



CONNECTICUT OFFICE OF EARLY CHILDHOOD
DIVISION OF LICENSING



CHILD CARE CENTER and GROUP CHILD CARE HOME
INSPECTION FORM

Type of Inspection: ☐ Initial ☒ Unannounced Full ☐ Announced Full ☐ Partial ☐ Follow-Up ☐ Change of Location

Program Name:	Grow Together Learning Center	Date of Inspection:	1/13/2025	Time of Arrival:	11AM
Address:	82 W. Main St.	License Number:	70608	Expiration Date:	9/30/2026
Town:	Clinton, CT. 06413-1623	Telephone Number:	860-664-5897	Summer Care:	Open
Operator:	Grow Together Learning Center, LLC	# of Staff Present:	2	# over 3 Present:	12
Email:	growtogetherlc@gmail.com	Total Capacity:	26	Total Under 3 capacity:	0
Designated Director:	Tennifer Slie	Hours/Days of Operation:	Monday-Friday 7:30AM-5:30PM	# under 3 Served:	0

Instruction Codes: N/A = Not applicable at this time ✓ = Regulation in Compliance ○ = Regulation not in Compliance

Endorsements: ☐ Under Three (6wks - 36m) ☒ Preschool (3y - 5y) ☒ School Age (5y & up) ☐ Night Care (6wks & up)

LICENSURE PROCEDURES 19a-79-2a

STAFFING AND CONSULTANTS 19a-79-4a cont.

✓ 1.	(c)(8)	Local Health Inspection-Date: 7/10/2024	✓ 19.	(a)(1)	Staff health records
ADMINISTRATION 19a-79-3a			✓ 20.	(a)(3)	Disciplinary actions
			✓ 21.	(b)	Comprehensive Background Checks
			✓ 22.	(b)(4)	Evidence of compliance
			✓ 23.	(d)	Adequate staffing
			✓ 24.	(d)(1)	Designated head teacher-approved-60%
			✓ 25.	(d)(2)	Two staff present-age 18 or older
			✓ 26.	(d)(3)(A-C)	Personal qualities of staff
			✓ 27.		RATIOS
			✓ 28.	(d)(4)(A)	Ratio 1:10 - Indoors/Outdoors
			✓ 29.	(d)(4)(B)	Mixed age group-ratios
			✓ 30.	(d)(6)	Nap time ratio
			✓ 31.	(d)(4)(D)	Supervision-Indoors/Outdoors
			✓ 32.		GROUP SIZE
			✓ 33.	(d)(5)	Group Size-Indoors/Outdoors
			✓ 34.	(d)(5)(A)	Group Size-school age field trips/outdoors
			✓ 35.	(d)(5)(B)	Mixed age group-group size
			✓ 36.	(e)(1)	Designated director-training
			✓ 37.	(f)(1)	CPR certified program staff
✓ 38.	(f)(2)	First aid certified program staff			
✓ 39.		PROFESSIONAL DEVELOPMENT			
✓ 40.	(a)(2)	Documentation			
✓ 41.	(h)(1)(2)	Health & Safety training			
✓ 42.	(h)(1)(2)	1% annual hours			
✓ 43.		SWIMMING ACTIVITIES - Y/N			
✓ 44.	(4)(C)(ii-v)	Swimming-Ratios			
✓ 45.	(4)(C)(i)	Non-swimmers identified			
✓ 46.	(e)(6)	CPR certified staff-age 20 or older			
✓ 47.	(e)(6)	Lifeguard-certified-supervising			
✓ 48.		CONSULTANTS			
✓ 49.	(i)(1)(A)-(D)	Consultants-Education, Health, Social Service, Dietitian (N/A)			
✓ 50.	(i)	Consultant agreements-signed annually			
✓ 51.	(i)(2)(A-H)	Agreements complete w/required services			
✓ 52.	(F)	Consultant logs-documented activities, observations and required services			
✓ 53.	(i)(2)	Consultant visits- Education/Health			
✓ 54.	(H)(i)-(I)(i)				
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CHILD CARE CENTER and GROUP CHILD CARE HOME INSPECTION FORM – page 2

