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The Compliance Alliance
President & Founder



Samantha Phillips

Comply
Insurance Expert



Prepared for Playground

Leveraging Compliance

Protect Your Business

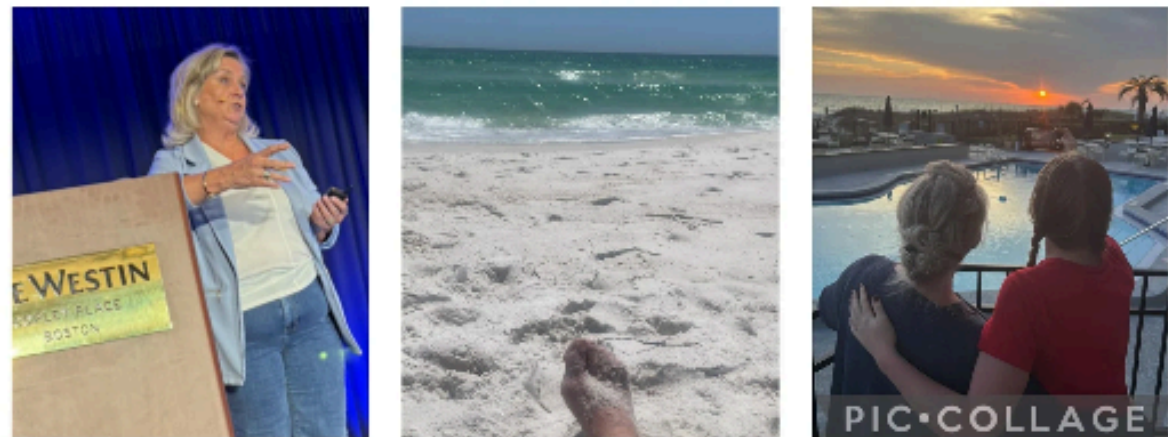
Compliance & Risk Management 101



THE
COMPLIANCE
ALLIANCE

ECE EXPERTS || BUSINESS ALLIES

Who is Lynn Wenger?



My story – Foundation of Systems, Process, Tools

- Career Mom, 2 girls, Wife, STTV
- C-suite leader for 2 International Tech Startups
- Owner/Operator x 2

ECE Adopted Me – 2018 my “Gotchya Date”

- 160 school project
- Right Bus/Wrong Seat for me
- Enneagram 1 – If you know, you really know 💡

The Compliance Alliance – My Why Today

- Compliance resource hub & professional services partner for ECE providers
- First ever ECE Compliance Risk Audit System including 80 SOP to support compliance operations

Who is ready for a roadtrip?? – Filling your compliance backpack

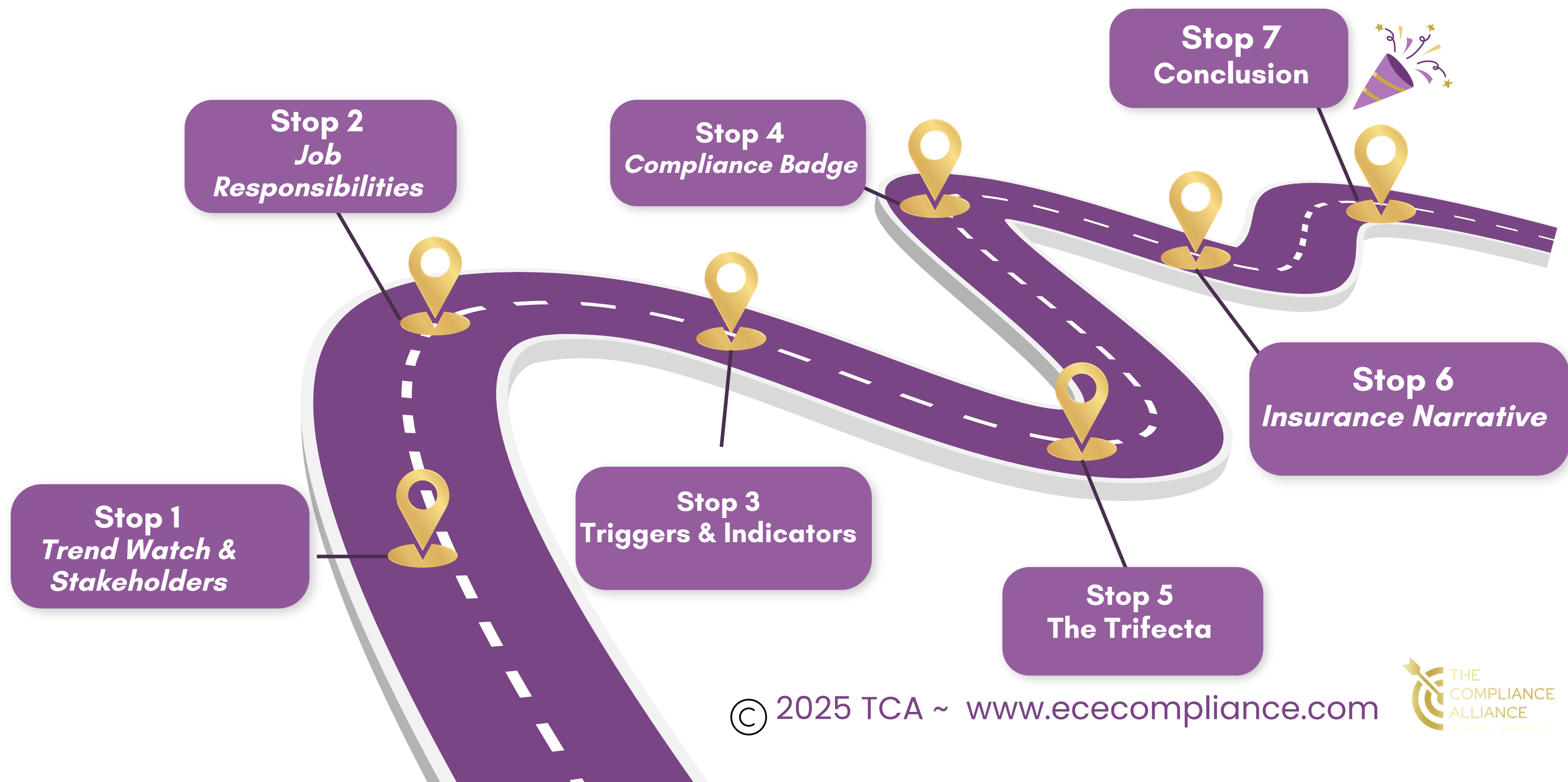


In this session, you'll learn:

- ✓ ***Compliance practices – the impact of your risk score and overall business valuation***
- ✓ ***Key strategies to proactively manage compliance and mitigate risks***
- ✓ ***Controlling the Narrative – Insurance, You and YOUR story***
- ✓ ***Practical tools to support your compliance framework***



