Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: KCE Champions LLC @ Viola Gibson Elementary School

Provider No.: 51796

Address: 6101 Gibson DR NE, Cedar Rapids, IA, 52411

County: Linn

Director's Name: Paul Pressler

On-Site Supervisor: Marissa Moes

Phone Number: 3194889028

E-Mail: paul.pressler@discoverchampions.com
ssous@discoverchampions.com

HHS Visit Date: 01/08/2026

Licensing Period: 04/01/2026 to 04/01/2028

Fire Inspection:

Date Inspected: 08/28/2025

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			15	207	222
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 @ Viola Gibson Elementary School which commenced operations on 6/6/2022. 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 Paul Pressler has been with Champions since fall 2023 and began to fill a multi-site director role in April 2024. Mr. Pressler has a MA degree in educational leadership, has experience working with children and continues to participate in child development related training. On-site supervisor (OSS) is Marissa Moes. Ms. Moes has been in the OSS role since August of 2025. Ms. Moes has experience working with children and continues to participate in child development related training.

On 1/8/2026, program space was observed. Primary programming occurs the school cafeteria and school gymnasium. On some days and hours of operation, the program also has access to the 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 1/8/2026, staff were observed warmly greeting children

as they arrived at childcare after their school day. Snack rituals then occurred. Afterwards, activities offered included after tabletop events in the school cafeteria (e.g. games, dollhouse imaginative play, homework assistance, crafting) and large gross motor games in the school gym. Area of study was noted at being "Advertising 101". 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 1/8/2026, ratio, staff-child interactions and routine transitions were observed. Children appeared comfortable with staff and to be enjoying their day.

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 @ Cleveland Elementary School 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 1/8/2026, 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 Mr. Pressler, OSS Ms. Moes) 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 1/8/2026, KCE Champions LLC @ Cleveland Elementary School 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 1/8/2026, Ms. Moes 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. Moes 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

109.8(2) Ratio maintained in center as required.
- Children were observed accessing various areas of the school building including hallways without the presence of staff. As this was happening, staff also did not communicate who was to be supervising which children in the given programming areas.

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 (SO hired September 2024) lacked documentation of completing and maintaining current first-aid and

CPR training.
- Staff file reviewed (SO hired September 2024) lacked documentation of any current physical exam with TB screening/testing on required 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.
- On 1/8/2026, Ms. Moes reported there are currently 85 actively enrolled and attending children. The program did not have 85 child files. Ms. Moes reported working on establishing and updating each child's paperwork having "only about 50" child files.

109.11(3)a Center shall ensure that: Facility and premises are sanitary, safe, and hazard free. Sufficient lighting shall be provided. Sufficient ventilation. Sufficient heating. Sufficient cooling. Equipment placed in the program area is maintained so as not to result in injury to the children.
- The program shall have a cleaner, sanitizer and disinfectant available and stored in an inaccessible but readily available manner. Each chemical shall be properly labeled with the name of the contents and manufacturer's instructions of use (e.g. ratio if applicable, dwell time).
- Food tables shall be cleaned and sanitized prior to food service including snack.
- Children shall hand wash prior to food service including snack.

109.11(4)b Record of monthly inspections of outdoor recreation area and equipment shall be kept.
- On 1/8/2026, there was no documentation of a monthly outdoor play area inspection for any months in 2025.

109.13(1 and 2). Staff shall provide supervision at table during snacks and meals. Avoid foods with high incident rate of causing choking.
- On 1/8/2026, children were observed walking around the cafeteria eating snack foods while also attempting to play. Cleaning-sanitizing of materials and hand washing was also impacted.

5. Special Notes/Recommendations

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.

Current lesson plans with current dates were not posted. This has been noted in prior annual inspections. As a result, further such findings will be noted as a violation in future reports.

Since the childcare uses shared space in a public-school building, ensure there is a locked medication box that is fully functional with keys. All non-rescue medication shall always be locked as well as all rescue medication when the child prescribed the medication is not in attendance. When the child prescribed rescue medication is in attendance, the rescue medication shall be stored in an inaccessible but readily available manner. Also, at least one childcare cabinet shall have a fully functional lock with keys for staff to store chemicals, confidential administrative items (e.g. child files, staff files) and any potential personal items (e.g. purse).

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

Date: 01/15/2026

HHS Licensing Consultant: Amy Lyons

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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**.