

Intake Number: 00123909, 00123917

Date of Report: 09/03/2024

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Correction Plan Submitted:

Provider Information:

Phone number: (774) 234-7827
Licensee ID: P-250575
Licensee name: Starboard Academy
Address: 114 Industrial Park Road
Plymouth MA 02360

Umbrella Organization Information:

Phone number:
Program ID: 1475019
Program name: Starboard Academy LLC
Address: 114 Industrial Park Road
Plymouth MA 02360

Outstanding Compliance Issues

Regulation	Statement of Non-Compliance	Corrective action plan (Describe how, when and by whom, e.g., correction has been / will be made. Please be specific)	Date correction implemented
1.06(03)	The licensee shall make available any information requested by EEC by providing access to its records, staff, and references. During the investigation, the investigator repeatedly requested information from the program, but the receipt of the information was delayed. The licensee declined to make information immediately available upon request.		
1.07(04)(a)03	The licensee will not submit any misleading or false statements to EEC. When this happens, EEC reserves the right to impose consequences according to the regulation. The program was less than forthcoming during the investigation and provided countless misleading and false statements to EEC about possible misconduct in the program by staff.		
7.04(01)	The licensee must ensure that the program is soundly administered by qualified persons. The licensees had a responsibility to conduct comprehensive internal investigations when dealing with concerns of abuse, neglect, or sexual harassment. Within hours, internal investigations were concluded but lacked supporting information to arise at such a conclusion. These internal investigations failed to determine if any regulatory policies or workplace practice violations occurred. Instead, the licensees engaged in intimidation tactics and released potential victim's names to co-workers. The leadership team continuously disregarded regulatory concerns brought to their attention and created mistrust among their employees due to their lack of transparency.		

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7.05(02)	An educator within the program physically managed a child inappropriately. The educator did not use proper physical guidance when interacting with a child. This interaction lacked nurture and emotional care for the child when implementing program expectations.		
7.05(08)(b)	Educators are strictly prohibited from subjecting children to cruel or severe punishment such as humiliation, verbal or physical abuse, neglect, or abusive treatment. The educator received an employee warning notice on 5/10/2024 for “failure to appropriately lift a child.” The educator was seen lifting the child by the upper bicep.		
7.05(03)(a)	Educators must support children in the development of self-esteem, independence, and self-regulation. The educator must demonstrate courtesy and respect when interacting with children and adults. Educator Z allegedly repeatedly touched a co-worker in front of daycare children. This interaction did not support the children or the adult(s) in the classroom. Educator Z potentially subjected young children to learning the art of misguided touching.		
7.04(18)(b), 7.08(08)(c)	The licensee must describe in writing the transition procedure. There needs to be shared collaboration and information between the educators with parental permission. Several parents reported not being abreast of their child’s transition plan or who was caring for their child, especially at pick-up. The licensee must inform the parents prior to or as soon as possible following any change in educators. Some parents described a lack of consistency and transparency regarding the child’s classroom teacher.		
7.11(04)(b), 7.11(04)(d)	The educator/licensee are mandated reporters. EEC regulations strictly prohibit any form of abuse or neglect of children while in care and mandate the licensee and all educators operate programs in ways that protect children from abuse and neglect. The program failed to report potential abuse/neglect to EEC and DCF in May 2024.		
7.04(18)(c)(07)	The licensees denied on multiple occasions documentation of any disciplinary actions or investigations about two educators. The information was required to be in each personnel record but was omitted when files were reviewed by this investigator.		

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7.14(01)	Two educators did not participate in the investigation process. At the time of their contact, the educators were employees and had an obligation to comply with the EEC investigation.		

Mel Lathrop
Investigator

I have reviewed the above non-compliances and have specified my plan and date of correction for each outstanding compliance issue.

LICENSEE'S SIGNATURE:

DATE: