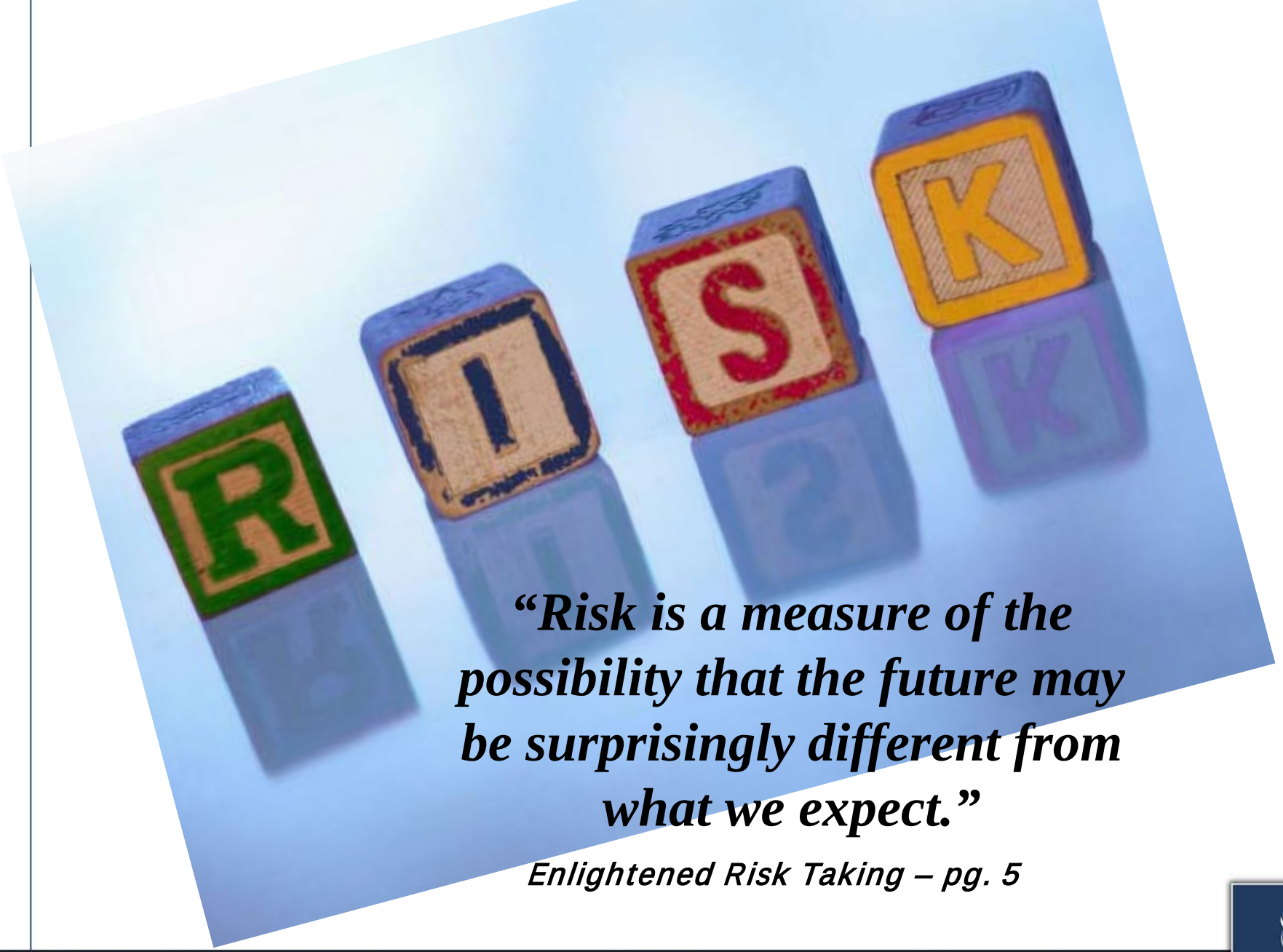
Pointed Thoughts on Safety

Arthur F. Blinci, VP

Chief Risk Management Officer

June 24, 2013



"Risk is a measure of the possibility that the future may be surprisingly different from what we expect."

