

**ALABAMA DEPARTMENT OF HUMAN RESOURCES
CHILD CARE PERFORMANCE STANDARDS DEFICIENCY REPORT**

SECTION A- IDENTIFYING INFORMATION

Facility Name: ESP INC. HIGGINBOTHAM HEAD START CENTER	Type of Facility : Center [X] Day [X] OST [] Night [] Family [] University [] Group []	Date of Visit: 9/3/2025
Facility Address: 2605 COLLEGE DRIVE, PHENIX CITY, AL 36869, Russell	Licensee: ENRICHMENT SERVICES PROGRAM, INC.	Telephone #: (334) 219-2655
Ages: 6 Weeks to 5 Years	Director (if applicable): Samantha Williams	Capacity: 180 / NA Day Night

SECTION B - DEFICIENCY INFORMATION

Performance Standard Deficiency <i>HAZARDS MUST BE CORRECTED IMMEDIATELY*</i>	Date Corrected by Licensee
Deficiency Summary	
Failed - Outdoor play area and equipment are free of apparent hazardous conditions, Inspection Form Comments: Exposed tree roots and cement on the early head start playground.	Pending Correction
Failed - When able, infants allowed to sit in feeding chair, Inspection Form Comments: The infant room does not have feeding chairs.	Pending Correction
Failed - Fire, Inspection Form Comments: The facility does not have documentation of quarterly fire drills.	Pending Correction
Failed - Tornado, Inspection Form Comments: The facility does not have documentation of tornado drills.	Pending Correction
Failed - Lockdown, Inspection Form Comments: The facility does not have documentation of lockdown drills.	Pending Correction
Failed - Relocation, Inspection Form	Pending Correction

Comments: Te facility does not have documentation of relocation drills.

Failed - By August 1, 2022, director/all teachers/substitutes/all service staff must be enrolled in the Alabama Pathway's Professional Development Registry, Inspection Form
Comments: Not all staff are enrolled in Alabama Pathways. Pending Correction

Failed - Verification of Education, Staff Checklist
Comments: Staff is missing verification of education in staff file. Pending Correction

Failed - References, Staff Checklist
Comments: Board chair references are missing in staff file. Pending Correction

Failed - CA/N Clearance Form (Every Five Years), Staff Checklist
Comments: Board chair missing Alabama CA/N in staff file. Pending Correction

Failed - Application, Staff Checklist
Comments: Licensing application attachment missing on the board chair. Pending Correction

Failed - Interstate CA/N if applicable (within 5 years), Staff Checklist
Comments: Staff is missing an Interstate CA/N from Connecticut 9/3/2025

Failed - Medical, Staff Checklist
Comments: Staff is missing their medical in their staff file. Pending Correction

Failed - TB Test Date and Results, Staff Checklist
Comments: Staff is missing their TB in their staff file. Pending Correction

Failed - Verification of Education, Staff Checklist
Comments: Staff is missing verification of education in their staff file. Pending Correction

Failed - Application, Staff Checklist
Comments: Director is missing Licensing application attachment. Pending Correction

Failed - References, Staff Checklist
Comments: DHR was not notified of change in director, therefore staff references are missing. Pending Correction

Failed - Photo ID Verification, Staff Checklist
Comments: Staff missing photo ID. 9/3/2025

Failed - Application, Staff Checklist Pending Correction

Comments: The staff is missing an AL DHR staff application.

Failed - Photo ID Verification, Staff Checklist

Pending Correction

Comments: The staff is missing a photo ID.

Failed - Medical, Staff Checklist

Pending Correction

Comments: The staff is missing a medical form.

Failed - TB Test Date and Results, Staff Checklist

Pending Correction

Comments: The staff is missing a TB test.

Failed - Verification of Education, Staff Checklist

Pending Correction

Comments: The staff is missing verification of education.

Failed - References, Staff Checklist

Pending Correction

Comments: The staff is missing references.

Failed - Current Driver's License, Staff Checklist

Pending Correction

Comments: The staff is missing a driver's license.

Failed - Written Verification of Standards Read, Staff Checklist

Pending Correction

Comments: The staff is missing verification of standards read.

Failed - Ongoing Training, Staff Checklist

Pending Correction

Comments: The staff is missing four hours of ongoing training.

