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

Name of Center: Cambridge Little Achievers Center **Enrollment:** 172 **License ID No. (Reapplications)** 52065

Street: 2092 Libertyville RD **City:** Fairfield Iowa **Zip** 52556 **County:** Jefferson

Mailing Address: 2092 Libertyville RD, Fairfield, IA, 52556

Director's Name: Tiffany Finch **Phone Number:** 641-209-8222

On-Site Supervisor(s): Lisa Schleicher **E-Mail:** cambridgelittleachievers@gmail.com

Date(s) of Visit: 04-10-2024

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

LICENSING VISITS

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

Signed Application (470-0722) Received X **Yes** **No** **NA** **Date Signed:** 04-29-2024

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

Date Inspected: 02-21-2024

Comments : due every 3 years, performed by State Fire Marshal

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

Financial Type: Profit X 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 Evening Care X 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	48	24	68	45	185
Summer					0

QRS Rating: 1

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 02-01-2023 to 02-01-2025
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Jill Seibert **Date:** 06-18-2024

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

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

Cambridge Little Achievers Center is a newly constructed one story specifically constructed for childcare. Cambridge Little Achievers Center opened in January 2023 to provide childcare for up to 185 children from infants to 12 years old. The facility is located on the edge of Fairfield, near the hospital. Cambridge Little Achievers Center is an independent 501(c)(3) non-profit corporation, and partnered with over 40 businesses, organizations and individuals. A licensing visit was conducted on 1/16/23 and the center was given Permission To Open at that time. I met with On site supervisor Schleicher, and Director Finch. An unannounced licensing visits was conducted on 2/17/23 so a full license could be issued. An unannounced off year visit was conducted on 4/10/24. An earlier visit was made in the winter of 2024.

The facility consists of a full kitchen, a laundry room, staff break room, offices, several classrooms, and a large outdoor play area divided into sections.

The mission of Cambridge Little Achievers is to instill, encourage, and further a love of learning while providing a safe and nurturing environment that promotes the social, emotional, physical, and cognitive development of the child.

Tiffany Finch is the program Director. Ms. Finch previously served as a Center Director in Baxter, Iowa, for the Baxter Early Learning Center, as well as On Site Supervisor at Cardinal Head Start in rural Eldon. Lisa Schleicher is the On Site Supervisor. OSS Schleicher has a Bachelor of Science Therapeutic Recreation from the. University of Iowa. She served as a one-on-one associate at an elementary school for 2 years and has 9 years experience as a Certified Child Life Specialist-professional who help children and families cope with the stress and anxiety associated with illness, injury, and treatment.

At the time of the visit, staff were actively engaged in providing the child care program to the children. All program areas were observed during the visit. The center designated several "on call managers" to serve as designated person in charge if the OSS and or Director are not able to be present. The Director was present during the visit.

The visit consisted of classroom observations and activities, ratios, nutritional practices, health and safety practices, playground observation, field trip and transportation practices, and administrative review.

Center Nutrition Practices Observed:

Meals are served family style in the classrooms and posted menus indicate that minimum nutritional requirements are met. The kitchen contains new equipment, sufficient storage for center food, and sufficient dish washing capacity to accommodate a center of this size. The center participates in CACFP. Menus are posted and meet guidelines. They are also posted on the center website. Food storage was adequate. No outdated food items were present and no food was stored on the floor. The kitchen was clean.

The center administration team manage the kitchen and nutrition for the center. Breakfast, lunch and two snacks are served during the day. If children are present at the end of the day a 3rd snack will be served if the child's last snack was 2-3 hours earlier.

Food allergies should be posted in the kitchen so dietary staff are aware of menus and special dietary needs.

Center Health and Safety:

The building is 14,000 square feet, which is enough space to house up to 185 children. Capacity is followed for each room, allowing each child to have at least 35 square feet each.

The center is divided into six groups, and is supervised by staff trained especially for that age range: infant; 1-year-olds; 2-year-olds; 3-year-olds; 4-year-olds; and school age children ages 5-12.

The program is partnering with Fairfield High School and Indian Hills Community College to bring in high school and college students to work at the center. All volunteers will be at least 16 years of age and will sign a volunteer form and have the following in place before interacting with children:

(1) Have signed statements indicating no conviction of any law in any state or record of founded child or dependent adult abuse.
(2) Signed statements indicating no communicable disease or other health concerns that poses a threat to children.
(3) Signed statement indicating they have been informed of responsibilities as mandatory reporters.

They will undergo record check process if:
(1) It is included in meeting the required child/staff ratio.
(2) Has direct responsibility for a child or children.
(3) Has access to child or children when no other staff is present.

