Iowa Department of Human Services
CHILD CARE CENTER EVALUATION AND RECOMMENDATION FOR LICENSE

Name of Center: Mercy Child Development Center **Enrollment:** 231 **License ID No. (Reapplications)** 27903

Street: 1150 6th Ave **City:** Des Moines Iowa **Zip** 50314 **County:** Polk

Mailing Address: 1150 6th Ave, Des Moines, IA, 50314

Director's Name: Michelle Meusburger **Phone Number:** 515-643-9090

On-Site Supervisor(s): Heather Williamson, Bryson McCarger, Brandi Ritter **E-Mail:** mcdc@brighthorizons.com

Date(s) of Visit: 11-30-2022

X **Licensing Visit** X **Unannounced Visit** **Off Year Visit** **Administrative Change**

LICENSING VISITS

New Application X **Re-Application** **NA**

Signed Application (470-0722) Received X **Yes** **No** **NA** **Date Signed:** 10-03-2022

FIRE INSPECTION X **State** **Local** **NA** **Is Fire Inspection Approved?** X **Yes** **No** **NA**

Date Inspected: 03-23-2022

Comments :

LICENSE TYPE: X **Child Care** **Preschool (ages 3-5 meets three hours or less per day)**

Financial Type: X Profit Non-Profit NA

Accredition: Accredited NAEYC NSACA Other X NA

Program Serves: X Infants (0-23 mo.) X 2 Years X Preschool-Age X School-Age

Get-Well X Evening Care Special Needs

SCHEDULE: X Year-round School-Year Summer Only

HOURS:	*Year-round*	*School-Year*	*Summer Only*

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Age	Capacity
General	104	36	86	29	255
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 12-01-2022 to 12-01-2024
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Debbie Hammer **Date:** 12-05-2022

I. IF CURRENT LICENSE IS PROVISIONAL, IDENTIFY THE CORRECTIVE ACTIONS

N/A

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

A full licensing visit was conducted on 11/30/22. The Director was present throughout the visit.

All areas of the program were observed. These areas observed consisted of classroom observations and activities, nutritional practices, health and safety practices, playground observation, field trip and transportation practices, and administrative review.

Mercy Child Development Center contracted with Bright Horizons to provide daycare management services in June 2009. Mercy Hospital retained ownership of the center, which also retained its name. The hospital continues to provide meal and laundry services. Bright Horizons provides human resource and management services. Mercy Child Development Center will continue to provide child care services for Mercy Hospital employees. This center is also open to the community, they currently have 70% Mercy hospital employees and 30% community families they provide care for at the center.

Michelle Meusburger is the director. Michelle has been the director at this center since December 2016. Michelle has been with Bright Horizons since 2008 and was the director at another Bright Horizons center prior to coming to Mercy CDC. She has a BA in Children and Family Services. Bryson McCarger is the assistant director and the Health and Safety coordinator. Bryson has a CDA certification. He's been employed at the center since 2015. Brandi is the administrative assistant, starting in this role in October of 2021. Brandi has an Associate's degree in Early Childhood Education and three prior years working at this center prior to taking this position. Heather Williamson is the on-site supervisor, starting in this role in October of 2022. Heather has a Master's degree in Early Childhood Education and six prior years of experience. The Bright Horizons' Regional Manager is Sarah Stevens.

The center has 17 classrooms, providing care at this time to children age 6 weeks to age five. Previously, the center provided care to school age children for a school age camp, however they have not provided this for approximately three years. They evaluate this routinely and may again provide care to school age children. They use the large motor play room when they have school age camp. Center hours are from 6:30 am to 6:30 pm.

The center uses the Discovery Driven Learning Curriculum, components of the Creative Curriculum, and Emerging Curriculum. Bright Horizons is creating their own assessment tool, similar to Teaching Strategies Gold. Teachers create lesson plans to fit the children's development.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

Michelle has many years of experience with Bright Horizons. The center benefits from her leadership and experience.