PROGRAM NAME		LICENSE NUMBER	DATE OF INSPECTION
Grow Together Learning Center		70668	1/13/2025
RECORD KEEPING 19a-79-5		PHYSICAL PLANT 19a-79-7a cont.	
36. ☒	(a)(1)(A-C)	Children's Enrollment information	72. ☒ (d)(2)
37. ☒	☒ (a)(1)(D)(i)	PARENT PERMISSIONS	73. ☒ (d)(3)
	☒ (a)(1)(D)(ii)	Emergency medical permission	74. ☒ (d)(3)
	☒ (a)(1)(D)(iii)	Authorized release permission	75. ☒ (d)(4)
	☒ (a)(1)(D)(iv)	Field trip permission	76. ☒ (d)(5)
38. ☒	(a)(2)(A-B)	Transportation permission	77. ☒ (d)(6), (f)(3)
39. ☒	(a)(2)(C)	Child Health Records	78. ☒ (d)(7)
40. ☒	(a)(2)(E)	Immunization records	79. ☒ (d)(8)
41. ☒	(a)(3)(A)	Individual care plan-signed by parents/staff	80. ☒ (d)(8)
42. ☒	(a)(3)(B)	Injury, Illness, Incident, Accident reports	81. ☒ (d)(9)
43. ☒	(a)(3)(C)(i-ii)	Parent notification of illness or injury	82. ☒ (d)(10)(A)
44. ☒	(a)(3)(D)	Notify OEC of serious injuries, fatality	83. ☒ (d)(10)(B)
45. ☒	(a)(4)	Notify DPH, local health-reportable diseases	84. ☒ (d)(10)(C)
		Video recordings- keep 30 days	85. ☒ (d)(10)(D)
HEALTH and SAFETY 19a-79-6a		TOILETING	
46. ☒	(a)(1)	Preparation, transportation of food-follow DPH Model Food Code <u>N/A</u>	86. ☒ (d)(10)(E)
47. ☒	(a)(2)	Nutritious meals and snacks	87. ☒ (d)(10)(F)
48. ☒	(a)(3)	Proper refrigeration-41 degrees	88. ☒ (d)(10)(G)
49. ☒	(a)(4)	Menus-1 wk in advance- keep 3 mths	89. ☒ (d)(10)(H)
50. ☒	(a)(5)	Food Service Inspection <u>N/A</u>	90. ☒ (d)(11)
51. ☒	(a)(6)	Kitchen-clean, safe storage of food/supplies	91. ☒ (e)(1)
52. ☒	(a)(7)	Separate hand washing facilities	92. ☒ (e)(1)
53. ☒	(a)(8)	Multi-use eating/drinking utensils	93. ☒ (e)(2)
54. ☒	(a)(9)	Kitchen separated (Schl age only N/A)	94. ☒ (e)(3)
55. ☒	(a)(10)	Children supervised during meal prep	95. ☒ (e)(4)
56. ☒	(a)(11)	Handwashing-staff/children	96. ☒ (e)(5)
57. ☒	(b)(1)	Illness procedures-staff knowledgeable, children observed for signs/symptoms	97. ☒ (e)(6)
58. ☒	(b)(2)	Designated isolation area	98. ☒ (e)(7)
59. ☒	☒ (c)	FIRST AID KITS-portable, accessible to staff, closed container-Indoor/Outdoor/Field Trips	99. ☒ (e)(8)
60. ☒	☒ (c)	FIRST AID SUPPLIES-Indoor/Outdoor-adhesive strips, 3-4" gauze squares, 2" rolled gauze, tape, scissors, tweezers, 2 cold packs, thermometer, gloves, CPR mouth barrier	100. ☒ (e)(9)
61. ☒	☒ (d)	FIRST AID SUPPLIES-add'l for field trips water, phone, soap, emergency numbers, medications, plastic bags	101. ☒ (e)(10)
PHYSICAL PLANT 19a-79-7a		AIR TEMPERATURE	
62. ☒	(a)(2)	Fire marshal codes/certificate <u>9/10/2024</u>	102. ☒ (e)(11)
63. ☒	(b)	Indoor/Outdoor space inspected/approved	103. ☒ (e)(12)
64. ☒	(b)(1)-(5)	Construction/expansion/renovation/conversion	104. ☒ (e)(13)
65. ☒	(b)(6)	Space not inspected/approved but used for field trips-written parent permission	105. ☒ (e)(14-15)
66. ☒	(c)(2)	Licensed premises-clean, good repair, hazard free, maintenance program established	106. ☒ (e)(16)
67. ☒	(c)(3)	Building/Equipment/Furnishings-sanitary, hazard free (Schl age only) <u>N/A</u>	107. ☒ (e)(17)
68. ☒	(c)(4)	Testing of premises/grounds for chemicals	
69. ☒	☒ (c)(5)(A)	WATER SUPPLY - Public/Well (Schools-N/A)	
	☒ (c)(5)(B)	Lead Water Test - Date: <u>7/9/2024</u>	
	☒ (c)(5)(C)	Bact./Chem Test-Date: <u>N/A</u>	
70. ☒	☒ (c)(6)(A)	Drinking water available/accessible	
	☒ (c)(6)(B-D)	LEAD PAINT - Peeling Paint - Y/N Inside/Outside Building Pre-78: Y/N Lead Test: Y/N Results: <u>N/A</u> Lead Management Plan <u>N/A</u>	
71. ☒	(d)(1)	Emergency vehicle access	
		Walkways maintained	
		Windows protected to prevent falls	
		Window screens (Schl age only- N/A)	
		Glass and mirrors protected to 36"	
		Overhead doors-locking devices, spring protectors <u>N/A</u>	
		Exits, stairs, hallways unobstructed	
		Individual storage of clothing/bedding	
		Smoking or vaping prohibited on premises/grounds	
		Matches/lighters inaccessible	
		Electrical safety-outlets inaccessible -covered or protected (Schl age only-N/A)	

