

Visible Compliance
Proof Builds Trust

Prepared for Playground
 How to Run a Best in Class
 Child Care Program Series

CULTURALLY Yours THE COMPLIANCE ALLIANCE

Lynn Wenger
 The Compliance Alliance
 Advisory Board

Ronnae Williams
 The State Lady &
 Culturally Yours Consulting

Today's Agenda

- o *Understanding the True Weight of Licensing Inspections*
- o *Mock Inspection Must Haves*
- o *Reducing Citations & Limiting Legal Risk*
- o *Marketing Your Compliance Practices with Confidence*
- o *Risk Audit Essentials: Non-Negotiables for Success*

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Compliance Roadmap - Steps 5 & 6

Step 1: Trend Watch & Stakeholders

Step 2: Count the Cost

Step 3: Job Responsibilities

Step 4: Triggers & Indicators

Step 5: Making Compliance Visible

Step 6: The Trifecta: SOP, Checklist, Audits

Step 7: Conclusion

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When Does Compliance Become THE Priority

Compliance isn't defined when things go well.
It's defined when

what's your when??

**AND* are your practices documented and verifiable?*

That's when true compliance practice shows up!

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Making Compliance Visible

- ✓ *Understanding the Licensing Inspection*
- ✓ *Mock Inspection Must Have*
- ✓ *Telling Your Compliance Story*
- ✓ *Metrics & Measurement*



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Ronnae Williams
The State Lady &
Culturally Yours Consulting

About Me

Hi! My name is Ronnae Williams, also known as **The State Lady**, your go-to expert in the Early Childhood Education. With over 15 years of experience in child care, licensing, and compliance, I've dedicated my career to helping childcare facilities thrive.

Who is Ronnae?

My background includes:

- Bachelors of Science in Child and Family Development
- Masters in Business Administration, with an emphasis in Management.
- Lead GA Pre-K teacher
- Child Care Center Management
- State Child Care Licensing Consultant
- Regional Manager and Marketing Project Manager for a nationally recognized child care franchise
- Strategic Partnership Sales Manager and so much more...

My experiences within the early childhood industry along with my education, has allowed me to support hundreds of child care facilities across the U.S. with licensing compliance, local accreditation, licensing investigations assistance, support with child actions, franchising, and so much more.

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Reminder!!

Licensing visits are unannounced...
but the licensing standards are NOT!

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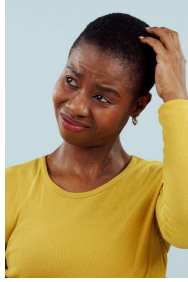
If I arrived at your program today...

What would I see?

- What can you actually see?
- What can others actually see?

**do not reference your handbook

Unbiased review of classrooms and facility



Invisible vs Visible Compliance

Invisible

- Staff knowing ratios
- Cleaning / disinfecting that "Happens"
- Staff Training

Visible

- Posted Ratios
- Signed and Accessible cleaning records
- Inaccessible hazards
- CONFIDENT STAFF!

What Licensing is NOT Looking for...

Fancy Decor

- Big Brand classroom materials
- Fancy Lobby with chandelier
- Technology and large media items in the classroom
- Fancy labels

Entertainment

- Dancing Staff

Perfection...



What does licensing ACTUALLY look for?



Records/Files
Are staff using safe practices?
Handwashing, diaper changing procedures, is the classroom "clean"?




Accessible Hazards
Are materials age appropriate?
In good repair? Cabinets Locked? Labeled?



Supervision/Ratios
Are staff "actively" watching children? How many children are present with staff? Are there any barriers prohibiting staffs ability to see children?

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If you have to explain your compliance, it's NOT visible.



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Making Compliance Visible

Posting what matters

- Required notices
- Ratios
- Schedules

Label what needs to be labeled

- Locked Cabinets
- Cleaning/ Hazardous Materials

**obtain stickers/ labels for visual reminders

Prep your Team

- Do staff know procedures/ processes?
- Can staff answer questions?

Mock Inspections

- Review your program
 - Visibly
 - Invisibly
- Provide training as needed

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Make Staff the Proof

- Can staff answer questions?
- Are staff knowledgeable of procedures?

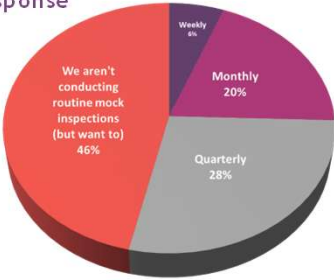


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SURVEY SAYS... Average Response

Audits & Mock Inspections

- weekly - 6%
- monthly - 20%
- quarterly - 28%
- we aren't - 46%



Is it documented? Actions?