Compliance Roadtrip



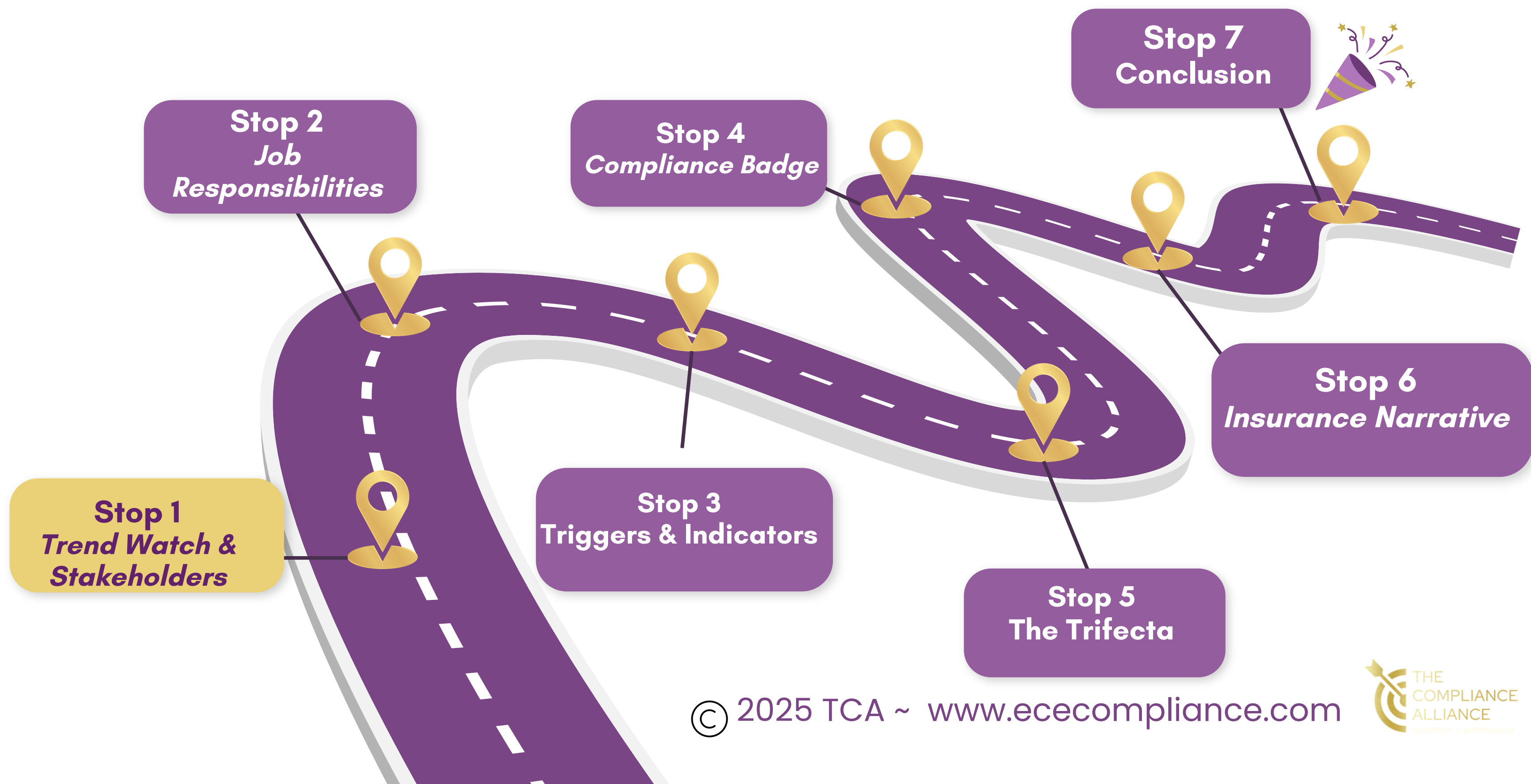
Poll

Compliance Framework

Do you have a defined compliance framework with roles and responsibilities in place?

- ✅ *Yes – we have a clear set of processes, roles and system of accountability*
- ⚙️ *Somewhat – we manage it informally but have started to build a process*
- 🧩 *Not really – it's handled as needed (usually triggered by a licensing visit or citation)*
- 🤔 *Honestly... it feels intimidating or unclear; unsure where to start*

Compliance Roadtrip

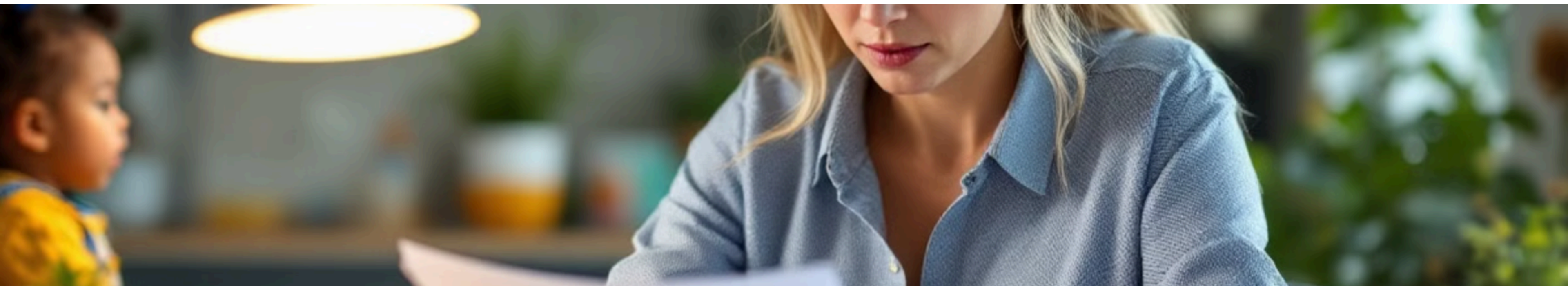


ECE COMPLIANCE STAKEHOLDERS



2025 Top 5 Compliance & Risk Management Trends

-  LineLeader 2024 Benchmark Study
-  Insurance Renewal Increases or Eligibility
-  Legal exposure -> Litigious Parties
-  Parents - > Online Research
-  Investor/Banking Due Diligence



Challenges and Business Priorities* Compliance Ranking

11th Annual Early Childhood Education Benchmark Report

59%

2023 Providers prioritizing compliance

71%

2024 Providers prioritizing compliance

*“Compliance is increasingly becoming a top priority for ECE providers.
Yet many struggle to move from best intention to best practice.”*



Pressing Insurance Challenges*

*“From January 2024 to January 2025, all of our insurance premiums increased and our liability **increased by 64%**”*

Jonathan Pearce, President of Sugar ‘n Spice Children’s Academy, Louisiana

**Bipartisan Policy Report on Insurance*



Increase in frivolous lawsuits - *“I’m calling my lawyer!”*

Fact: Law firms are creating **legal guides** and **checklists** encouraging lawsuit if a child is hurt while in care.

Your best defense is a well established history of safety, audits, and proactive corrective measures
“Control the Narrative”



Investor Risk Due Dilligence

*Infusion of Cash **or** Your Future Exit Strategy **or** Your Expansion Acquisition*

Due Dilligence = Licensing Review & Risk Assessment – what is my risk?

- *Analyze licensing visit history*
- *Evaluate corrective actions and compliance trajectory*
- *Classify citations and risk severity*
- *Assess if citations are a people issue or process issue*



Parent Research – Starts Online

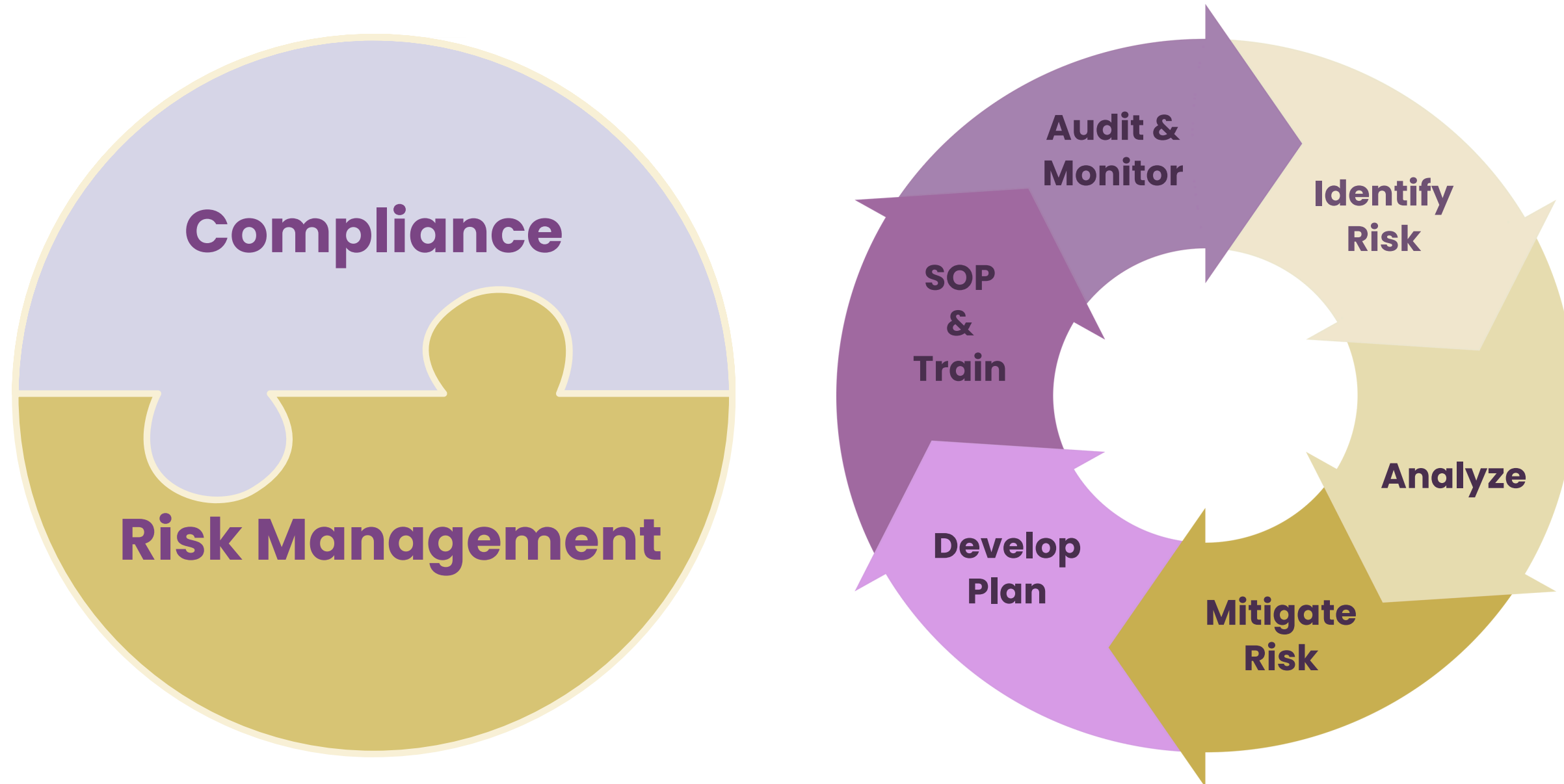
“Safety is our #1 Concern”

Author’s Advice: Source – Care.com

“Read reviews, perform research on each business, review licensing history.

Contact your state’s department of licensing to learn more.”

