No "at fault" accidents
  - Less than two citations within past 3 years
- Must be 21 years or older
- Reputation for safe driving habits
- Proper licensing and registration
- Adequate insurance if driving their own vehicle

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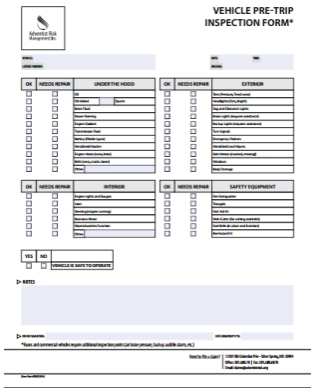
Driver Distractions

- Cell Phones
- Eating & Drinking
- Noise, Chaos & Loud Music
- Grooming
- Outside Attractions

Vehicle Maintenance

- Enforce a good vehicle upkeep program
- Odometer or time based maintenance schedule
- Maintain a copy of all relevant documents
- Conduct a pre and post trip inspection

Vehicle Inspection


VEHICLE PRE-TRIP INSPECTION FORM*

- Tire pressure
- Fluid levels
- Belts & hoses
- Mirrors
- Turn signals
- Lights

Available at www.AdventistRisk.org

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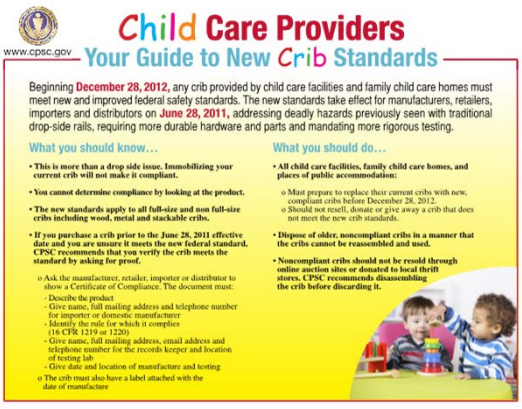
Keeping Up

- Toy, crib and Clothing Safety
- www.cpsc.gov
- Recall updates via Email
- Current crib standards


www.cpsc.gov

Child Care Providers

Your Guide to New Crib Standards

Beginning **December 28, 2012,** any crib provided by child care facilities and family child care homes must meet new and improved federal safety standards. The new standards take effect for manufacturers, retailers, importers and distributors on **June 28, 2011,** addressing deadly hazards previously seen with traditional drop-side rails, requiring more durable hardware and parts and mandating more rigorous testing.

What you should know…

- **This is more than a drop side issue. Immobilizing your current crib will not make it compliant.**
- **You cannot determine compliance by looking at the product.**
- **The new standards apply to all full-size and non full-size cribs including wood, metal and stackable cribs.**
- **If you purchase a crib prior to the June 28, 2011 effective date and you are unsure it meets the new federal standard, CPSC recommends that you verify the crib meets the standard by asking for proof.**
  - Ask the manufacturer, retailer, importer or distributor to show a Certificate of Compliance. The document must:
    - Describe the product
    - Give name, full mailing address and telephone number for importer or domestic manufacturer
    - Identify the rule for which it complies (16 CFR 1219 or 1220)
    - Give name, full mailing address, email address and telephone number for the records keeper and location of testing lab
    - Give date and location of manufacture and testing
  - The crib must also have a label attached with the date of manufacture

What you should do…

- **All child care facilities, family child care homes, and places of public accommodation:**
  - Must prepare to replace their current cribs with new, compliant cribs before December 28, 2012.
  - Should not resell, donate or give away a crib that does not meet the new crib standards.
- **Dispose of older, noncompliant cribs in a manner that the cribs cannot be reassembled and used.**
- **Noncompliant cribs should not be resold through online auction sites or donated to local thrift stores. CPSC recommends disassembling the crib before discarding it.**

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Your Childcare Center

Review

Strengthen

Enjoy the rewards!

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Thank You!

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