Failed - Health and Safety Training, Staff Checklist

Pending Correction

Comments: The staff is missing 11 hours of health and safety training.

Failed - Medical, Staff Checklist

Pending Correction

Comments: The staff is missing a medical form.

Failed - TB Test Date and Results, Staff Checklist

Pending Correction

Comments: The staff is missing a TB.

Failed - Verification of Education, Staff Checklist

Pending Correction

Comments: The staff is missing verification of education.

Failed - Verification of Education, Staff Checklist

Pending Correction

Comments: The staff is missing education.

Failed - References, Staff Checklist Comments: The staff is missing a references.	Pending Correction
Failed - Written Verification of Standards Read, Staff Checklist Comments: The staff is missing a verification of standards read.	9/3/2025
Failed - References, Staff Checklist Comments: The staff is missing second page of all three references.	Pending Correction
Failed - Health and Safety Training, Staff Checklist Comments: The staff is missing 11 hours of Health and Safety training.	Pending Correction
Failed - Health and Safety Training, Staff Checklist Comments: The staff needs 11 hours of Health and Safety training.	Pending Correction
Failed - Health and Safety Training, Staff Checklist Comments: The staff does not have 11 hours of Health and Safety Training.	Pending Correction
Failed - Health and Safety Training, Staff Checklist Comments: The staff does not have 11 hours of Health and Safety Training.	Pending Correction
Failed - Ongoing Training, Staff Checklist Comments: The staff does not have 12 hours of ongoing training.	Pending Correction
Failed - Health and Safety Training, Staff Checklist Comments: The staff does not have 12 hours of health and safety training.	Pending Correction
Failed - Preadmission Form, Child Checklist Comments: The preadmission form is missing three signatures.	Pending Correction
Failed - Preadmission Form, Child Checklist Comments: The preadmission form is missing addresses.	Pending Correction
Failed - Sink, warm water, soap, paper towels, Classroom Checklist / EHS 100-A Comments: In the infant room 100-A the sink does not have warm water.	Pending Correction
Failed - Sink, warm water, soap, paper towels, Classroom Checklist / EHS 100-B Comments: In the toddler 100-B room the sink did not have running	Pending Correction

water.

Failed - Hazardous substances locked, Classroom Checklist / EHS 100-B 9/3/2025
Comments: In the toddler 100-B room there were hazardous substances not under lock and key (Lysol, hand sanitizer, soapy water spray, disinfectant spray).

Failed - Containers labeled, Classroom Checklist / EHS 100-B 9/3/2025
Comments: In the toddler 100-B room the soap was not labeled.

Failed - Hazardous substances locked, Classroom Checklist / EHS 101-B 9/3/2025
Comments: In the exception 101-B room there were hazardous substances not under lock and key (Lysol and odor spray)

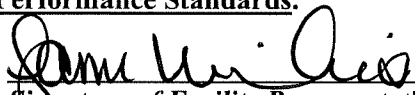
Failed - Electrical outlets covered, Classroom Checklist / Pre-K 107 Pending Correction
Comments: In the Pre-K room 107 there is an electrical outlet without a cover.

Failed - Hazardous substances locked, Classroom Checklist / EHS 101-A 9/3/2025
Comments: In room 101-A there was a hazardous item not under lock and key (hand sanitizer).

Failed - Hazardous substances locked, Classroom Checklist / EHS 101-A 9/3/2025
Comments: In room 101-A there was a hazardous item not under lock and key (hand sanitizer).

INSTRUCTIONS TO LICENSEE: Column 2, Date Corrected by Licensee, is to be completed by the facility representative after each deficiency is corrected. The facility representative must put the date of correction and his/her initials in Column 2. This form must be returned to the Department of Human Resources on or before 9/17/2025, as verification that deficiencies have been corrected.

NOTICE: Any misleading or any false statements or reports made to the Department and/or failure to correct the listed deficiencies can be the basis for adverse action. None of these requirements are to be interpreted to allow anyone to operate in violation of Performance Standards. A facility licensed by the Department must always meet Performance Standards applicable to that facility. It is the responsibility of the licensee to operate in compliance with Performance Standards.



Signature of Facility Representative

Leanna Towery

Signature of DHR Licensing Representative

9/3/2025

Date

9/3/2025

Date

COPIES TO: director