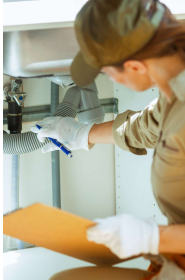
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Completing Mock State Inspections

Who should do them?

- Owner / Director / A Hired Consultant
 - requires someone knowledgeable of the rules
- Designated Staff
 - Compliance / Health and Safety Coordinator
- Shadowing
- Rotating Staff

****Mock State Inspection is not the same as Classroom Assessment/Performance Review**



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What is included in a Mock Inspection?

- Facility Walk Through-Inside**
 - Search for hazards
 - Hazards, Unlocked Cabinet
 - Ratios
 - Various times of the day
- Facility Walk Through-Outside**
 - Search for hazards
 - broken equipment, biting stinging insects
 - Ratios/Supervision
- Review of Files**
 - Staff Records
 - Training
 - Children Records
 - Only Required forms/doc
 - Transportation/Field Trip Forms
- Follow Up**
 - Review of items previously cited/reviewed
 - Provide training as needed

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“If you don’t have time to do it right, when will you have time to do it over?”
 — John Wooden

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**Compliance isn’t defined when everything is going right...
 It’s defined when something goes wrong.**

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Making Compliance Visible - Trust Grows Where Proof Shows

- ✓ Understanding the Licensing Inspection
- ✓ Mock Inspection Must Have
- ✓ Telling Your Compliance Story
- ✓ Metrics & Measurement



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Trust Grows Where Proof Shows - remember stakeholders

Leadership & Staff
 Advocacy & Policy
 ECE COMPLIANCE Stakeholders
 Licensing
 Accreditation & Quality
 Investors /PE
 Insurance Company/ Underwriter
 Families & Community

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Making the Invisible Visible: Safety

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Sites to follow for free resources & talking points

- ✓ Children's Safety Network www.childrensafetynetwork.org
- ✓ National Safety Council www.NSC.org
- ✓ Safe Kids Worldwide www.safekids.org
- ✓ All for Kids www.allforkids.org

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Your Website Safety Visibility Check

How easy is it to find your safety commitment?

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Making the Invisible Visible: Safety Message

Where children feel secure, they're more likely to explore, to understand, to grow.
Our comprehensive safety approach - from annual reviews to dedicated teachers - creates the foundation where confidence and discovery thrive.

[Find a School Near You](#)

Low student-to-teacher ratios

Daily safety assessments

Rigorous safety protocols, including regular emergency preparedness drills

Structured routines

Timely parent communication

Strong safety culture

Shout out - Ivy Kids - Trust Grows Where Proof Shows

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Making the Invisible Visible: Inspection Visit

Great news!

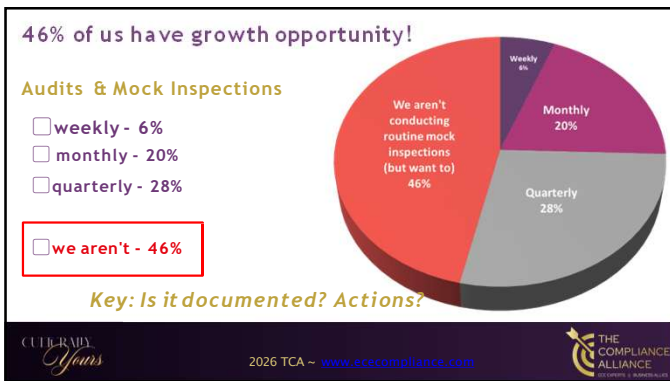
Kids World Learning Center passed our Statesboro Fire Inspection this morning! 🎉

Safety is always our priority, and we work hard to follow all codes and procedures to keep our children and team protected every day. ❤️ 🇺🇸


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Compliance Audits & Checklist - TCA Audit Library


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Compliance Metrics - be specific

General Compliance Statement	Specific Risk Management Statement
We stay prepared for licensing inspections.	We maintain continuous audit readiness through routine monitoring, internal audits, and corrective action tracking.
We train our staff on regulations.	We measure training completion, knowledge retention, and around high-risk moments in daily operations.
We take compliance seriously.	We monitor leading indicators and high-risk trends to proactively reduce compliance and liability exposure.
We conduct classroom audits	We use audit data to identify systemic risk and provide support where compliance vulnerabilities are greatest.
We have policies and procedures.	We routinely audit policy implementation to verify that regulations and procedures are consistently executed in practice


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Making Compliance Visible - What are *Your* Take Aways?

- ✓ *Understanding the Licensing Inspection*
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