CHILD CARE CENTER and GROUP CHILD CARE HOME INSPECTION FORM – page 3

PROGRAM NAME Crow Together Learning Center LICENSE NUMBER 700008 DATE OF INSPECTION 1/13/2025

PHYSICAL PLANT 19a-79-7a cont.

- ☒ 108. (g)(5) Manufacture guidelines followed-furniture, equipment and toys-CPSC unsafe/recalls
- ☒ 109. (g)(6) Indoor climbing play equipment-shock absorbing materials under and around
- ☒ 110. (j) No weapons/no facsimile of a firearm
- ☒ 111. OUTDOOR SPACE
- ☒ (h)(1) Adequate space- 75 sq. ft. per child
- ☒ (h)(2) Shock absorbing surfaces-minimum 8"
- ☒ (h)(3) Playground free from hazards
- ☒ (h)(4) Nuts, bolts, screws-tight, covered/protected
- ☒ (h)(5) Outside equipment anchored-anchors buried
- ☒ (h)(6) New equip- cert playg. Inspection upon request
- ☒ (h)(8) Drinking water available/accessible
- ☒ (h)(9) Equipment arranged for safety-equip/fences/structures not hazardous
- ☒ 112. OUTDOOR PROTECTED/FENCING
- ☒ (h)(7) Playground protected from traffic, water, gullies or other hazards
- ☒ 113. ☒ (h)(7)(A) Fences installed to protect from hazards-4 ft
- ☒ (h)(7)(B) Fences installed to protect from water-4 ft, self closing and self latching devices or locks
- ☒ 114. ☒ (h)(7)(C) Rooftop play areas-6 ft. wall/barrier
- WATER HAZARDS
- ☒ (i) Pools, swimming areas-conforms to 19-13-B33b and 19a-36-B61
- ☒ (i) Wading pools prohibited
- ☒ (i) Hot tubs/spas/saunas-locked/inaccessible N/A