Prescription and non-prescription medication should be administered in accordance with licensing regulations, physician directions, and parental consent. Center compliance regarding staff and child hand washing, storage and maintenance of a first aid kit, emergency plans and drills for fire and tornado, environmental testing and the maintenance of any necessary detection equipment, and general regulations regarding safety and sanitation policies and procedures were reviewed. Tornado and fire drills are conducted monthly and documented. The past year Amber was in charge of the drills. A lead-based paint assessment is not required for buildings constructed after 1971. Water analysis is not required.

If staff are supervising children with special health needs or allergies, they should be trained on the child's allergy action plan or health care plan. We discussed last year all children with allergies should have allergy action plans signed by a physician and the parent on file. The plans should be posted in the room the child is receiving care so staff know how to properly respond in an emergency. CCNC Lauderman assisted with allergy action plans and other health care plans in 2023 and 2024. HHS discussed that all staff caring for the child with special needs should be trained on special health care plans or allergy action plans, that the plans and the medications should follow the child room to room indoors and outdoors. In 2023 the program the program stated, " If the child starts in one room but then gets moved to another room, the sign will move with the child and be posted on the cupboard. Signs will be made for all children with allergies to go with the child and will be moved with the child if they are moved to a different room for the day."

Ratio was met on the visit. Positioning of staff so that staff can see all children under their care at all times is practiced. The Director has discussed supervision requirements with staff indicating staff must know the names and number of children assigned to their care. I discussed this with the administration team noting the importance of face to name supervision. The center and supervisor shall ensure that staff knows names and number of children assigned. Staff shall provide careful supervision. Administration understands practices must be in place and implemented daily.

All centers shall install one carbon monoxide detector on each floor that conforms to UL Standard 2034. Carbon monoxide detectors should be plug in and placed at opposite ends of the building. The Director reported the following via email on 2/27/23

Carbon Monoxide detectors were put in place January 23rd, then checked on February 27th. Smoke Detectors, Fire Extinguishers, Emergency Lights all in working order, documented on February 27th. Radon tests are complete, all tests came back as within average indoor radon level and results kept in DHS Binder. All units/appliances were inspected prior to opening. Updated radon testing is due every five years.

CCNCs conducted a Health and Safety audit the past year.

Center Playground:

The center has a fenced and shaded outdoor play area immediately behind the center. The Childcare Outdoor Weather Watch is consulted when outdoor play is questionable due to varying weather conditions. Playground inspections will be conducted monthly. Each child has at least 75 square feet of space when outdoors. The outdoor play area will be inspected

monthly to ensure no potential tripping hazards or other safety hazards exist. Amber conducted the inspections the past year and all were present. Areas of the fence that may become loose or gates that are settling will be monitored so that gaps between 3.5-9 inches are not potential entrapment hazards. A first aid kit is taken outdoors along with emergency medication.

The center has playground equipment in three distinct areas reserved for children of different ages, one for infants, another for toddlers and the third for children ages 5 and above.

Children should be taken outdoors if the Childcare Weather Watch deems outdoor play is appropriate.

Center Transportation Arrangements/Field Trips:

If field trips are taken in the future children will have field trip authorizations signed. Emergency contacts and a first aid kit will be taken on each trip. They currently are not providing transportation. If field trips are taken in the future ratio for field trips must be followed.

Center Administrative Records:

Child misbehavior is addressed by redirection, and positive reinforcement of appropriate behavior. The center is in compliance with regulations regarding required notices and postings and required written policies provided to parents in the form of a parent handbook. The program utilizes Brightwheel to communicate with parents throughout the day regarding menus, activities, etc..

Staff and child records were examined during this inspection. Staff and child records are mostly complete and well organized. They will be reviewed annually. Child files include updated physicals and immunization, emergency contacts, dental and medical information and pick up authorizations updated annually. All medical and dental information was updated in February 2024. Staff files contain professional development hours, CPR/First Aid training, UP and MR training, an approved physical, SING checks and fingerprint results. Any hits on SING checks or Fingerprints must be evaluated by the DHS Record Check Team. This center employs approximately forty staff.

The center has a specific Emergency Preparedness plan for this building. It will be reviewed annually with staff, and they sign and date acknowledgement of such. Staff will sign the plan this month.

The center reports consistently utilizing curriculum expectations, organizational tools, documentation in classrooms and for administrative duties and cleanliness.
The center utilizes Creative Curriculum and PBIS. PBIS visits the program weekly. The preschool teacher holds a MA in Curriculum. The program participates with Ages and Stages 3 Questionnaire Screening Tool. The program participates with Ages and Stages Social and Emotional Questionnaire Screening Tool as well. The rooms include age-appropriate books and educational materials covering geography, anatomy, science, literature and art.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

The program participates in the I Smile Program. Free tooth brushes and tooth paste are provided to the children as well as free dental screenings.

