pennsylvania
DEPARTMENT OF PUBLIC WELFARE

Sent via e-mail: 'Anita Paukovits' <AnitaP@thechildrenshome.org>
Mailing Date: July 2, 2014

Mr. Gregg Dowty, Executive Director/President
The Children's Home of Easton, Inc.
2000 South 25th Street
Easton, Pennsylvania 18042

RE: Smith Cottage
License # 212980

Dear Mr. Dowty:

As a result of the Department of Public Welfare's licensing inspection on March 13, 2014 of the above facility, the violations with 55 Pa.Code Ch. 3800 (relating to Child Residential and Day Treatment Facilities) specified on the enclosed Licensing Inspection Summary were found.

All violations specified on the enclosed Licensing Inspection Summary must be corrected by the dates specified on the Licensing Inspection Summary and continued compliance with 55 Pa.Code Ch. 3800 must be maintained.

Sincerely,

Andrew Miller
Child Residential Licensing Manager

Enclosure
Licensing Inspection Summary

VIOLATION REPORT
CHILD RESIDENTIAL LICENSING - 55 Pa.Code Chapter 3800

Facility Name: SMITH COTTAGE	**License Number:** 21298
Address: 2000 SOUTH 25TH STREET, EASTON, PA 18042	**County:** Northampton
Director: GREGG DOWTY	**Region:** NORTHEAST
Legal Entity Name: THE CHILDRENS HOME OF EASTON INC	
Legal Entity Address: 2000 SOUTH 25TH STREET, EASTON, PA 18042	

Certificate(s) of Occupancy
C-2
12/19/1979
L&I

Program Type:	**Licensed Capacity:**	**Number of Children Served:**
Residential Services	8	

Type of Inspection: Partial	**BHA Docket Number:**	**Notice:** Unannounced

Reason(s) for Inspection(s)
Incident

On-Site Inspections Dates and Department Representatives On-Site
03/13/2014: Keegan, Michael; Daniels, Michael

Off-Site Inspection Dates and Inspectors, if Applicable

Other Details

Partial or Full Triggers:	**Random Indicators:**

Child Demographic Data as of Inspection Dates

Age of Children:	**Number of Children who:**
0 to 5 years:	**Are Adjudicated Delinquent:**
6 to 13 years:	**Are Dependent:**
14 to 17 years:	**Have Mental Illness:**
18 to 21 years:	**Have an Intellectual Disability:**
	Have a Physical Disability:

Licensing Inspection Summary: 21298 - 03/13/2014 - Keegan, Michael
Facility Name: SMITH COTTAGE

1. REGULATION 55 Pa.Code §3800
3800.32(b) - A child may not be abused, mistreated, threatened, harassed or subject to corporal punishment.

2a. DESCRIPTION OF VIOLATION
Child # 1 was the victim of an indicated case of physical abuse in an assault by Staff Member A that caused Child # 1 to be hospitalized.

3. PLAN OF CORRECTION (POC) (Attach pages as necessary. Remember that you must sign and date any attached pages.)
Include steps to correct the violation described above and steps to prevent a similar violation from occurring again. If steps cannot be completed immediately, include dates by which the steps will be completed.

Please see attached letter dated 5/15/14

Repeat Violation: No	Date(s) of Previous Violation(s):			

Signature of Legal Entity Representative
(Required on EVERY Page)

Printed Name and Title of Legal Entity Representative
(Required on EVERY Page) GREGG DOWTY EXECUTIVE DIRECTOR

Date 5-15-14

DEPARTMENT USE ONLY - FACILITIES MAY NOT WRITE BELOW THIS LINE!

The above plan of correction is approved as of ~~6-3-14~~ (Date)

The above plan of correction was approved by AZM (Initials)

Plan of correction implementation status as of 7-1-14 (Date)

- [x] Fully Implemented
- [ ] Partially Implemented - Adequate Progress
- [ ] Partially Implemented - Inadequate Progress
- [ ] Not Implemented

STAFF PRIVACY CODING DOCUMENT
CHILD RESIDENTIAL LICENSING - 55 Pa. Code Chapter 3800

Facility Name:SMITH COTTAGE	License Number:212980

Designation	Staff Member's Name
A	[redacted]

GREGG DOUGHY EXECUTIVE DIRECTOR
Printed Name and Title of Legal Entity Representative