The Power of Compliance & Risk Management



Do not reinvent the wheel ~ leverage it!

Keeping it Simple – Risk Management

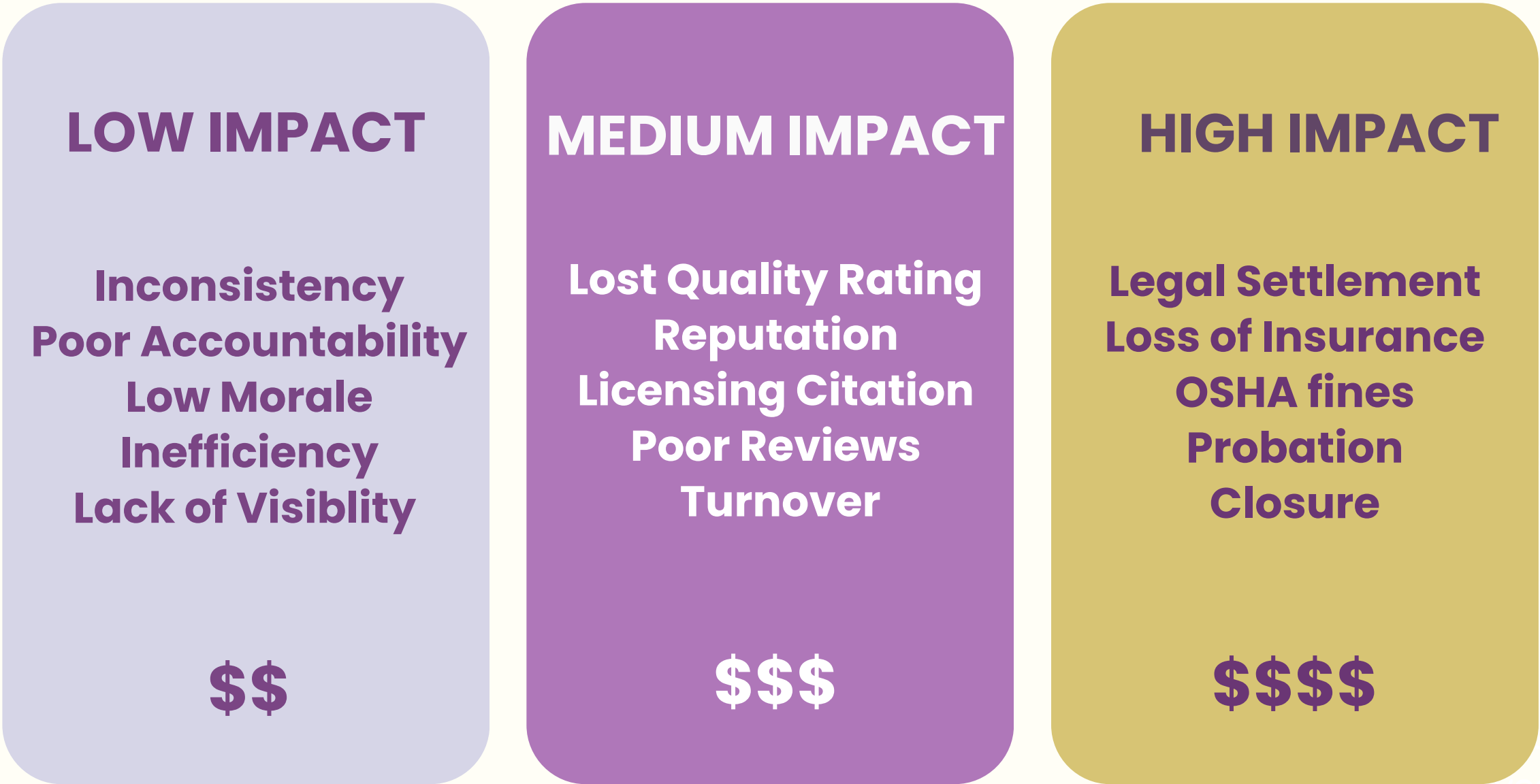


Key Variables – Identify and Evaluate Known Risks

- **Severity:** how serious could the risk be?
- **People Impact:** what is the potential harm? (children, staff)
- **Rank:** what is the relative risk (H, M, L)
- **Probability:** how likely is it to occur?
- **Financial Impact:** what are the financial costs

Risk Matrix ▾				
1	Tt Risk Category ▾	Example Risks ▾	Risk Level ▾ (H/M/L)	Likelihood ▾ (1–5)
2	Supervision & Staff Practices	Unattended children, ratios, distracted supervision		
3	Medication & Allergies	allergies, medication errors, proper handling		
4	Physical Environment	Trip hazards, unsafe playgrounds, fire safety issues		
5	Behavior Management	Improper Discipline, lack of behavior documentation		
6	Emergency Preparedness	outdated emergency plans, poor staff training		
7	Facility & Equipment Maintenance	Broken furniture, poor cleaning		
8	Transportation & Field Trips	Improper car seat use, missing driver checks, name-face		
9	Staffing & Child Records	Incomplete background checks, expired certifications		
10	Communication & Documentation	Missing incident reports, poor parent communication		
11	Security & Access Control	Unlocked doors, no visitor log, missing access controls		

Weighing the cost of repeated non-compliance



How much risk can we tolerate?

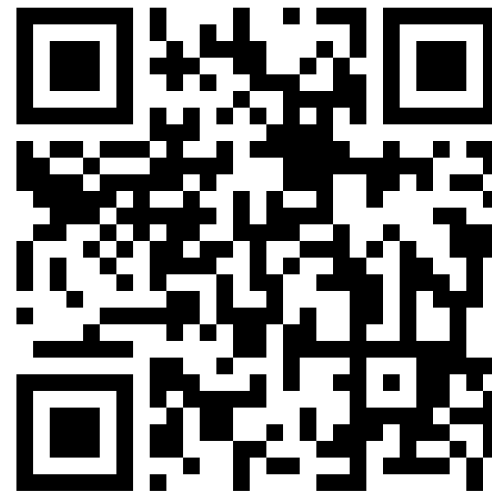
Free Risk Management Download

Enter your info to get a free resource on Risk Management from The Compliance Alliance!

First Name

Last Name

Email



Get It Now!



An Introduction To Risk Management

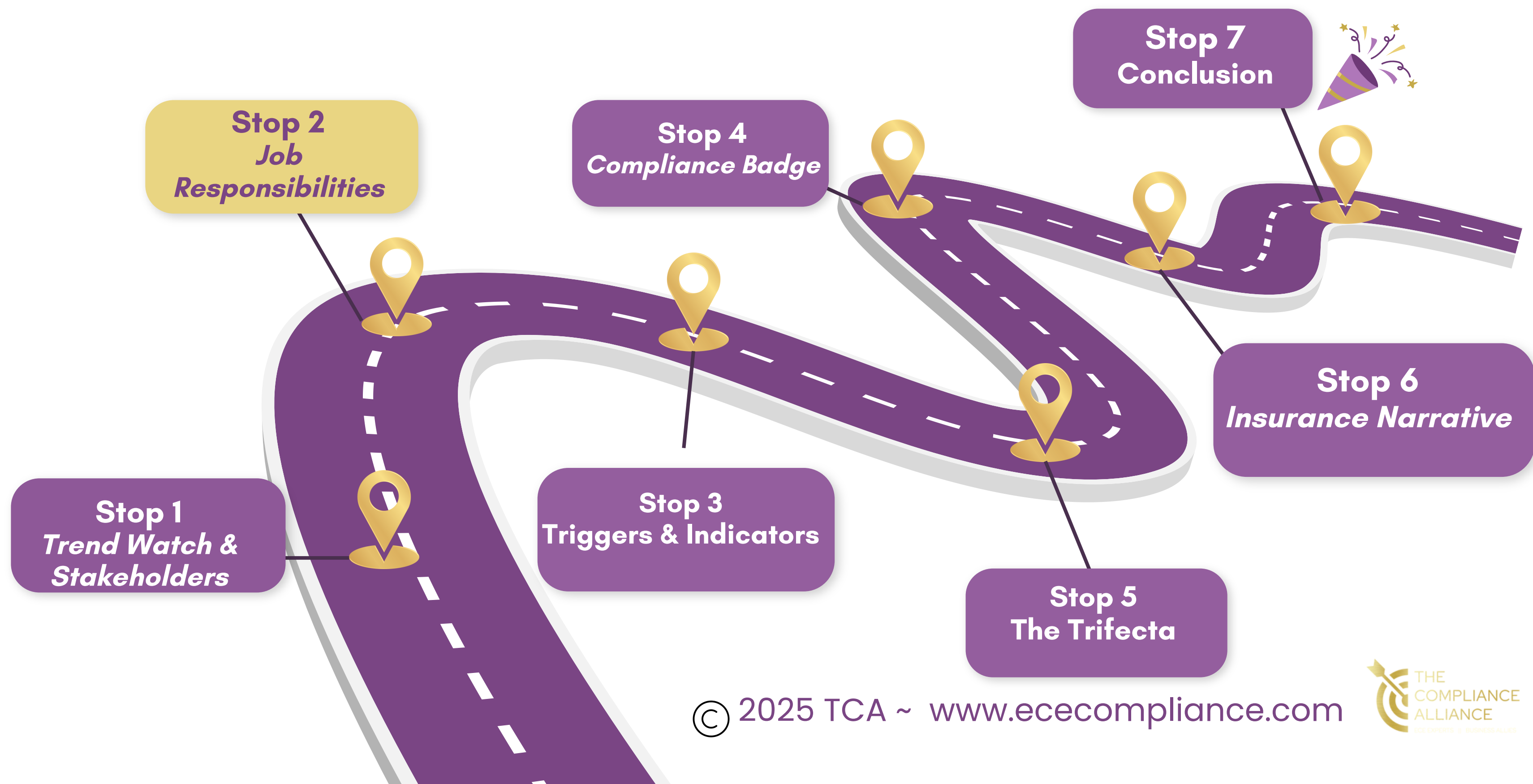
*“Do I need a risk management practice?
Does risk management apply to early education?
Should this be a priority?”*

Executive Overview



As an early education leader, you may be asking yourself, these questions and the short answer is, yes, all businesses, regardless of size or industry, should have some form of a risk management practice. Effective risk management helps organizations identify, assess, and address potential threats or uncertainties that could impact their operations, finances, reputation, or compliance with regulations.