Enlightened Risk Taking – pg. 5

In the News…

Two-year-old boy walks out of Tucson child care

Mother says child was gone for more than an hour

Tucson, AZ, September 24, 201

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

Heat Caused Death Of Child Left In Daycare Van

Dallas, July 23, 2012

Daycare accidentally serves bleach-water cleaner to children

17, 2012

3 children killed in fire at Texas HOME day care center

HOUSTON, TX, FEBRUARY 24, 2011

11 Children Evacuated After Daycare Electrical Fire

MCKEES ROCKS, PA, October 8, 2012

Two Injured When Van Crashes Into Daycare

St. Louis, December 18, 2012

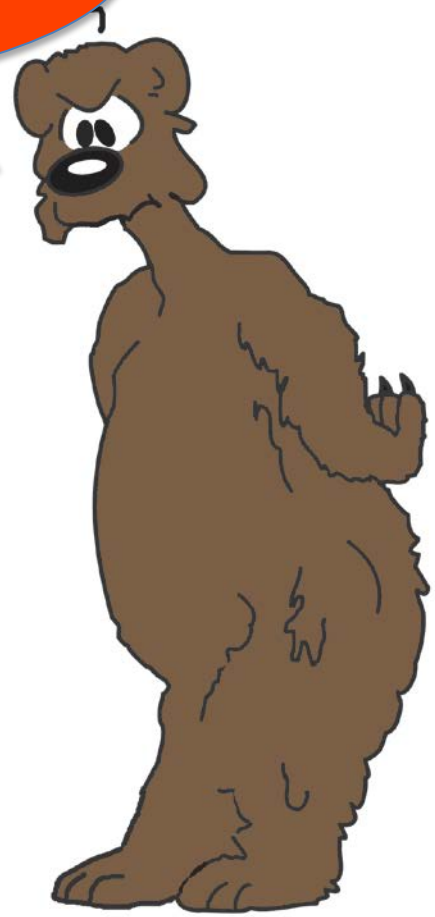
Daycare abuse caug
2 arrests and 3 injuries

Vicksburg, MS, July

Child inju

erball at Pasco preschool Florida, August 20, 2009

Risk Management



Challenges…

- So much regulation
- Not enough income
- Inadequate staffing level
- High level of expectations
- Not enough hours in the day
- High potential of risk
- Tremendous Opportunities!

More Challenges…

- Apathy
- Lack of Funds
- Lack of Skills
- Who… Me?

" A servant-leader is simply a leader who is focused on serving others… Their mission is to identify and meet the needs of others."

– Robert Greenleaf

Leader's Challenge…

"I think people want to be magnificent…

It is the job of a ECEC leader to bring out the magnificence in people and to create an environment where they feel safe and supported and ready to do the best job possible in accomplishing key goals.

This responsibility is a sacred trust that should not be violated. The opportunity to guide others to their fullest potential is an honor and one that should not be taken lightly. As leaders, we hold the lives of others in our hands. These hands need to be gentle and caring and always available for support."

