DEPARTMENT OF BEHAVIORAL HEALTH AND DEVELOPMENTAL SERVICES
CORRECTIVE ACTION PLAN

Investigation ID: **254**
License #: **3187-14-009**
Organization Name: **STARS**

Date of Inspection: **08-20-2024**
Program Type/Facility Name: **14-009 Gemini House**

Standard(s) Cited	Comp	Description of Noncompliance	Actions to be Taken	Planned Comp. Date
12VAC35-46-270. B. (1) - A person who assumes or is designated to assume the responsibilities of a position or any combination of positions described in these regulations after December 28, 2007, shall: 1. Meet the qualifications of the position or positions;	N	Gemini House This regulation was NOT MET as evidenced by: During the course of the inspection, Employee #1's personnel record was reviewed. Employee #1's job description indicates that if they hold a high school diploma or GED, they must have six months of documented experience working with children. While Employee #1's record does have evidence of their high school diploma, there was no evidence of experience working with children.	PR) 09/11/2024 During the admin meeting on 8/28/24, there was a discussion of the CAPS. In doing so the Staff Supervisor stated there was a place on the application that said life experience. The Compliance Coordinator discussed that that cannot be used when someone is being hired for a position at STARS. It was explained to the staff supervisor that it has to be direct care or volunteer work no life experience. Following up with new hires an administrator will go over the application as well to ensure that the new hire meets the requirements to be hired. OLR) Accepted 09/11/2024	8/28/2024

General Comments / Recommendations:

I understand it is my right to request a conference with the reviewer and the reviewer's supervisor should I desire further discussion of these findings. By my signature on the Corrective Action Plan, I pledge that the actions to be taken will be completed as identified by the date indicated.

Ann Mays, Licensing Specialist | (Signature of Organization Representative) | Date

C = Substantial Compliance, N = Non Compliance, NS = Non Compliance Systemic, ND = Non Determined