Compliance Roadtrip



Compliance –Related



Responsibilities Worksheet

- **Who, When: by job title or role?**
- **How is it implemented?**
- **Budgeted?**
- **Measured?**

**SOP &
Systems**

**Train &
Educate**

**Monitor &
Report**

Communicate

Free Download Compliance Job Responsibilities

Submit your info below for this free resource!

First Name

Last Name

Email



Get It Now!

Compliance Job Responsibilities

SOP & Systems

Operating Procedures Development:

Develop, implement, and update standard operating procedures to ensure compliance with federal, state, and local regulations governing early childhood education.

Budget Management:

Manage the budget for compliance-related activities, including training, audits, tools, dashboards, and any necessary upgrades or improvements to facilities and programs.

Regulatory Compliance Oversight:

Monitor and ensure compliance with federal, state, and local regulations governing early childhood education, including licensing requirements, health and safety standards, quality and educational guidelines.

Train & Educate

Continuous Improvement:

Conduct training sessions and workshops to educate staff on compliance requirements, best practices, and protocols for maintaining a safe and nurturing environment for children.

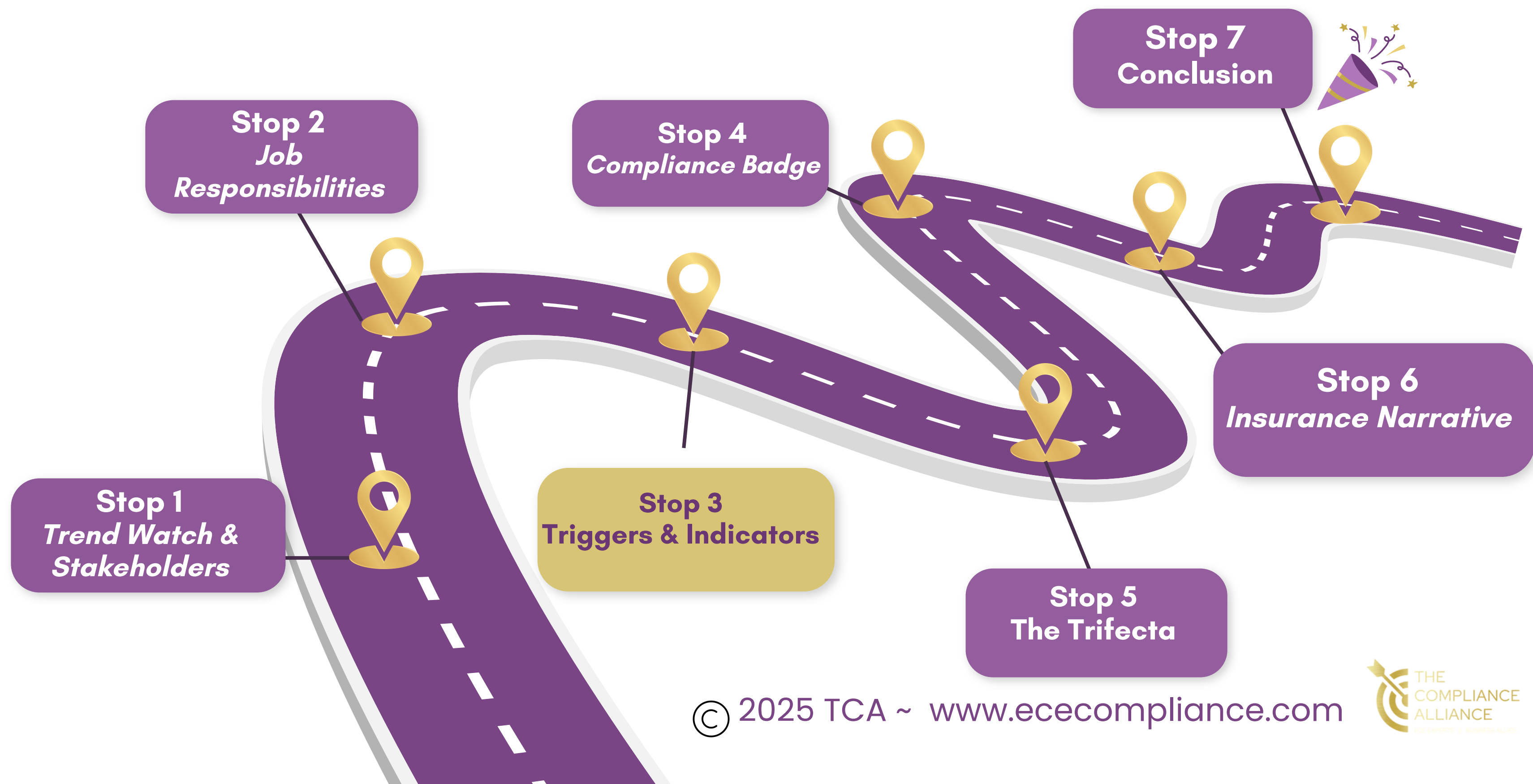
Quality Assurance and Improvement:

Establish quality assurance processes to assess program effectiveness, identify areas for improvement, and implement corrective actions.

Risk Management:

Identify potential risks and hazards within the early childhood education environment and develop strategies to mitigate them effectively.

Compliance Roadtrip



Triggers & Indicators in Compliance Risk Management



- **Triggers = React & Respond**
 - Events that prompt immediate, balanced action
 - Signal something needs attention now
- **Indicators = Monitor & Prevent**
 - Metrics that help track, assess, and predict
 - Support proactive risk management

Triggers = revisit your compliance practices if....



Indicators = Proactive Risk Mitigation

Undocumented Audits

Inconsistent or absent internal review processes.

Unclear Compliance SOPs

Who Owns What?
SOPs are vague or outdated.

Poor Monitoring

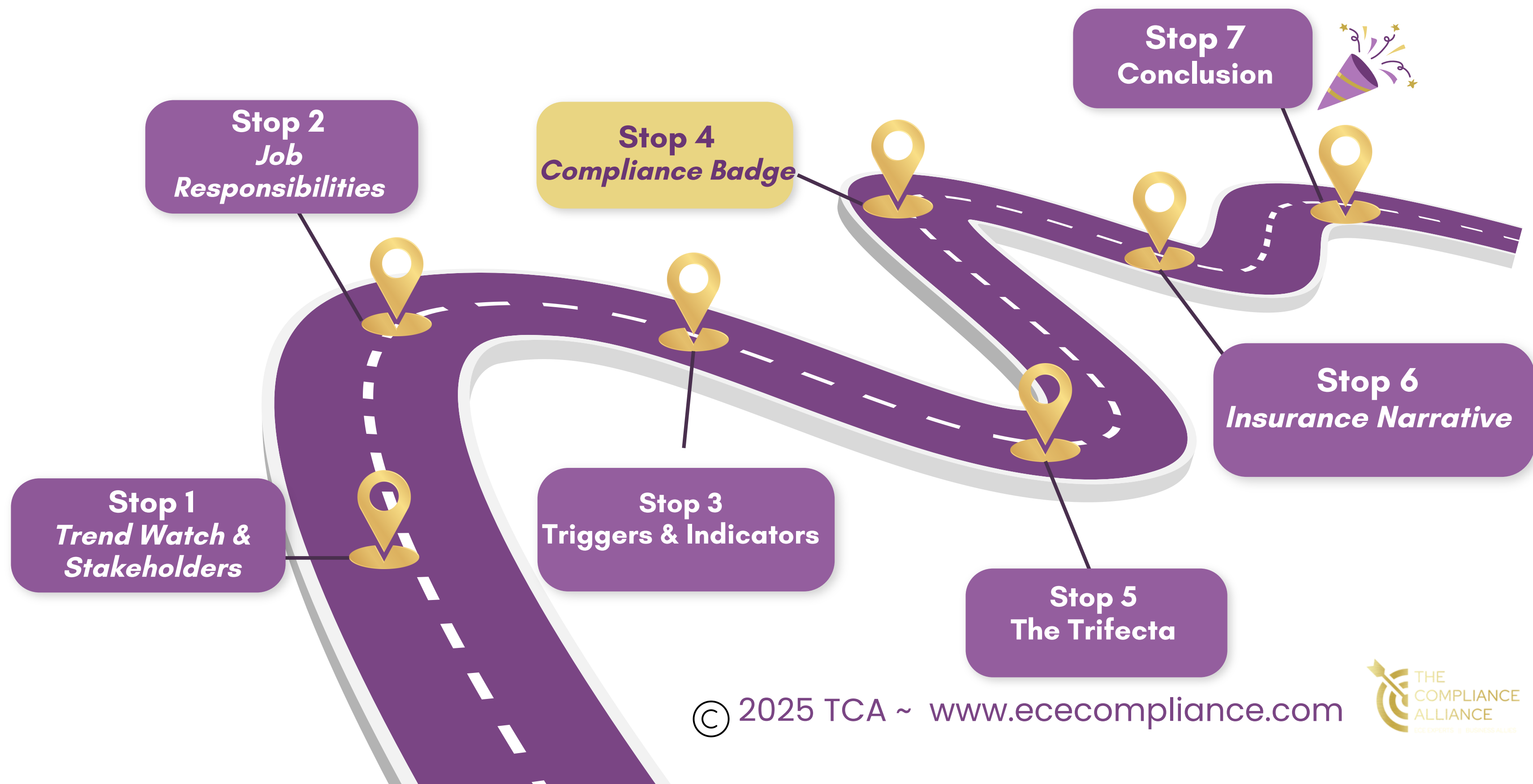
Best intention vs actual compliance oversight.

