DEPARTMENT OF BEHAVIORAL HEALTH AND DEVELOPMENTAL SERVICES
CORRECTIVE ACTION PLAN

License #: **3905-14-009**
Organization Name: **Beginning Today Youth Services, LLC**

Date of Inspection: **07-07-2026**
Program Type/Facility Name: **14-009 Beginning Today Youth Services III**

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 this chapter shall: 1. Meet the qualifications of the position	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #2 personnel record does not contain evidence of 5 years of professional experience working with children required by job description. Employment history on Employee #2 job application is blank.	PR) 08/04/2026 Going forward, the Director of Compliance will ensure that all sections of the employment application including the employment history is completed and/or a resume with employment his is obtained an placed in each employee file. This will be checked by the Director of Compliance during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026
12VAC35-46-290. B. - The provider shall develop and implement written policies and procedures to assure that persons employed in or designated to assume the responsibilities of each position possess the education, experience, knowledge, skills, and abilities specified in the job description for the position.	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #2 personnel record did not contain evidence of an official college transcript as required by job description.	PR) 08/04/2026 Going forward, the Director of Compliance will ensure that official transcripts as required by the job description are placed in each employee file. This will be checked by the Director of Compliance during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026

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12VAC35-46-310. A. (1) - Required initial training: 1. Within seven days following their begin date, each staff member responsible for supervision of children shall receive basic orientation to the facility's behavior intervention policies, procedures, and techniques regarding less restrictive interventions, timeout, and physical restraint.	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #1 orientation form was not signed by the employee or supervisor so department is unable to determine if required new hire training was completed	PR) 08/04/2026 Going forward, the supervisor will make sure that the employee orientation form is signed by the employee upon completion of orientation. This will be checked by the supervisor during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026
12VAC35-46-310. A. (2a) - Required initial training: 2. Within 14 days following an individual's begin date, and before an individual is alone supervising children, the provider shall conduct emergency preparedness and response training that shall include: 2a. Alerting emergency personnel and sounding alarms;	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #1 orientation form was not signed by the employee or supervisor so department is unable to determine if required new hire training was completed	PR) 08/04/2026 Going forward, the supervisor will make sure that the employee orientation form is signed by the employee upon completion of orientation. This will be checked by the supervisor during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026

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12VAC35-46-310. A. (2b) - Required initial training: 2. Within 14 days following an individual's begin date, and before an individual is alone supervising children, the provider shall conduct emergency preparedness and response training that shall include: 2b. Implementing evacuation procedures, including evacuation of residents with special needs (e.g., deaf, blind, nonambulatory);	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #1 orientation form was not signed by the employee or supervisor so department is unable to determine if required new hire training was completed	PR) 08/04/2026 Going forward, the supervisor will make sure that the employee orientation form is signed by the employee upon completion of orientation. This will be checked by the supervisor during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026
12VAC35-46-310. A. (2c) - Required initial training: 2. Within 14 days following an individual's begin date, and before an individual is alone supervising children, the provider shall conduct emergency preparedness and response training that shall include: 2c. Using, maintaining, and operating emergency equipment;	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #1 orientation form was not signed by the employee or supervisor so department is unable to determine if required new hire training was completed	PR) 08/04/2026 Going forward, the supervisor will make sure that the employee orientation form is signed by the employee upon completion of orientation. This will be checked by the supervisor during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026

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12VAC35-46-310. A. (2d) - Required initial training: 2. Within 14 days following an individual's begin date, and before an individual is alone supervising children, the provider shall conduct emergency preparedness and response training that shall include: 2d. Accessing emergency information for residents including medical information;	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #1 orientation form was not signed by the employee or supervisor so department is unable to determine if required new hire training was completed	PR) 08/04/2026 Going forward, the supervisor will make sure that the employee orientation form is signed by the employee upon completion of orientation. This will be checked by the supervisor during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026
12VAC35-46-310. A. (2e) - Required initial training: 2. Within 14 days following an individual's begin date, and before an individual is alone supervising children, the provider shall conduct emergency preparedness and response training that shall include: 2e. Utilizing community support services.	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #1 orientation form was not signed by the employee or supervisor so department is unable to determine if required new hire training was completed	PR) 08/04/2026 Going forward, the supervisor will make sure that the employee orientation form is signed by the employee upon completion of orientation. This will be checked by the supervisor during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026