Dr. Ken Blanchard

MANAGEMENT

Risk Management

Risk Identification

- Analyze Risks, Hazards and Values

Risk Control

- Prevention, Minimize or Avoidance

Risk Financing

- Insure, Retain or Transfer

A Three Step Process

Risk Identification

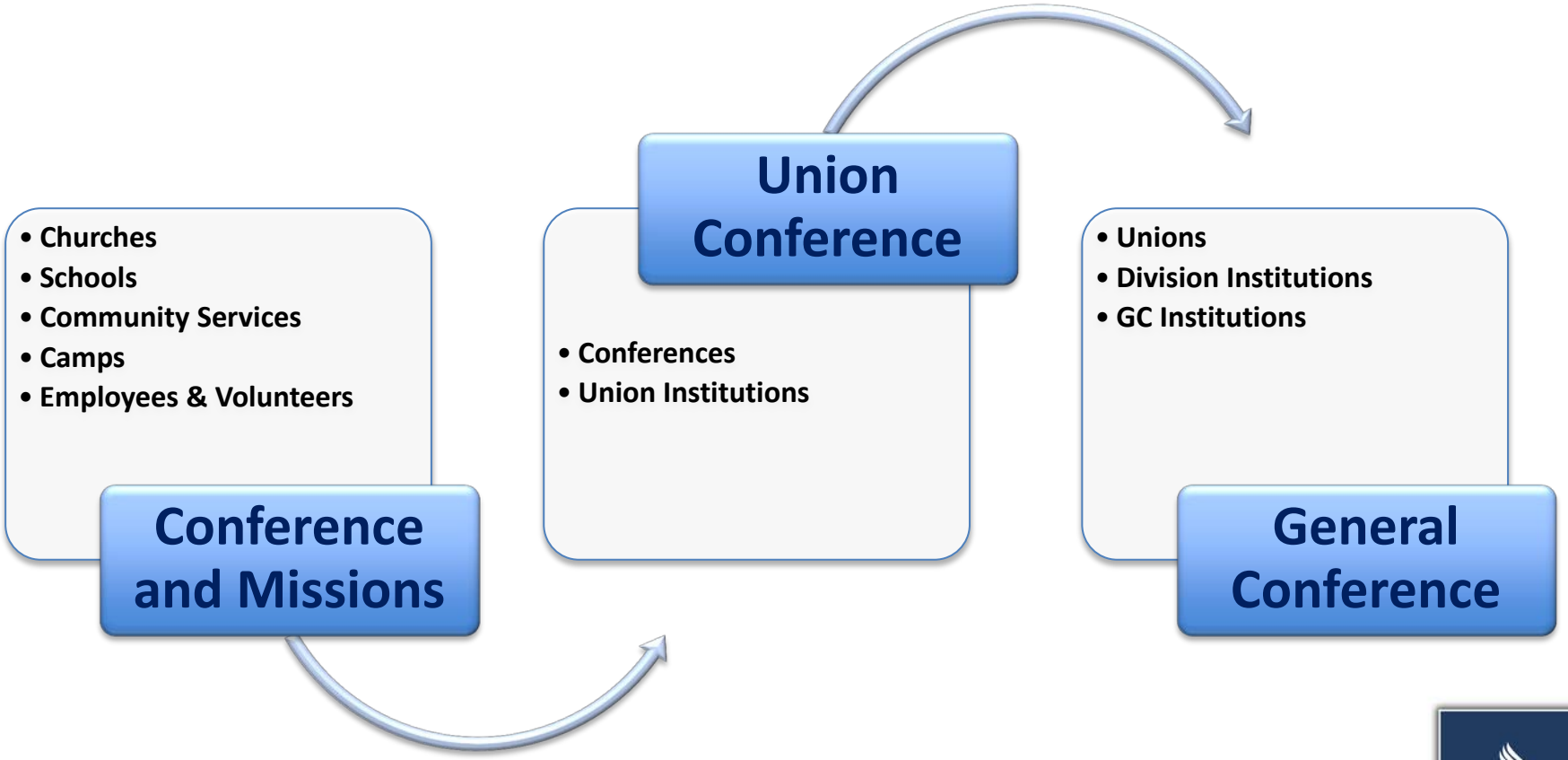
- ❑ Identifying Potential Risks
- ❑ Assessing the Activity and Special needs
- ❑ Keeping Alert for Changing Conditions
- ❑ Making Informed Decisions to implement Safeguards

Risk Control…

Potential Impacts

- ❑ Loss of Assets
  - ✓ Human Resources
  - ✓ Physical Resources
  - ✓ Financial Resources
- ❑ Impacted Lives and Reputations
- ❑ Loss of Confidence in Church Leadership
- ❑ Loss of Membership
- ❑ Achievement of our Mission

Ascending Liability



Risk Financing….

It's More than **Insurance!**

Nothing More than Dollars…

Remember ***– Dollars alone are often times a very poor compensator for damages caused due to your Organization's negligence…***

Risk Management….

It's More than Insurance!

The Challenge…

Creating a Culture of Safety

"Do Not Take Counsel of your Fears"

"Do not let your fears dictate your actions. If you fear that something is going to happen and you react to that fear and plan according to it, you are letting the fear control your actions… At that point you are no longer in control, and fear will make you do many stupid, irresponsible and foolish things."