Training or PD Gaps

Staff lack proper compliance training, insights and updates.



Compliance Roadtrip



Disney



JOHN DEERE



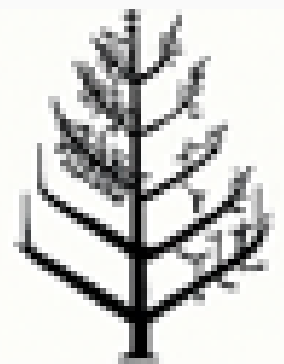
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THE RITZ-CARLTON



FOUR SEASONS
Hotels and Resorts

Walt Disney Company – Safety Compliance

“It Begins With Me”



At Walt Disney Parks and Resorts, **safety is a part of everything we do**. In fact, our commitment to safety is as much a part of our culture as our dedication to making dreams come true for our Guests.

Safety is the responsibility of everyone, from the chairman of the board to the newest Cast Member.

Walt Disney listed
The Four Keys in a
specific order:

Safety, Courtesy, Show, Efficiency.

This reminds us we can only deliver on Courtesy, Show and Efficiency by doing it safely.

There are three Safety Basics:
I practice safe behaviors in everything I do.
I take action to always put safety first.
I speak up to ensure the safety of others.

I practice safe behaviors in everything I do.

- Onstage and off, make safe choices, be aware of surroundings, and know policies and procedures.
- When not at work, continue making safe choices, bring safety home and practice safe behaviors at home.
- Everyone is responsible for safety – and our safety depends upon our individual choices and actions.

I take action to always put safety first.

- It is important to surface any and all safety concerns. Demonstrating the courage to take action could make the difference between someone getting injured or not.
- Do not compromise safety for something else.
- Regardless of where you are, it's important to take action and communicate safety concerns and potential hazards.

I speak up to ensure the safety of others.

- It takes time and courage to speak up – but it is everyone's responsibility. When we don't speak up, we run the risk of injuring ourselves or someone else.
- Even after you've told someone about an unsafe situation, don't leave the area until the hazard has been marked or cleared.
- Whether it's noticing a spill that needs to be cleaned, items that may be blocking an exit or a safety hazard that needs the attention of a leader, we all have an obligation to speak up.
- Fundamentally, safety must be a personal value, genuine in delivery and founded in care for the safety of other people.

“Safety is a part of our culture as much as making dreams come true for our guests.”

Big Blue Marble Academy – Commitment to Safety

“At Big Blue Marble Academy, we care for your children as our own — **making their safety and well being the heart of everything we do.** We are committed to providing a safe, nurturing, and enriching environment where children can thrive.

You can **trust that every measure is taken to ensure your child’s safety** every day they are with us.”

— Jeff Wahl, CEO

Big Blue Marble Academy



**Big Blue Marble
Academy**

Commitment to Safety

At Big Blue Marble Academy, ensuring your child’s safety and well being is our top priority. We’ve implemented comprehensive measures, including thorough background checks for our staff, controlled facility access, and check-in systems, to create a safe and nurturing environment for our students and provide peace of mind for parents.

Our classrooms are thoughtfully designed for safe exploration so children can learn and grow confidently, and through our communication policies, parents are informed of any and all health and safety updates.

As a licensed childcare provider, we meet and often exceed industry safety standards, conducting frequent headcounts, fire drills, cleaning, and sanitizing high-touch surfaces. We also adhere to strict hand-washing protocols and follow all health guidelines to keep our community healthy.

We are dedicated to creating a safe place for your child to learn and grow while in our care. Thank you for entrusting us with your child!

“We’re dedicated to creating a safe place for your child to learn and grow while in our care. Thank you for entrusting us with your young learner!”

Under the Magic Pine Tree – Commitment to Safety



"Your child's safety and security are our top priorities at Under the Magic Pine Tree.

From the moment you drop them off to the moment you pick them up, you can rest assured that they're in good hands." 🤝



Early Educator Safety Pledge – Free Download

Free Download Safety Pledge Template

Enter your info to get access to a customizable Safety Pledge Template in Canva from The Compliance Alliance!

Submit below and click the option to use this template in a new design!

First Name

Last Name

Email



Get It Now!



EARLY EDUCATOR SAFETY PLEDGE

SUPERVISE | PROTECT | COMMIT

As an early childhood educator, I understand that the safety and well-being of the children in my care is my highest responsibility

By signing this pledge, I commit to create a secure, nurturing, and compliant environment every day.

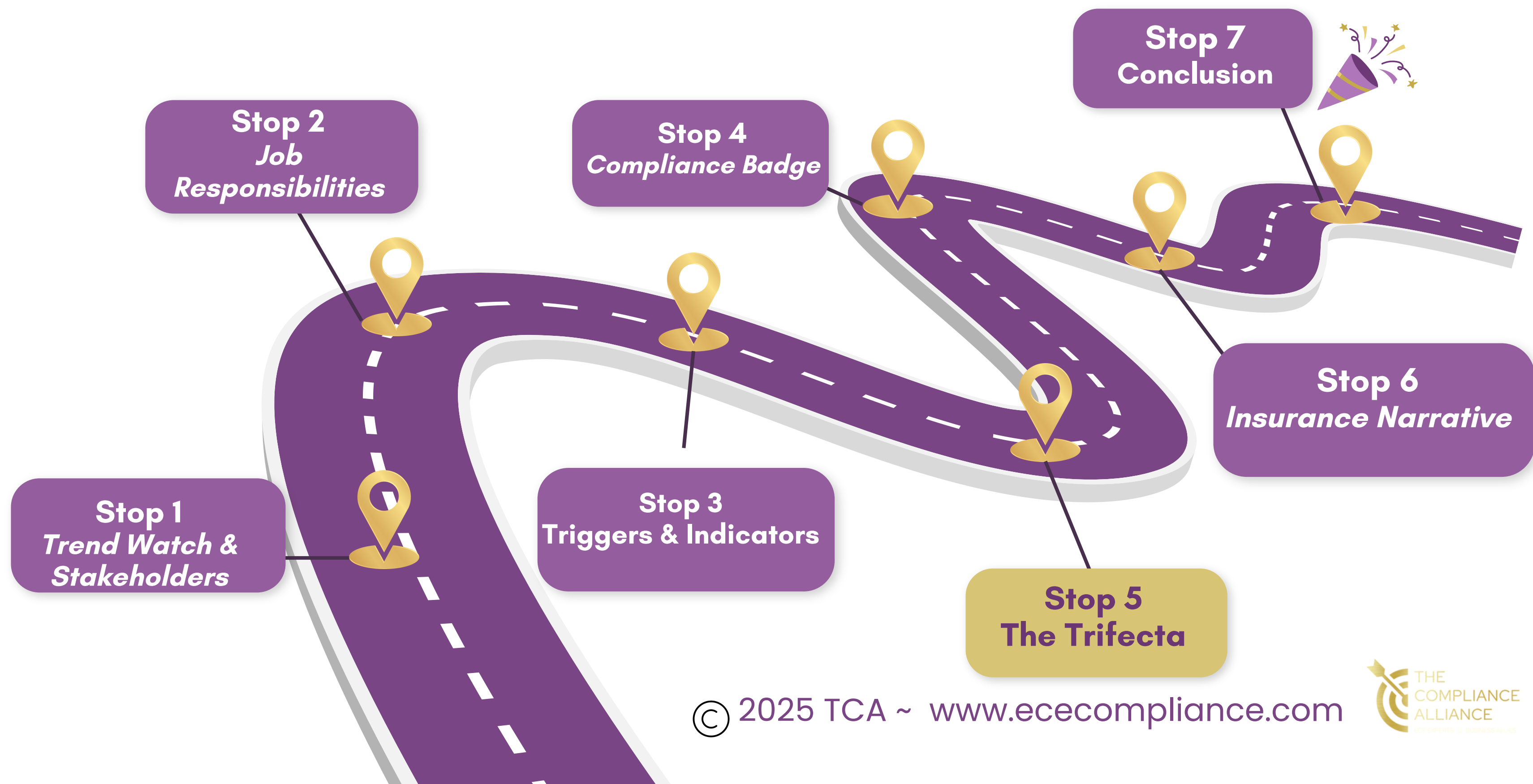
- ☐ **Supervise** – I will ensure active supervision, maintaining a clear line of sight of children at all times
- ☐ **Protect** – I will follow all safety protocols, report concerns, and act swiftly to prevent harm
- ☐ **Commit** – I will uphold the highest standards of care, continuously improve my safety knowledge, and lead by example.

