Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: KCE Champions LLC @ Trailside

Provider No.: 52597

Address: 320 27th ST NE, Cedar Rapids, IA, 52402

County: Linn

Director's Name: Bethany "Bree" Hogue

On-Site Supervisor: Courtney Clarke-Monroe

Phone Number: 3192107833

E-Mail: Bree.Hogue@discoverchampions.com
SSous@discoverchampions.com

HHS Visit Date: 01/06/2026

Licensing Period: 08/01/2026 to 08/01/2028

Fire Inspection:

Date Inspected: 08/01/2024

Comments:

Report Visit Type:

- [ ] PTO
- [X] Licensing Visit
- [ ] Drop In
- [ ] Administrative Change

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

- [X] Accrediation

Comments: Corporate Accreditation from Cognia a global leader in advancing excellence in education through accreditation

Program Duration:

- [X] Year-Round
- [ ] School Year
- [ ] Summer Only

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HOURS:	*Year-round*	*School-Year*	*Summer Only*
Sunday			
Monday	6:30 AM to 6:00 PM		
Tuesday	6:30 AM to 6:00 PM		
Wednesday	6:30 AM to 6:00 PM		
Thursday	6:30 AM to 6:00 PM		
Friday	6:30 AM to 6:00 PM		
Saturday			

Program Population Served:

- [ ] Infant(0-<24 Months)
- [ ] Toddler
- [ ] PreSchool
- [X] School Age
- [ ] All Ages

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General				140	140
Summer					0

1. Basic Overview

KinderCare Learning Companies, Inc. was founded in 1969 and has grown to become one of the largest providers of childcare in the United States. KinderCare Learning Companies, Inc. is currently primarily owned by Partners Group a Swiss private equity firm as well as other shareholders and investors. KCE Champions LLC is a division of KinderCare Learning Companies, Inc. and included as a core brand along with KinderCare Learning Centers and The Creme School. Specifically, this license and inspection report pertains to KCE Champions LLC @ Trailside which commenced operations in 8/23/2024. This location includes childcare for school-age children outside of school hours including the option to provide full days of childcare on no school days and extended school breaks including winter, spring and summer breaks.

Multi-site regional manager Setara Sous has a BA in criminology, has experience working with children and continues to participate in child development related training. Ms. Sous has also been director qualified since January 2024. Multi-site director Bethany "Bree" Hogue has been with the program since operations commenced in 2022. Ms. Hogue reports working towards completion of an AA degree in early childhood education, has experience working with children and continues to participate in child development related training. On-site supervisor (OSS) is Courtney Clark-Monroe. Ms. Clark-Monroe has been in the OSS role since October 2023, has an AA degree in medical billing and coding, has experience working with children and continues to participate in child development related training.

On 1/6/2026, program space was observed. Primary programming occurs in room #1614 and room #1615. On some days and hours of operation, the program also has access to the school gymnasium, school cafeteria and outdoor school play areas. Sufficient restrooms including hand washing sinks are available. All foods offered to the childcare children are stored and prepared by the Cedar Rapids Community School District in the on-site school kitchen. On 1/6/2026, activities included before school tabletop events in room #1615 (e.g. games, crafts, individual book reading, imaginative play opportunities)

and large gross motor events in the school gymnasium. Staff were observed wishing children well as they transitioned from childcare to school for breakfast and/or school learning. Curriculum allowed for a variety of experiences that were observed to pique child interest as well as encourage social emotional growth, innovation, good sportsmanship, the use of social graces and child choice. On 1/6/2026, staff were observed to be in ratio and engaged in programming with the children. Routine transitions were observed to go well. Children appeared comfortable with staff and to be enjoying the morning's event.

2. Identify Observed Strengths of the program

According to the family and employee handbook, the philosophy of KCE Champions LCC is that "...learning is meant to be a natural, joyful experience. Our goal is to help your child develop socially, emotionally, physically, and intellectually. Children thrive when the process of discovery is lovingly encouraged and gently reinforced..."

KCE Champions LLC @ Trailside has established the following website for families and the community to learn more about the program: https://crschools.us/students-and-families/quick-links/champions/.

As of 1/6/2026, KCE Champions LLC programs remain for profit and operate under a board of directors having several Chief Operators including ones specific to operations, finance, curriculum and branding. The local management team (e.g. regional manager Setara Sous, multi-site director Ms. Hogue, OSS Ms. Clark-Monroe) remains primarily consistent. Management is knowledgeable of licensing guidelines as well as their own policies and procedures. Management has reported holding regular staff meetings to review rules, policies and procedures.