General George S. Patton

You are Seed Planting…

"The genesis of many accidents begins in the Boardroom." Marvin Rienke, President (retired) **YMCA** Services, Inc.

"Where there is no counsel, the people fall;
But in a multitude of counselors there is safety."
~ Proverbs 11:14

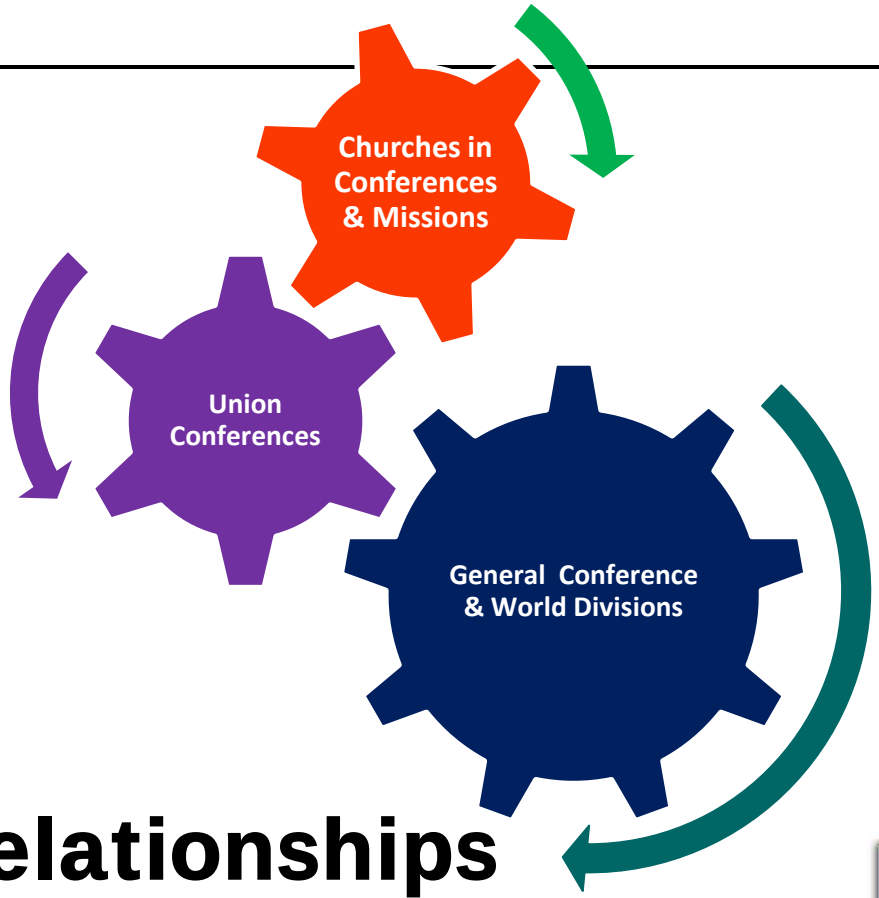
Strategic Thinking requires…

- Planning Ahead
- Planning the Details
- Planning for the Un-Expected
- Planning for Emergencies
- Planning for Contingencies
- Being Willing to… ***"Just say No or Wait"***