By signing this pledge, I reaffirm my dedication to ensuring a safe space where every child can learn, grow, and thrive.

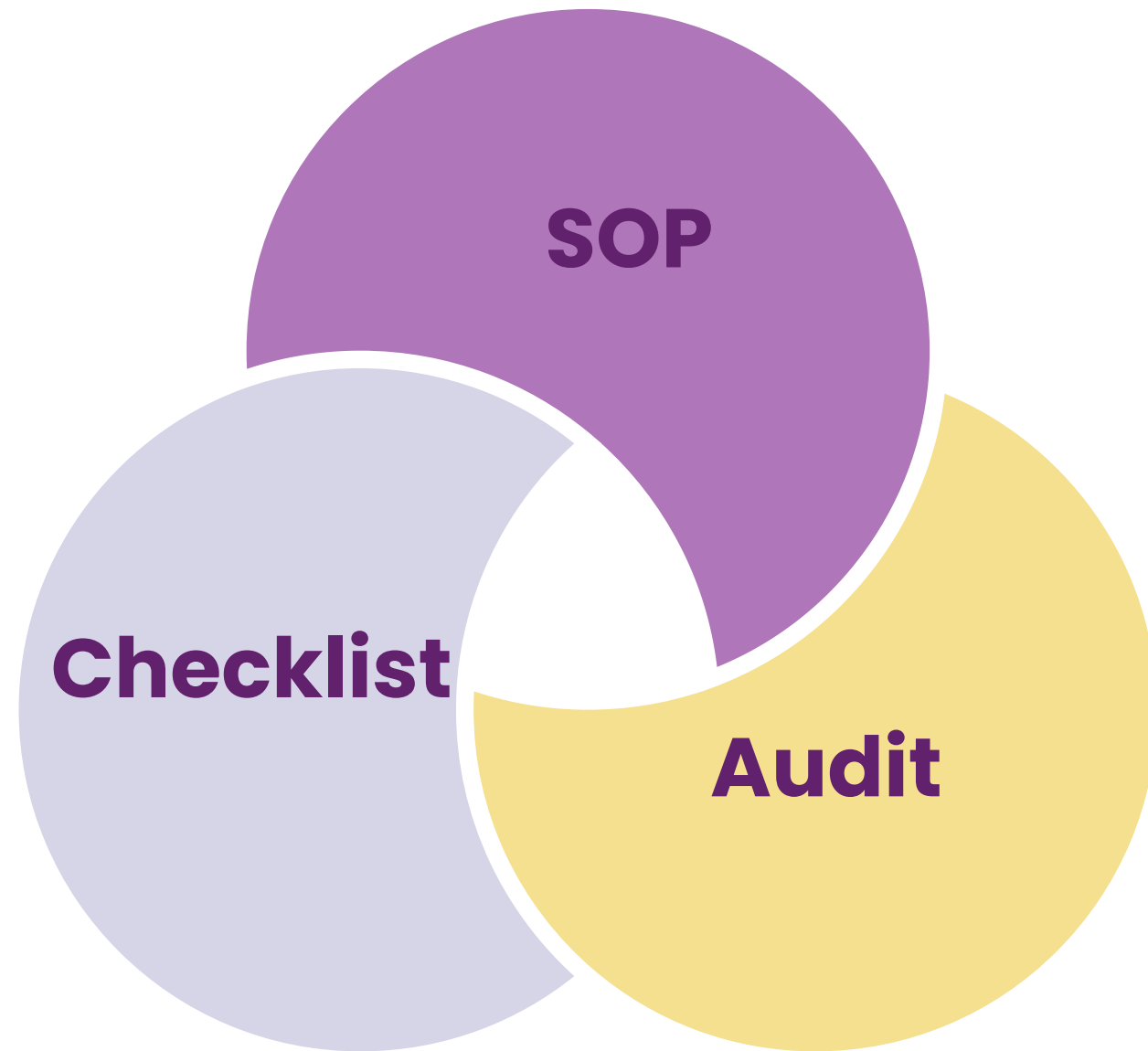
NAME

DATE

Compliance Roadtrip



Compliance Trifecta for Compliance & Risk Management



- + SOPs as the **Foundation**
- + Checklists as **Execution Tools**
- + **Audits** for Accountability

=

The Compliance Trifecta



KPIs for Continuous Improvement

Poll

Standard Operating Procedures (SOP)

Which of the options best describes your current relationship with Standard Operating Procedures (SOPs)? Select as many as apply (multi select)

 *"We live by them—every step is SOP-approved."*

 *"Never in my life did I think I'd need an SOP for that." Living Document*

 *"We have them... somewhere. Probably...."*

 *"They're mostly in my head. It's on my to-do list!"*

**I never
thought
I'd need
an SOP
for....**



Health and Safety Policies

Active Playground Supervision

Sample

Section:	Policy:	Effective:	Last Revision:	Reason for Revision:
Outdoor H&S	Active Playground Supervision			

Purpose

To ensure that children are actively supervised at all times while on the playground to prevent injuries, promote safe play, and ensure timely responses to any incidents or emergencies. Proper supervision also facilitates smooth transitions and fosters a safe and enjoyable environment for children.

Administrative Procedure

Example Parts of an SOP

- Purpose
- Components
- Administrative Procedure
- Administrative Observation
- Staff Procedure

As Appropriate – Add

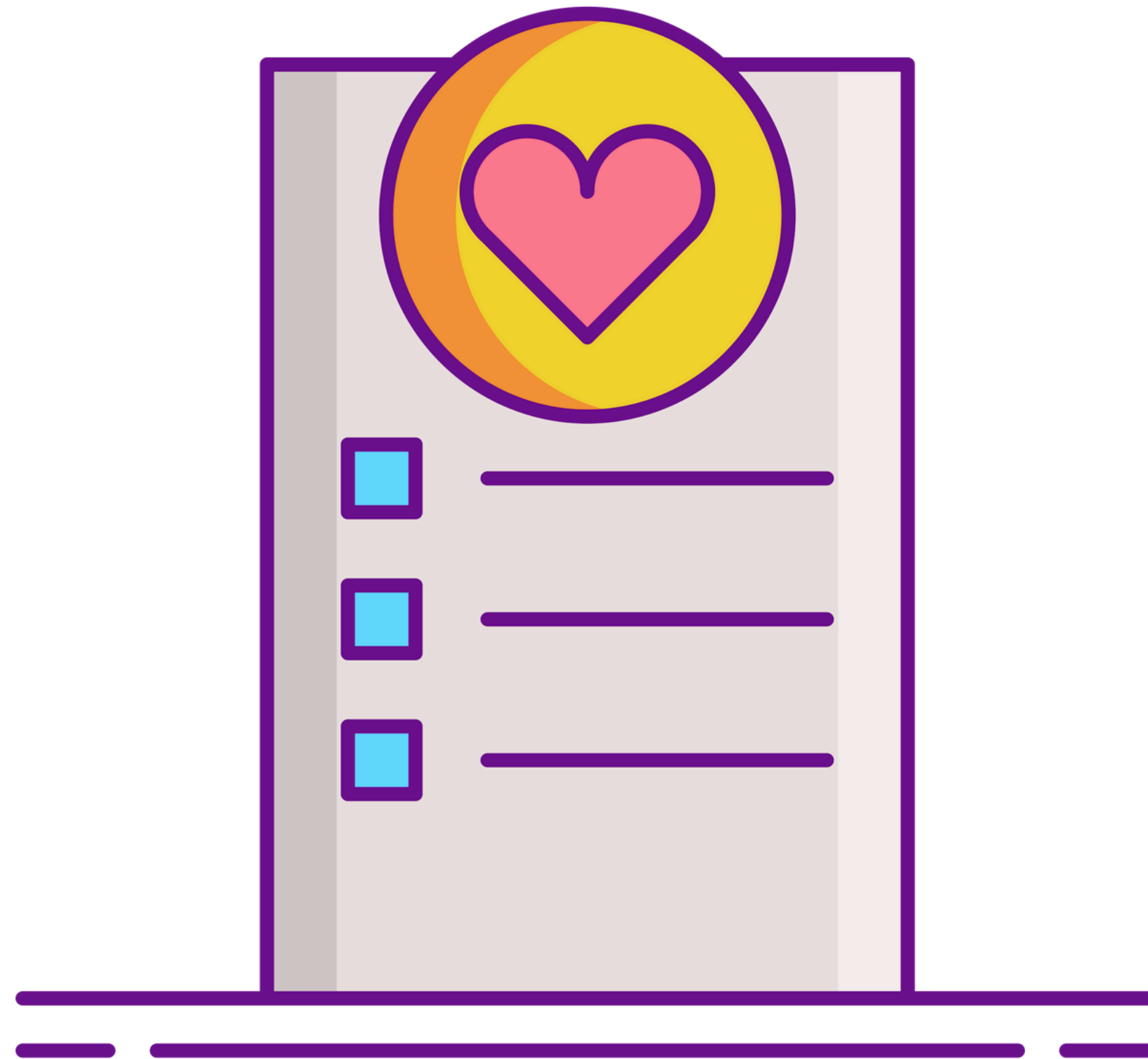
- Checklist (Admin and/or Staff)
- Documentation Requirements
- Training Plan
- Corrective Action Plan

SOP Effectiveness – Check Up!