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12VAC35-46-310. A. (3a) - Required initial training: 3. Within 14 days following their begin date, new employees, employees transferring from other facilities operated by the same provider, relief staff, volunteers, and students and interns shall be given orientation and training regarding: 3a. The objectives of the facility;	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #1 orientation form was not signed by the employee or supervisor so department is unable to determine if required new hire training was completed	PR) 08/04/2026 Going forward, the supervisor will make sure that the employee orientation form is signed by the employee upon completion of orientation. This will be checked by the supervisor during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026
12VAC35-46-310. A. (3b) - Required initial training: 3. Within 14 days following their begin date, new employees, employees transferring from other facilities operated by the same provider, relief staff, volunteers, and students and interns shall be given orientation and training regarding: 3b. Practices of confidentiality;	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #1 orientation form was not signed by the employee or supervisor so department is unable to determine if required new hire training was completed	PR) 08/04/2026 Going forward, the supervisor will make sure that the employee orientation form is signed by the employee upon completion of orientation. This will be checked by the supervisor during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026

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12VAC35-46-310. A. (3c) - Required initial training: 3. Within 14 days following their begin date, new employees, employees transferring from other facilities operated by the same provider, relief staff, volunteers, and students and interns shall be given orientation and training regarding: 3c. The decision-making plan;	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #1 orientation form was not signed by the employee or supervisor so department is unable to determine if required new hire training was completed	PR) 08/04/2026 Going forward, the supervisor will make sure that the employee orientation form is signed by the employee upon completion of orientation. This will be checked by the supervisor during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026
12VAC35-46-310. A. (3d) - Required initial training: 3. Within 14 days following their begin date, new employees, employees transferring from other facilities operated by the same provider, relief staff, volunteers, and students and interns shall be given orientation and training regarding: 3d. This chapter including the prohibited actions as outlined in this chapter;	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #1 orientation form was not signed by the employee or supervisor so department is unable to determine if required new hire training was completed	PR) 08/04/2026 Going forward, the supervisor will make sure that the employee orientation form is signed by the employee upon completion of orientation. This will be checked by the supervisor during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026

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12VAC35-46-310. A. (3e) - Required initial training: 3. Within 14 days following their begin date, new employees, employees transferring from other facilities operated by the same provider, relief staff, volunteers, and students and interns shall be given orientation and training regarding: 3e. Other policies and procedures that are applicable to the individual's positions, duties, and responsibilities.	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #1 orientation form was not signed by the employee or supervisor so department is unable to determine if required new hire training was completed	PR) 08/04/2026 Going forward, the supervisor will make sure that the employee orientation form is signed by the employee upon completion of orientation. This will be checked by the supervisor during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026
12VAC35-46-310. A. (4) - Required initial training: 4. Within 30 days following their begin date, all staff working with residents shall be enrolled in a standard first aid class and in a cardiopulmonary resuscitation class facilitated by the American Red Cross or other recognized authority, unless the individual is currently certified in first aid and cardiopulmonary resuscitation.	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #1 personnel record did not contain evidence of required CPR/First Aid training.	PR) 08/04/2026 Going forward, the Director of Compliance will ensure that all required certifications as evident via certificates including CPR/First Aid are placed in each employee file. This will be checked by the Director of Compliance during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026