Governance

Denominational relationships

SEVENTH-DAY ADVENTIST CHURCH

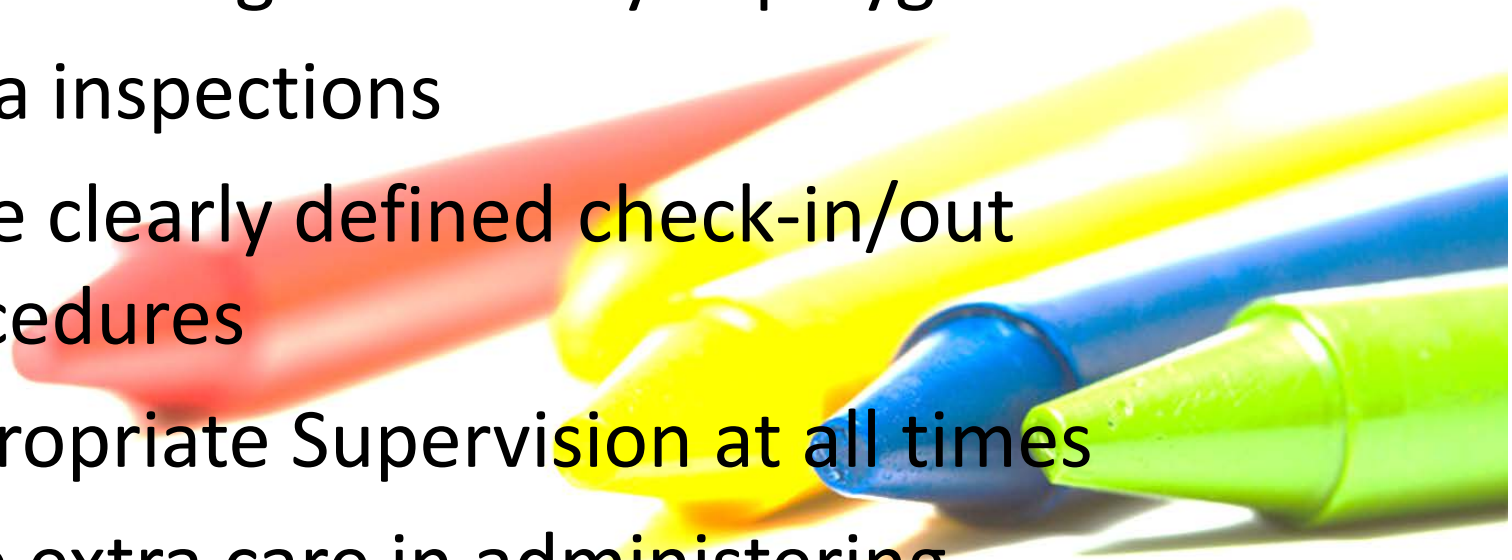


Inter-Locking Relationships

Step 1 – THE DECISION: Making Safety the #1 Priority and having a Safety Plan

Key Safety Elements…

- ✓ Conduct regular facility & playground area inspections
- ✓ Have clearly defined check-in/out procedures
- ✓ Appropriate Supervision at all times
- ✓ Take extra care in administering medications to children
- ✓ Review all Accidents for lessons learned



Heinrich's Accident Theory

H. W. Heinrich is best known for his 1931 book, "Industrial Accident Prevention: A Scientific Approach," in which he said 88 percent of accidents are caused by "unsafe acts of persons"

Maintaining Safe Activities

FIELD TRIP/OUTING PLANNER

Class/Organization_____ Number of Attendees_____
(3rd Grade, Pathfinders, English Dept., etc.)

Outing/Destination

- Advanced planning
  - Safety aspects
  - Supervision
  - Transportation
- Approvals
  - Director
  - Board
  - Parental Permission

Regulatory Compliance Issues

- Records
  - 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
  - Maintaining Confidentiality
  - Building & Vehicle Maintenance
  - Files maintained per regulations
  - Well Documented and Available

Keeping Current with Regulations

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

Keeping Records, Reporting, Posting

- Regulatory Postings
  - The Center's license
  - Personal Rights form
  - Meal and snack menus
  - Child restraint system Requirements poster
  - Daily activity schedule
  - Emergency Checklist
  - Employee Wage & Hour
  - Employee Injuries Notice

CALIFORNIA CHILD PASSENGER SAFETY LAW

Protect your child — it is the law.

IS YOUR CHILD IN THE RIGHT CAR SEAT?

Use of child passenger restraint system for child under age 8

A parent, legal guardian, or driver shall not transport on a highway in a motor vehicle a child who is under eight (8) years of age, without properly securing that child in a back seat in an appropriate child passenger restraint system meeting federal motor vehicle safety standards.

Exception: A child under the age of eight (8) who is four feet nine inches (4'9") in height or taller may be properly restrained by a safety belt in a back seat.

Use of child passenger restraint system for child between 8 and 16

A parent, legal guardian, or driver shall not transport on a highway in a motor vehicle a child who is eight (8) years of age or older, but less than 16 years of age, without properly securing that child in an appropriate child passenger restraint system or safety belt meeting federal motor vehicle safety standards.