The center building is new and has all new equipment indoors and outdoors.

The Cambridge Little Achievers Center has a five-member board of directors consisting of President Bryan Hunger, Vice President Teri Bockting, Terri Kness, Kate Van Pelt and Joshua Laraby.

3 Year old Preschool grants are available for incomes reaching up to 300% of poverty level, up to $180 - $200 per month grant.

Cambridge Little Achievers Center offers to employees:

Vacation time
Paid holidays
Flexible schedules
No late nights
No weekends
Discounted child care for employees

Working in the same center as your children
Free breakfast, lunch, and snacks
Attendance bonus
Early Childhood College assistance (90% covered)
Bonuses (the amount of the annual bonus is based on education). Great news, we are willing to partner with you to continue your education to receive bigger bonuses!
Early Childhood College assistance (90% covered, including books and a technology bonus)
Employee mentor program

The program participates in TEACH and WAGES.

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

1. 109.10(1)a: Preschool (for children five years and younger not enrolled in school): Physical exam report submitted within 30 days of admission, was obtained no more than 12 months prior to admission, is signed by a licensed MD, DO, PA, Chiropractor or ARNP, and contains health history; present health status including allergies, medications, and acute/chronic conditions; and recommendations for continued care if necessary. Number not in compliance: 13

Per the Director all child physicals have been turned in and are now current as of 6/18/24. CORRECTED

2. 109.10(15)c: Center shall develop procedures for annual staff and volunteer training on emergency plans. The Director agreed to train staff on the EPP and have each staff sign and date acknowledgement of such.

3. 109.12(5)e: The provider shall follow safe sleep practices recommended by AAP for infants under one year of age: Infants shall always be placed on their back for sleep. Infants shall be placed on a firm mattress with a tight fitted sheet that meets Consumer Product Safety Commission federal standards. Infants shall not be allowed to sleep on a bed, sofa, air mattress or other soft surface. No child will be allowed to sleep in any items not designed for sleeping but not limited to, an infant seat, car seat, swing, bouncy seat. No toys, soft objects, stuffed animals, pillows, bumper pads, blankets, or loose bedding shall be allowed in the sleeping area with the infant. No co-sleeping shall be allowed. Sleeping infants shall be actively observed by sight and sound. If an alternate sleeping position is needed, a signed physician or physician assistant authorization with statement of medical reason is required. Swaddle sacks were in use the day of the visit. The Director agreed to discontinue use of these. CCNC Lauderman stated she would address this issue with the center on 6/18/24.

4. 109.9(2)g: Any child with allergies, a written emergency plan. Copy shall accompany child if they leave the premises. CCNC Mandi Lauderman addressed health and safety issues including allergy action plans, health care plans and has been in the center frequently. CORRECTED per CCNC Lauderman and Director Finch.

V. SPECIAL NOTES/RECOMMENDATIONS:

Based upon this review, it is recommended that this center remain in Full licensing status. The center is directed to correct deficiencies and continue compliance throughout the year. It is important to note, all HHS licensing standards and procedures must be maintained during the renewal period.

IHHS recommends Director Finch continue contact Child Care Resource & Referral so Consultant Love may assist with the continued future compliance. IDPH Child Care Nurse Consultant Mandi Lauderman is also available for consultation in health and safety matters.

IHHS recommends the center consult with Child Care Resource and Referral on a continual basis. They offer centers assistance with meeting the DHS regulations, QRS, infant/toddler concerns, room arrangement and environment, developmental concerns, Best Practice information, CDA assistance, or any questions or concerns you may have. Please visit the following website for more information: http://www.iowaccrr.org/who_we_are/region_5. Consultant Love reports she visits the center regularly.

IHHS encourages you to contact your local nurse consultant with IDPH on a continual basis. Child Care Nurse Consultants work with childcare and early education businesses. Businesses may call or send questions to a childcare nurse consultant about health and safety policies, health programs, health of personnel, and specific child health or safety issues. Consultant Love met with the program administration prior to opening and then again after opening in February assisting with IPOWER. She met with them a third time in later February to address issues noted above. HHS also spoke with Child Care Nurse Consultant Lauderman on 2/23/23 regarding Safe Sleep and ratio issues. She indicated she had conducted a

medication administration class with staff recently. She agreed to follow up with Safe Sleep and ratio concerns. CCNC's report they visit the center at least monthly and have addressed Safe Sleep, medications, health care and allergy action plans in 2024.

*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.