- Are SOPs **documented** and **up-to-date**?
- Are both initial and refresher **SOP training provided** to all staff? Documented training?
- Are your SOPs **centrally located** and easily accessible?
- Is SOP adherence part of **performance feedback**?

Anyone else love a good checklist?



Components of a Solid Checklist

- Goes **beyond** Yes or No
- Incorporates **weighted** values
- Trust and Verify ***“inspect what you expect”***
- Promotes **culture of continuous improvement**
- Encourages **accountability** paired with SOP
- Drives **consistency**



Poll

Audits & Mock Inspections

How often do you complete mock audits or and/or licensing inspections?

- ☐ **weekly**
- ☐ **monthly**
- ☐ **quarterly**
- ☐ **we aren't conducting routine mock inspections (but want to)**

What is a Compliance Audit?

Scheduled, Systematic, Documented Review of Operations

- **Evaluates** practices, procedures, and records
- **Measures** alignment with standards & policies
- **Identifies** gaps, risks, corrective action plans
- **Strengthens** consistency & accountability
- **Supports** readiness to share practices with stakeholders



Compliance Audits & Checklist – TCA Audit Library

Daily Supervision 14	Playground Assessment 30
Classroom Health & Safety 30	Building Postings 12
Staff Files 12	Building Assessment – Exterior 13
Child Files 10	Building Assessment – Interior 13
Medication Management 7	Licensing Binder/Documentation 9
Red Flag School/Corrective Action 13–20 x 4 weeks	Emergency Preparedness 12

The Power of A Score

A	B	C	
Date:			
Industry Average Risk Score 1 = low risk deficiency 2 = medium risk deficiency 3 = high risk deficiency *Risk level (1, 2, or 3) has been pre-determined by TCA	Topic	Level of Risk Assessment Instructions: Option 1: Select "0 – No Deficiency" if the topic has been evaluated and no deficiencies are identified. Option 2: Select "1, 2, or 3 – Deficiency Present" if the topic has been evaluated and a deficiency is present. The specific risk level (1, 2, or 3) has been pre-determined by TCA. Please note: The dropdown menu provides only these two options to ensure consistency in data entry.	Notes
1	Surfaces around playground equipment have adequate amount of wood chips, mulch, sand, pea gravel, or have mats made of safety-tested rubber or rubber-like materials	0 ▼	
2	Protective surfacing extends at least 6 feet in all directions from play equipment. Slide exits are clear from all equipment / objects.	0 ▼	
3	Play equipment more than 30 inches high are spaced at least 9 feet apart.	0 ▼	

Compliance Trifecta for Risk Management





Compliance Roadtrip

SPECIAL GUEST STOP



<https://ececompliance.com/free-download-compliance-insurance-control-the-narrative/>



In Collaboration With

Comply **THE COMPLIANCE ALLIANCE**

Free Download - Compliance & Insurance: Control the Narrative

Comply in collaboration with The Compliance Alliance has created a plug...

The Compliance Alliance / Apr 24

...has created our narrative isn't just a one-off for insurance renewals; it can be invaluable when seeking financing, expanding, or marketing to parents. TCA recommends updating it regularly so that your story remains accurate and compelling.

First Name

Last Name

Email



[Get It Now!](#)

In Collaboration With

Comply **THE COMPLIANCE ALLIANCE**

Affiliate of Robertson Ryan Insurance

INSURANCE NARRATIVE GUIDE FOR EARLY EDUCATORS



Make Your Program Desirable to Insurance Companies

Introducing Our Insurance Expert

Samantha Phillips

**Comply
Insurance Expert**



Stop 6

Controlling the Narrative

Leveraging Compliance

Poll

Insurance Challenges

**What insurance headaches have you encountered in the last 2 years?
(select all that apply)**

- ☐ Skyrocketing premiums
- ☐ Difficulty finding a carrier that will insure ECE
- ☐ Difficulty finding coverage or deductibles that meet landlord, lender or other reqmts
- ☐ Nonrenewal on one or more policies
- ☐ Declinations over licensing compliance or inspection history
- ☐ Accusations that forced you to file an insurance claim
- ☐ Coverage limitations or exclusions that forced you to alter your program

THE CHILDCARE INSURANCE CRISIS



25–40%

Approval rate for early education insurance submissions. Most agents won't even get a quote.



200–500%

Premium increased with less coverage, even with no claim history, compared to two years ago.



70%+

Of policies now exclude essential services like field trips, injuries on the playground, or transportation.



2 in 3

Early education businesses are struggling to operate because of insurance issues.



2

The number of admitted carriers willing (under perfect conditions) to write policies nationally (mostly).

FROM COMPLIANCE TO CLAIMS



- Trip hazards/uneven ground
- Broken or missing parts
- Protruding bolts or fixtures
- Gaps between 3.5–9"
- Splinters on wood pieces
- Cracks & holes in equipment



- Hot liquids within reach
- Chemical exposure
- Negligent supervision
- Improper discipline
- Diapering
- Out of ratio

- Abuse/Molestation - Male employee had improper contact with several children - **\$2,874,978**
- Child slid down slide with rope around his neck, rope got caught and choked him - **\$1,504,572**
- Mother of a child attending party slipped & Fell on bubbles from bubble maker - **\$863,447**
- 8 month old infant found unresponsive while taking a nap, pronounced dead at the hospital - **\$846,157**
- 10 month old child was burned when he reached and pulled a bottle warmer on himself - **\$575,000**
- Child was suffocated under a bean bag while playing hide and seek - **\$515,000**
- Employee handled 2 year old roughly, hit the child, and force feeding - **\$121,969**
- Staff was changing child's diaper on changing table, turned to get powder, and the child rolled off, broken arm - **\$109,687**
- Child Fell from the playground slide and broke her eye socket - **\$102,382**

WHAT IS A NARRATIVE?



- A powerful tool that can have a significant impact on your ability to find insurance and keep it affordable.
- Gives underwriters peace of mind about areas of concern.
- Changes the perception of you from high risk "daycare" to high quality early education facility.
- Proves you are NOT high risk by showcasing your risk mitigation efforts.
- ***Makes underwriters see you as a valuable partner.***

PROTECTION

To ensure the safety and longevity of our facility, we have made several proactive investments and established ongoing maintenance procedures across all major systems.

Air Conditioning (AC) System

We utilize MADD AIR for HVAC services. Several AC units have been recently replaced to improve system efficiency and reliability. The entire system is under a regular service plan that includes filter replacements and pipe bleaching to prevent mold, buildup, and system failure.

Hot Water Heater

The hot water heater is flushed annually and inspected by a licensed plumber. The most recent inspection and flushing were completed in November 2024.

KIDSENATION

Pest and Wildlife Control

The property is exterminated regularly, with services targeting ants, roaches, mosquitoes, and mice. Poison bait is strategically placed in the shed, and snake deterrent treatments are applied from March through August around the perimeter of the building. The foundation has been cemented to eliminate gaps that could serve as snake shelters. As an added precaution, a realistic fake snake is occasionally placed in the area to maintain staff vigilance. Teachers are trained to inspect their designated outdoor play areas prior to allowing children to enter.

Flood Prevention Measures

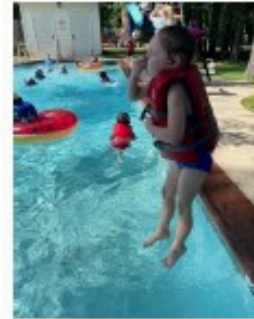
We have taken extensive steps to mitigate flood risk. A professional flood-proofing company has replaced all doors with certified flood-proof models. Each entry point has been tested, and no water intrusion has been observed. Weep holes have been sealed and raised above the potential flood line. HardiePlank siding has been installed for its resilience and ease of replacement in the event of water exposure. Additionally, a waterproof gel was injected into the crawl space walls to further prevent water infiltration. Staff are trained in flood preparedness protocols, which include elevating equipment, removing carpets, and relocating electronics during flood threats.