"Properly restrained by a safety belt" means that the lower (lap) portion of the belt crosses the hips or upper thighs and the upper (shoulder) portion of the belt, crosses the chest.

You may be cited for a violation of the child passenger restraint system provisions. In addition, your automobile insurance rates could be adversely affected as a result.

Call your local health department for more information at:

For more information on safety seats: http://www.chp.ca.gov/community/safeseat.html

CDSS STATE OF CALIFORNIA • CHILD CARE LICENSING • DEPARTMENT OF SOCIAL SERVICES

Looking Back to Plan Forward…

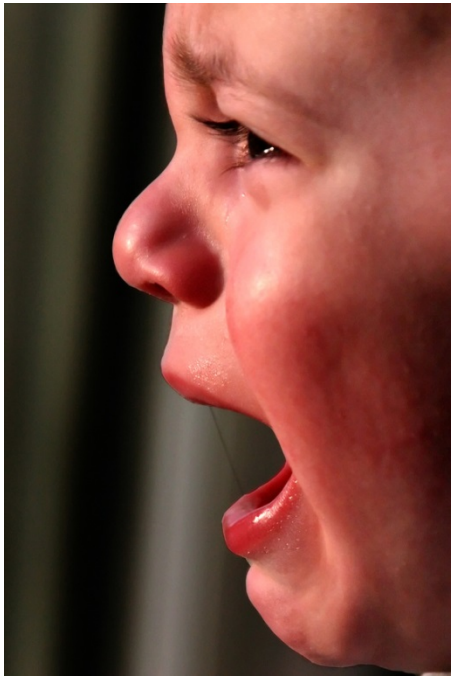
Staffing Elements:

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

Health and Nutrition Regulations

- Written health policies and procedures:
  - Shared with new staff
  - Food Preparation & Handling
  - Handling minor injuries and illnesses
  - Managing medications
  - Cleaning procedures
  - Hand washing
  - And much, much more…

Priority #1 Supervision…



Supervision's Focus…

Critical Awareness:

- ✓Classroom Activities
- ✓Playground Activities
- ✓Off-site Trips
- ✓Transportation
- ✓Using Volunteers
- ✓ **Distracted Staff or Day-Dreaming on the Job?**

Priority #2 Facilities & Equipment

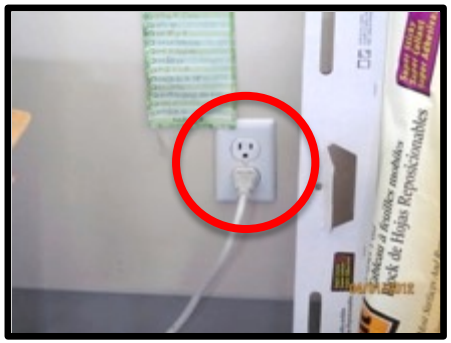
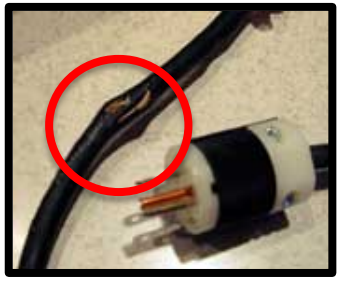
Facility & Campus Inspections

Critical Look

- Building Condition
- Playground Equipment
- Age Appropriate Sizing
- Food Prepared for Children
- Activity Safety Issues
- Adequate Space

Physical Plant Safety

- Preventive maintenance
  - Safer facilities
- Self-inspections
  - Walking surfaces: cracks or potholes
  - Electrical outlets broken or not covered
  - Cords deteriorated or across floors
  - Multi-plug outlets
  - Chemicals accessible and labeled

