



<b>RECOMMENDATION FOR LICENSE:</b>	
X	<b>FULL</b> license from 10-01-2019 to 10-01-2021
	<b>PROVISIONAL</b> license from
	<b>DENIAL</b> of initial application
	<b>SUSPENSION</b> of license
	<b>REVOCACTION</b> of license

Licensing Consultant: Amy Lyons

Date: 05-14-2020

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

Not applicable.

**II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:**

Kids Inc operates several sites throughout the community and has been in business since 1989. Specifically, Kids Inc - Longfellow has been in operation for many years. This program offers full-time and part-time child care to school-age children. Current enrollment is 25.

Multi-site owners are Kory and Becky McNeal. Multi-site Kids Inc director is Becky McNeal. Ms. McNeal has a BA degree in elementary education and a MA degree in reading. Ms. McNeal has over 30 years of experience teaching in a school. On-site supervisor is Grace Fredrick. Ms. Fredrick has been employed with Kids Inc for over 2 years working. Ms. Fredrick has a BA degree in psychology and over 12 years of experience working with children. On-site supervisor Robert Gaines has a BA degree in secondary education and has also been employed with Kids Inc for 2 years.

On 4/28/2020, all program space was observed.

**III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:**

Kids Inc operates several sites throughout the community. Kids Inc provides a variety of full-time and part-time childcare options to help meet the needs of families and children throughout the community.

Kids Inc has been in operation since 1989 and is currently celebrating their 31st year of business. Ownership of Kids Inc has remained consistent.

Kids Inc has the following website for families and the community to seek information about the programs offered <http://kidsincia.com/>.

The mission of Kids Inc is to provide "...affordable and educational childcare in a safe, positive, and interactive environment..."

Kids Inc sites have a history of participating in quality initiatives including a local quality program.

Kids Inc - Longfellow works well with community partners including local businesses, CCR&R, local nurse consultant, early access, CART program, and local school districts.

Management and ownership of the program has remained consistent. This includes Kids Inc school-age management team persons from all their multi-site school-age programs, and specifically, Grace Fredrick. Ms. Fredrick is organized, and in turn, the program operates smoothly. Kids Inc has systems of organization in place to help ensure administrative items are completed and maintained as required. Since the last monitoring visit, Kids Inc - Longfellow has retained as well as hired some new staff. Ms. Fredrick discussed being proud of their team of employees who have a strong work ethic, are willing to help out in various classrooms/sites as needed, and foster a positive team spirit.

Building and grounds is well-maintained. Kids Inc - Longfellow has a collaborative partnership with the school district. School custodial staff, school administration, school nurse, and school food service personnel help ensure the children's space is sanitary and hazard free each day. The school kitchen is inspected at least annually by the health department. There is an AED on-site. Kids Inc - Longfellow has access to a storage/administrative area to maintain administrative items in a secure and confidential manner. The program's primary space is located in the school's gymnasium/cafeteria. As a result, the program is able to offer regular large gross motor activities even on inclement weather days.

The program has an organized parent/program communication center which includes required postings and child sign-in/sign-out information. This area also includes program reminders, community resource information, and information about upcoming program events/curriculum. Ms. Fredrick reported Kids Inc - Longfellow also has access to a technological App as an additional way to help improve and increase program/family communication. School-age summer camp 2020 registration is well underway. Ms. Fredrick talked about this summer's in-house themed events, possible guest speakers, and on-site outdoor sporting/water activities.

The current COVID-19 pandemic was discussed. Ms. Fredrick discussed how their staff have been cleverly planning and modifying curriculum to help ensure children's activities and learning are still happening. Increased opportunities for small group work as well as areas for individual learning (a uniquely created "think spot") have been incorporated. Ms. Fredrick talked about how the children have settled into the many new routines that incorporate crafts and assistance with their daily school district distance learning.

Staff were observed greeting each family and child at the main entrance as they arrived for the day's programming. Staff engaged each family and child in a health screening (health questions, temperature screening, etc.) prior to admittance. Staff were observed encouraging and engaging in hand washing at all levels. Staff encouraged children to "catch coughs" and "catch sneezes" in elbows. The program has policies and procedures in place for cleaning, disinfecting, and sanitizing. Ms. Fredrick discussed how child materials are being continuously cleaned, sanitized and disinfected to help prevent the spread of any illness. Staff were observed to be actively engaged in these health and sanitation activities at appropriate times. Ms. Fredrick discussed the positive family feedback being received regarding the additional health precautions (clever system of labeling storage/seating areas to promote social distancing) their program has put into place as well as their ability to continue to provide childcare.

On the day of the monitoring visit, staff were nurturing and attentive to the children's needs. Areas of study included bugs and insects. Children had access to an array of materials (including books, imaginative play options, building materials, and crafts) that encouraged innovative play. Evidence of an on-going paper mache "dino egg" project was observed. Staff provided a companionable presence allowing children to have many choices in their play experiences. Routine transitions (including clean up activities and food service rituals) worked smoothly into the program's welcoming and cooperative play environment. Staff were overheard providing children with many words of encouragement and engaging children in much meaningful discussion. Children responded well to staff and appeared to be truly enjoying their day.

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

None noted.

#### **V. SPECIAL NOTES/RECOMMENDATIONS:**

Ms. Fredrick discussed a plan to conduct updated radon testing. Please forward results to licensing upon receipt.

Given the current unprecedented circumstances, management and staff are greatly commended for their continued commitment to provide childcare with such increased mindfulness and strong emphasis on health and sanitation.

The program's license remains in full status. Thank you for the visit.

\*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.