Signature of Legal Entity Representative

5-15-14
Date

Date of Inspection: 03/13/2014

CHILD PRIVACY CODING DOCUMENT
CHILD RESIDENTIAL LICENSING - 55 Pa. Code Chapter 3800

Facility Name:SMITH COTTAGE	License Number:212980

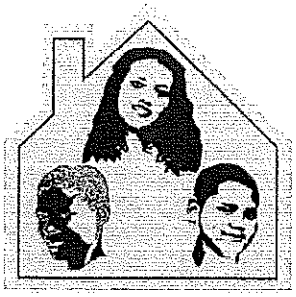
Designation	Child's Name
Resident 1	[redacted]

GREGG DIWTY EXECUTIVE DIRECTOR
Printed Name and Title of Legal Entity Representative

Signature of Legal Entity Representative

5-15-14
Date

Date of Inspection: 03/13/2014



Children's Home of Easton

www.thechildrenshome.org

Gregg Dowty, Ed.D.
Executive Director
President

TO: Andrew Miller, Child Residential Licensing Manager
FROM: Anita Paukovits, Executive Vice President
RE: Plan of Correction, Smith Cottage License #212980
DATE: May 15, 2014

We received your letter regarding your unannounced visit on 3/13/14 and subsequent letter 5/12/14 regarding the incident of staff member [redacted] and [redacted] and our plan of correction.

In regards to 3800.32(b) the agency completely concurs as the Children's Home does not tolerate any behavior like this from any staff and as shared, the staff member was immediately terminated. As shared with the NE Region, the Bureau of Licensing, and Child Line, he was detained by the Wilson Police on the night of the incident and regardless would have been terminated due to his actions. Child [redacted] has since recovered physically and returned to CHE. He is now residing in Davison Cottage and doing well despite this traumatic incident.

On the night of the incident, extra staff were brought in to debrief with all residents and staff and made sure all were safe and despite the incident, all were okay. All pertinent parties were immediately notified and again, the staff member involved was immediately terminated.

As with any incident that occurs, an immediate task force was formed to address the entire incident. Attached are the PQI (Performance Quality Improvement) Task Forces that list what was discussed and what is being implemented and follow up. Please see attached – January Incident and New Hire. These are both *internal* documents that have been established to implement and teach new ways of making sure accountability is happening at all levels. These are intended to be reviewed ongoing and may change as needed to make sure they are appropriate in terms of expectations and roles of staff assignments. PQI meets formally on a quarterly basis but can be reviewed at any time as well.

Weekly staff meetings are held with all direct care staff and supervisors will address any negative interactions that have occurred or potential to occur, to insure child rights are recognized and staff follows proper procedures.

If at any point of time, supervisors observe or substantiated through reports, that a child has been abused, mistreated, threatened, harassed, or subjected to corporal punishment the staff will be immediately terminated. This expectation will be communicated to all staff through Child Rights training.

If supervisors have concerns regarding a lack of staff understanding or displaying unprofessional behaviors, a written focused supervision will be completed and staff will be held accountable. This could lead to further discipline action, up to and including termination. Supervisors may also require staff to re-take specific trainings, such as Risking Connections (trauma informed), Therapeutic Crisis Intervention, Olweus, Child Rights, or receive increased supervision.

Supervisors will observe each direct care staff interacting with residents on a weekly basis. These observations can be conducted in the cottages, dining room, during recreational activities and other events.

Please contact me if there is other information that you need regarding this incident.

As always, thank you for your professional input in making sure we are in compliance and for your thorough investigations. Thank you.

All staff are trained on Child Rights as part of new hire/state training and then it is ongoing dialogue and agenda items thereafter with supervisor and direct care staff. Weekly staff meetings are held by supervisors and addresses interactions of staff and residents to make sure no abuse or potential for abuse occurs, on a regular basis as part of their meetings. The POC indicates that *if at any time negative or potential abuse occurs*, it is to be reported immediately as it is not accepted or tolerated. This is not a new or additional training rather expectation of supervisors to review ongoing and when occurs, to document and report accordingly.

The purpose of the observations of supervisors and direct care staff is an internal way to make sure supervision and accountability occurs so they can observe firsthand the interaction of the them working directly with the residents and provide feedback. The information from this observation will be used for teaching staff, sharing feedback, generating ways to improve the staff performance, and can be documented in the staff reports.

AZM 6.3.14