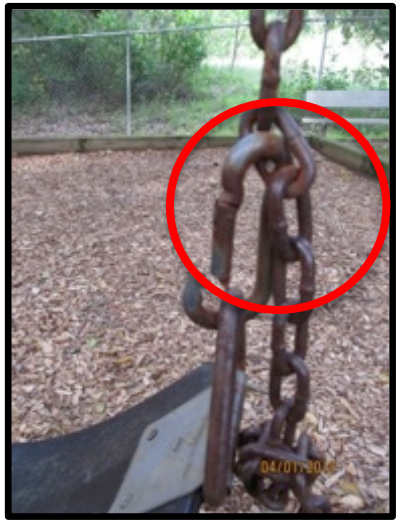
Physical Plant Safety

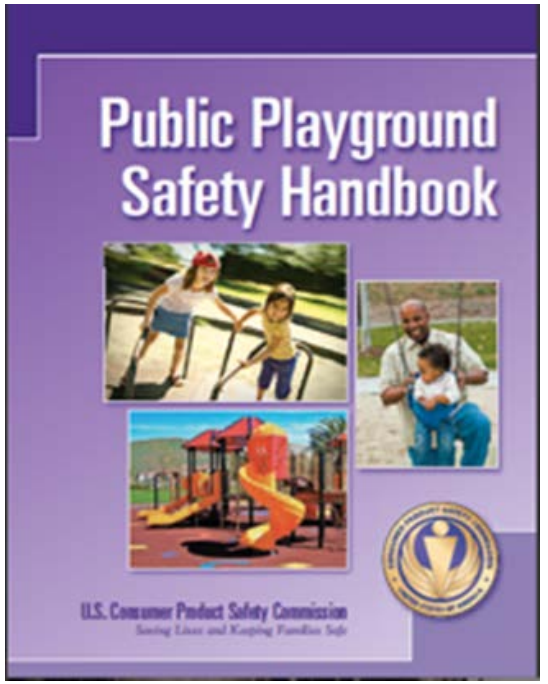
- Self-inspections
  - Heavy objects not strapped down
  - Items stored hazardously
  - Exit Doors or Hallways Blocked

Outdoor Safety: Elements of Concern

- Right size
- Designed, constructed, arranged and maintained for safety
- Fenced Area
- Private entrance or approach to playground
- Soft Materials
- Free from Debris

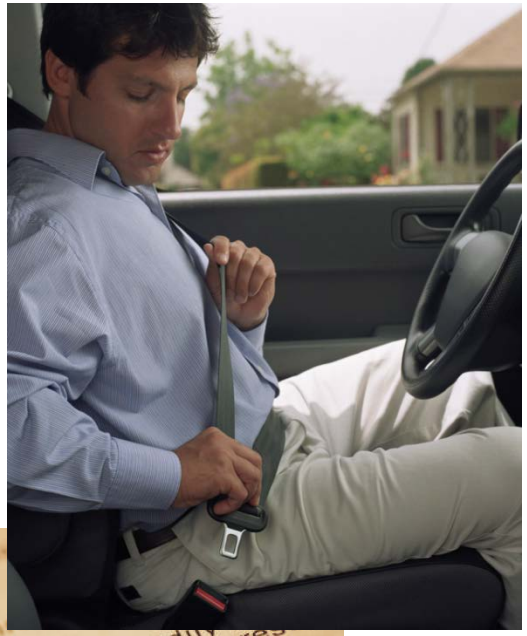
Maintained for Safety?