EDUCATIONAL REQUIREMENTS 19a-79-8a

- ☒ 115. (a) Written daily/weekly educational plan-developmentally appropriate
- ☒ 116. (a) EDUCATIONAL REQUIREMENTS
- ☒ (1)-(11) Indoor/outdoor, flexible schedule, cultural content, balanced experiences, exploration and discovery, variety of materials, rest/sleep/quiet time, meals/snacks, toileting, individual/small group activities, physical activity
- ☒ (b) Limited access to screen time/video games

UNDER THREE ENDORSEMENT 19a-79-10 cont.

- ☒ 129. LINENS/CLOTHING
- ☐ (f)(1) Linens/emergency clothing available
- ☐ (f)(2) Linens washed weekly or as needed
- ☐ (f)(3) Linens/clothing stored individually
- ☐ (f)(4) Cribs/cots cleaned-linens changed when shared
- ☒ 130. SAFE SLEEP
- ☐ (g)(1) Under 12 mths placed on back for sleeping
- ☐ (g)(1) Crib-snug fitting mattress/tightly fitted sheet
- ☐ (g)(1) Alternate sleep position/equipment-medical documentation for medical reason on file
- ☐ (g)(2) Infants allowed to adopt other sleep positions
- ☐ (g)(3) No items in/on cribs-blankets, toys, bumpers, pillows, weighted blankets/sleepers/swaddles
- ☐ (g)(4) No unapproved sleeping-car seats/swings/beds, etc.
- ☐ (g)(5) No swaddling w/o written documentation from MD/PA/APRN- instructions/timeframes
- ☐ (g)(6) Observe/assess infants at least every 15 minutes
- ☐ (g)(7) Teething necklaces/bracelets, jewelry inaccessible
- ☐ (g)(8) Safe sleep policies posted/parents informed
- ☐ (h)(1) Infant toys-separate/washed/sanitized daily
- ☐ (h)(1) Toddler toys-washed/sanitized weekly
- ☐ (h)(2) No toys/objects less than 1 1/4" diameter
- ☐ (h)(2) Plastic bags/balloons/styrofoam inaccessible unless under direct supervision
- ☐ (i)(1)(2A-C) Health consultant visits/documentation
- ☒ 131. FEEDING
- ☐ (j) Infants held for bottles - chairs for feeding - individual attn, tummy time, crawl/toddle
- ☐ (k)(1) Written feeding schedule from parent-updated
- ☐ (k)(2) Unused formula/milk discarded after feedings
- ☐ (k)(3) Clean bottles/disposable bottles/appvd washing
- ☐ (k)(4) Baby food served from dish or whole jar
- ☐ (k)(5) Bottles labeled with child's name
- ☐ (l)(1) Outdoor spaced fenced-4 ft lic. after 1/1/25
- ☐ (l)(2) Outdoor equipment-developmentally appropriate for ages of the children
- ☐ (l)(3) Shock ab materials less than 1 1/4"-or measures in place to ensure their health & safety