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12VAC35-46-310. B. (3) - Required annual retraining: 3. All child care staff shall receive annual retraining on the provider's behavior supports and timeout policies and procedures.	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Employee #2 personnel record did not contain evidence of an annual behavioral intervention training certificate completed within the past year.	PR) 08/04/2026 Going forward, the supervisor will make sure that the employee orientation form is signed by the employee upon completion of orientation. This will be checked by the supervisor during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026
12VAC35-46-450. C. - Precautions shall be taken to prevent scalding from running water. Water temperatures shall be maintained between 100°F and 120°F.	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, the water temperature in the home read at 126 degrees when checked by the department.	PR) 08/04/2026 Going forward, the Supervisor will ensure that all water temperatures are set to regulation. This will be checked by the supervisor during monthly safety inspections. This information will be documented on the monthly safety inspection form. OLR) Accepted 08/11/2026	8/4/2026
12VAC35-46-590. B. - The interior and exterior of all buildings shall be safe, properly maintained, clean, and in good working order. This includes, but is not limited to, required locks, mechanical devices, indoor and outdoor equipment, and furnishings.	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, the ceiling above the stove showed deterioration and the section of the wall and ceiling that connects to the pantry showed signs of separation of paint and plaster from wall that connects to the ceiling.	PR) 08/04/2026 Going forward, the supervisor will report any repairs needed to management. Management will then contact a contractor to handle all necessary repairs. Paid invoice will be evident of repair completion. Invoice will be place in receipts binder. OLR) Accepted 08/11/2026	8/4/2026

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12VAC35-46-750. B. (3) - Individualized service plans shall describe in measurable terms the: 3. Goals, objectives, and strategies established for the resident;	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Individual #1 and #2 comprehensive individualized service plans (ISP's) completed within 30 days of admission do not include measurable strategies and interventions.	PR) 08/10/2026 Going forward Care Coordinators will ensure that all goals and objectives have measurable strategies and interventions. This will be monitored by Child Care Supervisor and Office Manager upon completion of the ISP as well as during quarterly audits and inspections of the residents' binders. OLR) Accepted 08/11/2026	8/10/2026
12VAC35-46-750. C. (3) - The provider shall develop and implement written policies and procedures to document progress of the resident toward meeting the ISP goals and objectives that shall include the: 3. Person responsible.	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Individual #1 and #2 comprehensive individualized service plans (ISP's) completed within 30 days of admission do not list the person responsible for the goals and objectives.	PR) 08/10/2026 Going forward Care Coordinators will ensure that ISPs identify the person responsible for addressing the goals and objectives. This will be monitored by Child Care Supervisor and Office Manager upon completion of the ISP as well as during quarterly audits and inspections of the residents' binders. OLR) Accepted 08/11/2026	8/10/2026
12VAC35-46-750. D. (1) - There shall be a documented quarterly review of each resident's progress 60 days following the initial individualized service plan and within each 90 -day period thereafter that shall report the: 1. Resident's progress toward meeting the plan's objectives;	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/2026, Individual #2 progress reports do not provide sufficient details on individual's progress or lack of progress towards discharge.	PR) 08/04/2026 Going forward, the supervisor will ensure that Child Care Staff complete all sections of the daily progress notes, including the provided section detailing the residents' progress and/or lack of. This will be checked by the supervisor during weekly reviews and audits of the residents' daily progress notes binder. OLR) Accepted 08/11/2026	8/4/2026

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12VAC35-46-840. A. - Each child accepted for care shall have a physical examination by or under the direction of a licensed physician no earlier than 90 days prior to admission to the facility or no later than seven days following admission, except (i) the report of an examination within the preceding 12 months shall be acceptable if a child transfers from one residential facility licensed or certified by a state agency to another; and (ii) a physical examination shall be conducted within 30 days following an emergency admission if a report of physical examination is not available.	N	Beginning Today Youth Services III This regulation was NOT MET as evidenced by: During an unannounced inspection on 7/7/20226, Individual #1 and #2 records did not contain evidence of a physical exam completed within 7 days of admission to the provider. Individual #1 did not have an exam completed until 4/9/26 and Individual #2 did not have an exam completed until 3/5/26.	PR) 08/04/2026 Going forward, the Medical Facilitator will ensure that the all residents receive a complete physical exam within 7 days of admission. This will be checked by the Director of Compliance during quarterly reviews and audits of employee files. OLR) Accepted 08/11/2026	8/4/2026

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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.

Breanna Goad, Licensing Specialist	(Signature of Organization Representative)	Date

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