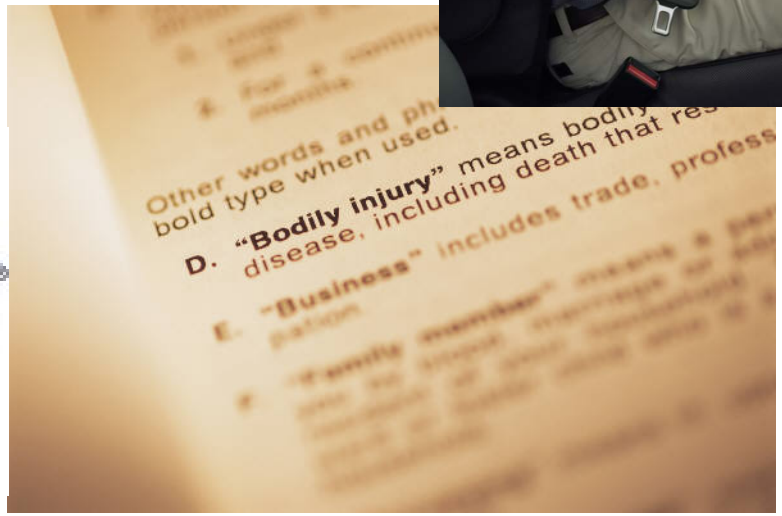




www.cpsc.gov

Transportation: Elements of Concern





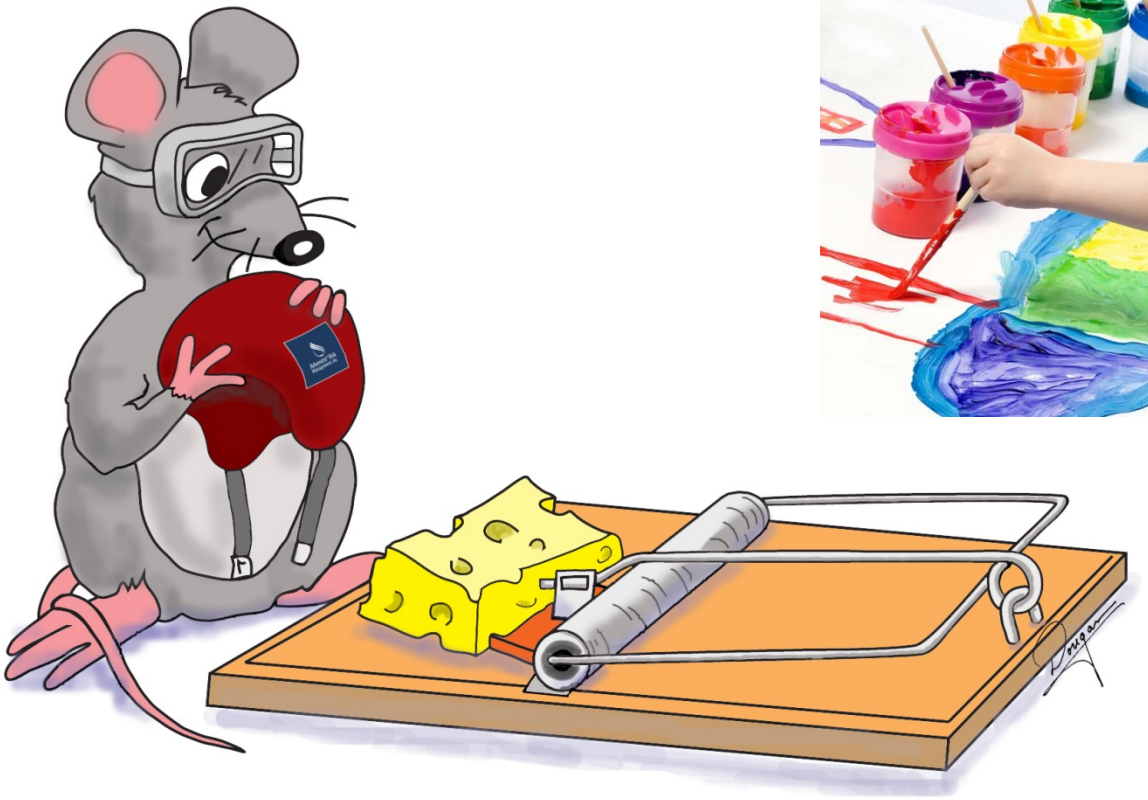
Transportation Safety Checklist:

- ✓ 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

Emergency Plans

- Written
- All potential disasters
- Communication
- Staff understand roles
- Practice Drills
- Reevaluation & Revise
- Contingency Issues
- Test again.

Let's Make a Difference…



Doing the right thing…

"Protecting the institution should always come second to doing what is right. Ultimately, that will be what protects the organization."

-- *Dwight Geddes,* "The Fall of a Lion"

Risk Management – April 2012

"Care for the flock that God has entrusted to you. Watch over it willingly, not grudgingly… but because you are eager to serve God… And when the Great Shepherd appears, you will receive a crown of never-ending Glory and honor." *1 Peter 5:2 and 4 NLT*

If Not You… Then Who?

Contact Information…

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More Resource Materials

www.Adventistrisk.org

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