UNDER THREE ENDORSEMENT 19a-79-10 Y/N

- ☐ 117. (b) Approved Under 3 Endorsement
- ☐ 118. (c)(2) Ratios- 1:4 (6wks-24mths), 1:5 (24-36mths)
- ☐ 119. (c)(3) Group size-max 8 (6wks-24mths), max 10 (24-36mths)
- ☐ 120. (c)(4) Physical barriers- indoors/outdoors
- ☐ 121. (d)(1)(A-C) Adequate sinks in program space (Grp Homes accessible) handwashing-diapering-food prep
- ☐ 122. (d)(2)(A-iii) Cribs-in compliance w/CPSC (manf. after 6/28/11)
- ☐ 123. (d)(2)(B) Washable cots
- ☐ 124. (d)(2)(C) Chairs for feeding-stable base-safety straps-locking tray
- ☐ 125. (d)(2)(D) Dev. appropriate tables/chairs/equipment
- ☐ 126. (d)(2)(E) Refrigerator and food prep facilities
- ☐ 127. (d)(3)(A-C) Optional furniture/equip-safe/hazard free
- ☐ 128. DIAPERING
- ☐ (e)(1) Diaper area: elevated/sturdy/safety rail
- ☐ (e)(2) Diaper area: used only for this purpose, located in the program area
- ☐ (e)(3) Diaper area: non-porous surface/good repair
- ☐ (e)(4) Diaper area: washed/disinfected after use
- ☐ (e)(5) Diaper area: disposable paper sheets
- ☐ (e)(6)(9) Covered waste receptacle-removed daily
- ☐ (e)(7) Handwashing-staff/children
- ☐ (e)(8) Diapering-Handwashing policies-posted/followed
- ☐ (e)(10)(A-C) Cloth diapers-written plan developed

SCHOOL AGE ENDORSEMENT 19a-79-11 Y/N

- ☒ 140. (b) Approved Schl Age Endorsement
- ☒ 141. SCHEDULE - ACTIVITIES
- ☒ (c) Written daily program plan-flexible schedule-available to staff/parents
- ☒ 142. ☒ (c)(1) Activities not a duplication of child's day
- ☒ (c)(2) Activities include cognitive, physical, social, emotional needs of the children
- ☒ (c)(3) Program includes free time, snacks, creative/physical/small group/self-concept activities, homework time, special events
- ☐ 143. (d) Ratio- 1:15
- ☒ 144. (e) Group size- max. 30
- ☒ 145. (f) 4 yr. olds enrolled in schl age-written authorization/permission from director/parent
- ☒ 146. (g) Head teacher approved- 60%

CHILD CARE CENTER and GROUP CHILD CARE HOME INSPECTION FORM – page 4

PROGRAM NAME	Grow Together Learning Center	LICENSE NUMBER	706678	DATE OF INSPECTION	1/13/2025
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NIGHT CARE ENDORSEMENT 19a-79-12 (10pm-5am) Y/N MONITORING OF DIABETES 19a-79-13 Y/N

☐ 147. (b) Approved Night Care Endorsement ☐ 148. (b)(1) Person in charge-head teacher ☐ 149. (b)(2) Written plan for program activities- meet individual needs, sleep patterns, quiet activities ☐ 150. (b)(3) Written plan for supervision including cot placement and evacuation ☐ 151. (b)(4) Children in care no more than 12 hrs. in 24 ☐ 152. (b)(5) Staff awake and available ☐ 153. <u>SLEEP PROVISIONS</u> ☐ (b)(6) Individual cot/crib with bedding ☐ (b)(6)(A) Sleeping apparel/toiletries labeled ☐ (b)(6)(B) Required bedding ☐ (b)(6)(C) Required toiletries ☐ (b)(6)(D) Bedding/sleeping apparel laundered weekly ☐ (b)(7) Sleep arrangements for infants ☐ 154. (b)(8) Air temp 65 °F at 3 ft ☐ 155. (b)(9) Fire marshal approval-hours specified ☐ 156. (b)(10) Local health approval	☐ 171. (a)(1) Written policies and procedures ☐ 172. <u>STAFF TRAINING</u> ☐ (b)(1)(A) Staff training – first aid ☐ (b)(1)(B) Staff training – use/storage/maintenance of monitoring equipment, reading test results, appropriate actions ☐ (b)(2) Training updated at least every 3 years ☐ (b)(3) Written documentation of training ☐ (c)(2) Trained staff on site when child is present ☐ (c)(3) Self-administration - written authorization and under supervision of trained staff ☐ 173. Equipment provided by parents ☐ 174. (d)(1) Equipment labeled and inaccessible ☐ 175. (d)(2) Signed agreement with parent regarding equipment, supplies, materials to be discarded ☐ 176. (d)(3) Authorized prescriber written order ☐ 177. (e)(1) Written authorization from parent ☐ 178. (e)(2) Testing results and actions taken – documented and kept on file, ensure parents are notified daily ☐ 179. (e)(3)
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ADMINISTRATION OF MEDICATIONS 19a-79-9a Y/N ADDITIONAL VIOLATION