KIDSENATION

Fencing and Security

Fencing is maintained on an as-needed basis to ensure structural integrity and child safety. Auto-closing spring latches are installed on all gates to prevent them from being accidentally left open. The entire property is monitored via security cameras, which are observed in real time. We also maintain close communication with a local detective, who is on speed dial should any situation arise. All facility doors are secured with code access to restrict entry, and a panic button is installed at the front desk for emergency use.



Pool Maintenance

Our pool is maintained in full compliance with chemical and safety regulations. Drain inspections are conducted regularly to ensure proper function and safety standards.

KIDSENATION

Transportation Safety

All buses follow a "No Child Left Behind" policy, enforced through daily inspection reports submitted by drivers. Monthly maintenance is performed on each vehicle, and records are maintained via a spreadsheet shared with our local mechanic. Tires are inspected regularly, and each bus is equipped with shoulder safety straps to protect children during transit.



KIDSENATION

OVERCOME CONCERNS

MANAGEMENT

Years of relevant experience and educational background, association involvement, and your philosophy toward making the premises safe and secure.

TRAINING

Strong SOP's, training above minimum standards, written abuse prevention policy & frequency of abuse training, remedial staff training efforts to prevent future incidents, compliance management.

COMPLIANCE

Violations happen, but how you own them and revealing what you've changed to prevent them from happening again tells a much better story than the state website does.

PROTECTION

Camera surveillance, burglar, fire & water alarms, door alarms to keep children from wandering, exterior lighting facing autos, pinch guards, onsite security, catalytic theft deterrent measures.

MAINTENANCE

Documented repairs and updates around your facility, proactive maintenance schedules and inspections on vehicles, plumbing, play equipment, irrigation system, fire sprinkler maintenance & winterization.

CLAIMS

Full claim details (not just loss runs) including how the incident(s) occurred and corrective action taken to prevent similar claims from happening again.

BRAG ABOUT FEATURES THAT REDUCE YOUR RISK

- Wind, Hail or Fire Resistance Construction
- Cameras on Buses/Vans
- LifeVac Choking Devices in Every Classroom
- No Child Left Behind Auto Alarms
- Water Leak Detection Sensors
- Tornado Shelter

Watch Me Grow Child Safety Alerts™ & Smart Observations™

- Weapon threat & detection
- Unsupervised kids
- Out of ratio

NO COST TO IMPLEMENT



- Systemize your policies & procedures and have an SOP for everything!
- Park buses in well-lit areas.
- Implement a driver safety training program.
- Team trainings over licensing violations.
- Create a mentorship program for new hires.
- Collect certificates of liability naming you as additional insured from all contractors.

- During freezing temps:
 - Maintain adequate heat.
 - Drop ceilings – lift and slide ceiling tiles to allow heat to reach the pipes above.
 - Open cabinets to expose plumbing.
 - Drip faucets to keep water circulating.
 - Cover exterior faucets.
 - **Know where your water shut-off valves are! Then show your team. Early response is key!**

MINIMAL EXPENSE



Inspect what you expect

- Annual inspections by professionals on your:
 - Plumbing, electrical, roof, & HVAC
 - Vehicles
 - Commercial play equipment
 - Exterior irrigation system
 - Fencing
 - Fire sprinkler system
 - Ask about antifreeze solutions in wet-pipe sprinkler systems to prevent freezing.

- Keep drains, gutters, & roofs clear of debris.
- Utilize floor mats & runners in wet areas.
- Get a Life360 account for the business and place Life360 Tiles in all buses/vans.
- Spray paint catalytic converters & etch your VIN directly on that part.
- Order motor vehicle records (MVR's) on drivers before you let them behind the wheel! Review them annually.
 - **PRO-TIP: Speeding & wreckless driving tickets impact premiums more than at-fault accidents with some carriers.**

MEDIUM INVESTMENT



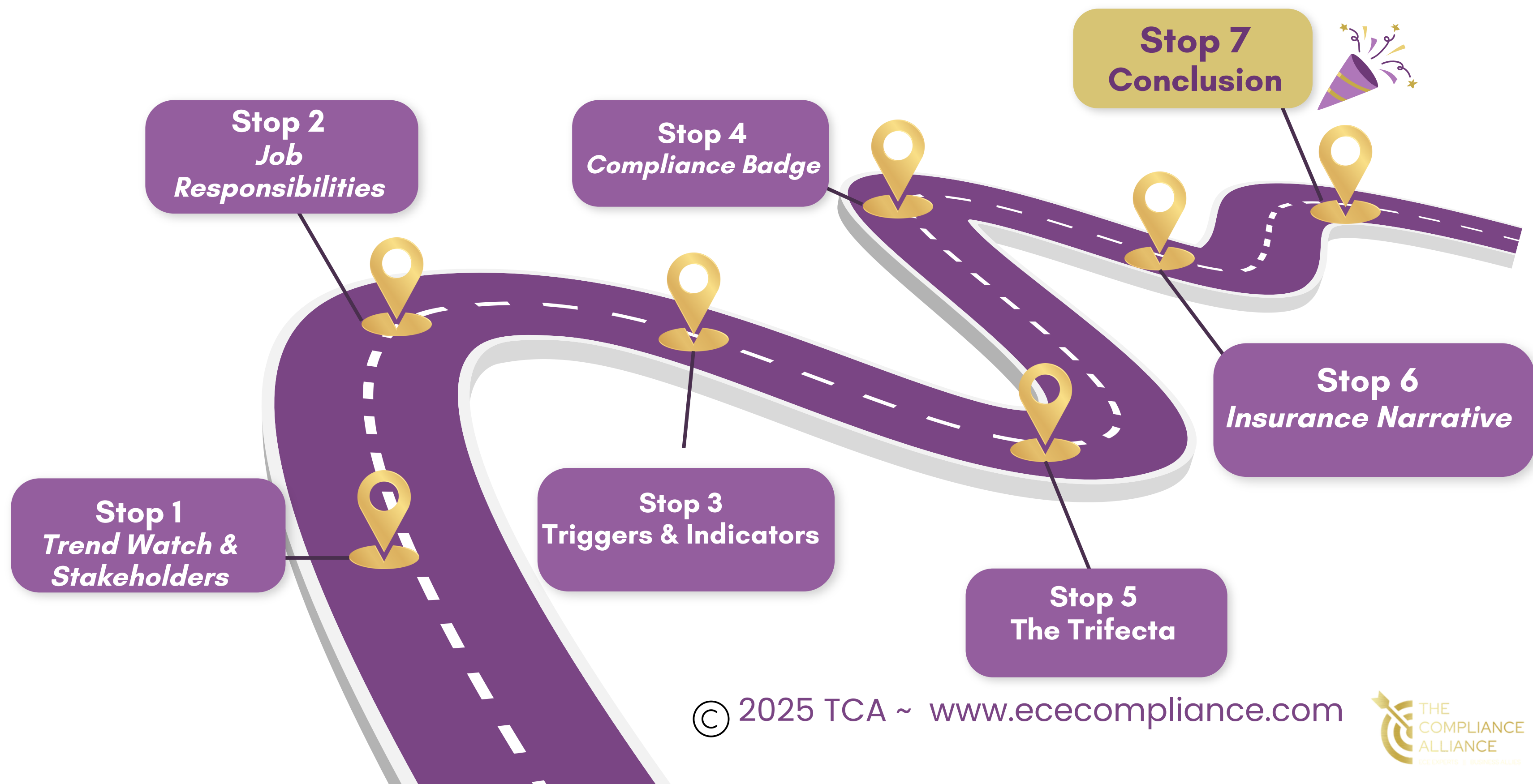
- Replace your water heater per life expectancy.
- Keep trees trimmed 3' back from the building.
- Get on a winterization contract with the fire sprinkler maintenance company.
- Insulate sprinkler pipes in attics or other areas where heat cannot be maintained especially within 15' of exterior walls.
- Install water leak detection sensors preferably connected to shut-valve app technology.
- Install pinch guards or hinge guards on doors to protect little fingers. These claims are costly to you!
- Save video footage of any questionable circumstances before it's deleted. ***It might save you!***

MOST COMMITTED



- Implement IPlace compliance software.
- Utilize Watch Me Grow's Ai to detect and prevent unsupervised kids and out of ratio.
- Have cages welded around catalytic converters, or build concrete platforms in bus parking spaces.
- Install heating wrap or heat tracing – an electrical system used to maintain heat to the fire sprinkler pipes.
- Back-up generators to maintain power/heat during inclement weather.
- Upgrade fall zone surfacing.
- Work with compliance & risk mitigation experts!

Compliance Roadtrip



Poll

Actionable Takeaways

What are your top 3 takeaways you wish to implement before the end of the year - specific, actionable, measurable - (Multi-select)

- ☐ *Create and Implement a Safety Pledge*
- ☐ *Revisit my compliance related SOP - compare and identify gaps*
- ☐ *Write or update my narrative - "Control the Narrative"*
- ☐ *Conduct routine, documented audit walkthroughs - make it comfortable*
- ☐ *Review my website to see how I talk about compliance, safety, quality; is it front and center?*
- ☐ *Share a licensing report at our next staff meeting (ok to use a competitor's too)*
- ☐ *Revisit who owns compliance - roles and responsibilities*



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