On 1/6/2026, KCE Champions LLC @ Trailside was found to be maintaining most required posting, maintaining parent-staff-program information centers, utilizing technological communication resources, and offering family programming activities. Curriculum continues to focus on six content areas that research shows enhance children’s growth and development as well as help build the essential skills needed to be successful in school and beyond: Character Development, Community, Creative Expression, Executive Function, Inquiry-Based Learning, and Literacy. The program provides child interest areas in creative arts, literacy, math and construction, puzzles and games, and science. Daily fitness, healthy eating, and homework assistance (as needed) are part of the program’s operations. Extended school break curriculum continues to be enhanced with guest speaker events and off-site field trips.

KCE Champions LLC continues to have and update as needed policies and procedures that include those for safety, daily health checks, hand washing, cleaning, sanitizing and disinfecting. On 1/6/2026, Ms. Clark-Monroe acknowledged how their team of staff continue to help ensure the children's space is sanitary and hazard free each day by following their policies and procedures. Ms. Clark-Monroe also talked about having support from the school (e.g. school kitchen staff, school administration, school maintenance, school custodial team) as to daily building and grounds conditions and repairs. School kitchen is inspected by the local health department. There is an AED on-site.

KCE Champions LLC locations including this specific location have emergency plans, policies, and procedures in place which are annually reviewed and updated as needed. The programs have successfully navigated through air quality alerts (2023, 2025), repeated expansion and acquisition events, and repeated technology outages (7/19/24 global technology outage, 10/10/2025 AWS outage, 10/29/2025 Microsoft outage).

3. Identify the aspects that fall below the standard

4. Any corrective action plans, provisional license, and safety plans-steps to get into compliance

109.9(1)c All files contain documentation to indicate that ongoing staff training requirements are met, including current certifications in first aid/CPR and mandatory child abuse training.
- Staff file reviewed (ER reported to be working for Champions for 1 year) lacked documentation of current universal precautions training and any documentation of current physical exam with TB screening/testing as required on form 470-5152.

109.9(2)a-c All files contain sufficient information to allow the center to contact the parent or emergency contact at any time child is in center’s care as well as who can pick up the child as authorized by the parent.

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- On 1/6/2026, Ms. Clark-Monroe reported there are currently 83 actively attending and enrolled children. Ms. Clark-Monroe reported 19 child files stored in one cabinet were complete. Ms. Clark-Monroe reported 44 child files stored in a different cabinet were not complete. The program did not have 83 child files.

5. Special Notes/Recommendations

On 1/8/2025, room #1615 was operating over capacity. Room #1615 has a total capacity of 15. When asked about this, Ms. Clark-Monroe stated there are 20 chairs for 20 children. This program has a total capacity of 140 children due to the program not always having full access to the school gymnasium (capacity 178) and school cafeteria (capacity 140) during all hours of programming. Room #1614 has a total capacity of 22. Total capacity as well as each room's capacity is required to be followed. Please review the following two rules related to capacity:
109.2(5)b. Determination of capacity. The licensing consultant must determine center capacity by dividing the amount of usable space by the amount of space required per child as specified in subrule 109.11(1). Upon approval by the department, the final determination of center capacity may include evaluation of other factors that influence capacity, as long as physical space requirements per child as defined in subrule 109.11(1) are maintained.
109.11(1) Room size. The program room size must be a minimum of 80 square feet of useable floor space or sufficient floor space to provide 35 square feet of useable floor space per child. In rooms where floor space occupied by cribs is counted as useable floor space, there must be 40 square feet of floor space per child. Kitchens, bathrooms, halls, lobby areas, storage areas and other areas of the center not designed as activity space for children cannot be used as regular program space or counted as useable floor space.

Current lesson plans posted were for two weeks but had dates 12/1/2025 to 1/9/2026 written on them. Ensure current lesson plans with current dates are posted. This has been noted in prior annual inspections. As a result, further such findings will be noted as a violation in future reports.

Please ensure consultant posting is posted.

Continue to collaborate with the school district regarding maintenance of the outdoor playground (e.g. sufficient cushion surface depth, chipping/rusting equipment, power washing of outdoor equipment). If any area of the outdoor play space becomes unsatisfactory, the childcare shall refrain from accessing those areas until remedies are made.

A full license is issued. Thank you for the visit.

Date: 01/15/2026

HHS Licensing Consultant: Amy Lyons

Non-compliance with any of the mandated regulatory requirements listed above may lead to the cancellation or revocation of your Child Care License. Please take steps necessary to completely address each of the violations noted above.

Child Care Resource and Referral is an excellent resource for providers to access training options and support in your area. You can reach Child Care Resource and Referral at **https://iowaccrr.org**.