☒ 157. (9a) Written medication policies/procedures ☒ 158. (9a) Permit enrollment of children with asthma, allergies, diabetes ☒ 159. <u>NONPRESC. TOPICAL MEDICATION</u> ☒ (a)(2) Admin/Parent permission/report errors ☒ (a)(3)(A-B) Labeling and Storage ☒ (a)(3)(C) Unused/expired meds destroyed/returned ☒ 160. <u>MEDICATION TRAINING</u> ☒ (b)(1)(A/C) Medication training-general-oral/top/inhalant ☒ (b)(1)(D) Injectable premeasured autoinjector medication ☒ (b)(1)(E) Rectal medication ☒ (b)(1)(F) Injectable other than premeasured auto-injector ☒ (b)(2)(A-B) Training approval documents/certificates ☒ (b)(2)(C) Training outline on file ☒ 161. (b)(3)(A-B) Authorized prescriber/parent permission ☒ 162. (b)(3)(D) Medication errors- documentation, parent(s) and OEC notification ☒ 163. (b)(4)(A-B) Medication Administration Records (MAR) ☒ 164. (b)(5)(A-B) Labeling and Storage ☒ 165. (b)(5)(C) Emergency medication inaccessible ☒ 166. (b)(5)(D) Unused/Expired meds-destroyed/returned ☒ 167. (b)(5)(E) Auto-injector/inhalant equipment ☒ 168. (b)(6) Self-administration documentation ☒ 169. (b)(7)(A-B) Petition for special medication authorization ☒ 170. (d) Potassium Iodide (KI) emergency distribution-permission and storage (N/A)	☒ 180. - Consent Order/Negotiated Corrective Action Plan conditions N/A DISCUSSIONS - COMMENTS Discussed new regulations with directn. Gave directn new oec complaint procedure and coordinating policy checklist to use when updating policies/procedures
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SIGNATURE OF OEC STAFF		SIGNATURE OF PERSON IN CHARGE	
PRINTED NAME	HEIDI HECKRILL	PRINTED NAME	Jennifer Stee

OEC DIVISION OF LICENSING 450 Columbus Blvd, Suite 302, Hartford, CT 06103 Help Desk: (800)282-6063 or (860)500-4450 Website: www.ctoec.org/licensing Email: oeclicensing@ct.gov	Inspection shall be posted or available for review upon request. Written Corrective Action Plan Due by: 1/26/2025	CAP: https://www.ctoec.org/forms-documents/corrective-action-plan-and-resolving-disputed-violations.pdf
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SUPPLEMENTAL REPORT OF INSPECTION

Name of Program/Provider Crow Together Learning Center License # 706028 Date: 1/13/2025

Observations/Corrections needed:

- #31(f)(1): observed no staff trained to administer care 2 days per week during opening hours
- #32(f)(2): observed no staff trained to administer first aid 2 days per week during opening hours
- #33(h)(1): observed 2 staff without documentation of professional development equal to 1% of total annual hours worked for 2024
- #35(i): observed social service consultant agreement to be more than 1 year old
- #35(i)(2)(A-H): observed no documentation of annual policy review by social service consultant
- #82(d)(10)(H): observed no functional mechanical ventilation in child bathroom
- #111(h)(2): observed less than 8 in shock material under outdoor climber/slide

S = Substantiated NS = Not Substantiated P = Pending (if applicable)

Operators/providers are required by regulations and statutes to be in compliance at all times.

Signature: _____

Print Name: _____

Signature: _____

Print Name: _____

CORRECTIVE PLAN SHALL BE RETURNED TO

OEC BY: _____

1/26/2025

Bridget McKinn
(OEC Representative)

Bridget McKinn

Jennifer Slu
(Person in Charge)

Jennifer Slu