The center offers families a flexible schedule to accommodate their changing work hours. The center offers full and part time care.

The center has many long term staff, with 69% of the staff working at the center for two years or more. There are seventeen

staff who have worked at the center for 20 years or more, six staff with 10 years or more and seven staff with 5 years or more.

The center uses an app called my Bright Day which allows for real time information for families and immediate communication. The center also sends resources to parents through the app for all age groups and expand on the curriculum and learning.

The center has started conducting family events again, with a graduation party on the playground and a curriculum night.

The center has a liaison with the hospital and they conduct monthly meetings. The center has a strong working relationship with the hospital.

The center offers STEM enrichment activities for the children.

The center has strong parent partnerships and has good communication with their families.

The staff are dedicated and committed to the center and providing safe, nurturing and quality care to the children.

The administrative team work well together.

The center offers conferences twice a year, on the month of the birthday for the child and the month of their half birthday.

The center has a secure entrance.

The center has worked hard to keep children and staff safe during the pandemic.

The Bright Horizons corporation increased wages during the pandemic. The administration team shows their appreciation for staff by bringing in lunches and gifts.

Every month the administrative team has a staff meeting "to go" which is on-line.

Starting in January of 2023 the center will be getting updates with new flooring, new bathrooms, new countertops and new cabinets.

Staff received 15 hours of training for the new curriculum, Discovery Driven Learning. This was comprehensive training and beneficial.

The Bright Horizons corporation has shown a commitment to staff.

IV. IDENTIFY THE ASPECTS OF OPERATION THAT FALL BELOW THE STANDARDS REVIEWED:

109.7(1): All staff(within first 3 months of employment)Two hours of approved training FOR the mandatory reporting of child abuse. At least one hour of training regarding universal precautions and infectious disease control. Certification in American Red Cross, American Heart Association, American Safety and Health institute or MEDIC First Aid infant, child, and adult cardiopulmonary resuscitation (CPR) OR equivalent certification approved by the department. A valid certificate indicating the date of training and expiration date shall be maintained. Certification in infant, child, and adult first aid that uses a nationally recognized curriculum or is received from a nationally recognized training organization including the American Red Cross, American Heart Association, American Safety and Health Institute or MEDIC First Aid or an equivalent certification approved by the department. A valid certificate indicating the date of training and expiration date shall be maintained. Minimum health and safety trainings, approved by the Department. If significant changes occur to content, the Department may require the training be renewed.
One staff file reviewed did not have complete certification in CPR/First Aid within the first three months of employment. The complete certification was six months after hire.

109.9(1)d: All files contain a pre-employment physical exam report completed within six months prior to hire and at least every three years. Physical exams shall be documented on form 470-5152, Child Care Provider Physical Examination Report.
Number not in compliance: 1
One staff file did not contain a pre-employment physical exam report completed within six months prior to hire, this was completed three months after hire.

V. SPECIAL NOTES/RECOMMENDATIONS:

Mercy hospital provides lunch for the children and US Foods supplies breakfast, snack and dinner. The menus reflect the center is following CACFP guidelines.

Radon testing is due every two years. The center last conducted radon testing in March of 2022 and all rooms tested fell below the 4.0 cutoff.

Discussion took place regarding a section of the wood tiles on the outside of the playground by the gate where a piece of the wood tile appears to have been removed recently, leaving a piece of metal sticking up from the wood beneath. The director will send in a work order to have this removed.

The administrative team will ensure staff complete the online and skills section for CPR/First aid within three months of hire.

The center has moved to online child files, however keeps a hard copy of the emergency enrollment form.

A new, full, two-year license is recommended.

*Note: If you are the Child Care Center Director and you feel something is unclear or unjustly cited, please contact your DHS Licensing Consultant to discuss the issue. The child care director may also send a response which will be placed in the licensing file.

*Note: If you are a member of the general public, there may be additional information contained in the public file. You may contact the DHS Licensing Consultant to inquire.