Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: Hawkeye Child Development Center

Provider No.: 22654

Address: 1501 E Orange Rd, Waterloo, IA, 50701

County: Black Hawk

Director's Name: Penny Teisinger

On-Site Supervisor: Penny Teisinger

Phone Number: 3192964245

E-Mail: penny.teisinger@hawkeyecollege.edu

HHS Visit Date: 10/14/2025

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

Fire Inspection:

Date Inspected: 10/07/2025

Comments:

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

Quality Rating: 4

- [ ] Accrediation

Program Duration:

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

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HOURS:	*Year-round*	*School-Year*	*Summer Only*
Sunday			
Monday	7:00 AM to 5:00 PM		
Tuesday	7:00 AM to 5:00 PM		
Wednesday	7:00 AM to 5:00 PM		
Thursday	7:00 AM to 5:00 PM		
Friday	7:00 AM to 5:00 PM		
Saturday			

Program Population Served:

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

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	20	10	20	0	50
Summer					0

1. Basic Overview

On 10/14/25 I made an unannounced licensing visit to Hawkeye Child Development Center in Waterloo. I met with Penny Teisinger, the director. She has a BA in elementary education with an early childhood endorsement. She has been employed with the program since August 1995. Ms. Teisinger received her National Administrator Credential (NAC) and is also a NAEYC member. Tina Freesemann is the lead teacher in the Sunburst room, and she is in charge when Ms. Teisinger is away from the center. Ms. Freesemann has an AAS in child development. She has been employed with the program since March 1999. The center employs eight full time staff members and twelve work study student employees. The program also utilizes field experience students.

Willetta Thomas and Kelly Dunegan are the co-lead teachers in the infant room. Jenny Woods and Stephanie Lehman are the co-lead teachers in the toddler room. Tina Freesemann and Tracey Schmidt are the co-lead teachers in the two-year-old room. Hailey Bathen and Taylor Raum are the staff members in the preschool room.

Hawkeye Community College built a new childcare center in one of the existing buildings on campus. They were given permission to open at the new location on 08/24/15. The program operates 7:00 am until 5:00 pm Monday through Friday and serves infants through children five-years-old. There are currently 39 children enrolled.

Hawkeye Child Development partners with Tri-County Head Start to serve Head Start eligible children. Grace Parsley is the family service worker provided by Head Start.

Hawkeye Child Development Center achieved their National Association for the Education of Young Children (NAEYC) accreditation, and it expires on 11/01/29. They also have an IQ4K Level 4 that expires on 08/31/26.

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The program operates out of four rooms: infants (Moonlight Room); young toddlers (Radiant Rainbows); two-year-olds (Sunburst); and preschool (Shooting Stars). An inspection of each room was completed. Windows provide natural lighting. The rooms are decorated with pictures of the children and their families, the children's art projects, and posters to assist the children with the learning process, such as the alphabet, shapes, colors and numbers. The children's birthdays were posted. There is an area for circle time. All rooms were within ratio during my visit.

The centers observed on the day of the licensing visit include library, Lego/blocks, table toys, games, puzzles, transportation, computer, art, dramatic play, writing, math, science/discovery, woodworking, sensory table and music. Centers were arranged in a manner that allowed easy movement between activities and allowed for clear supervision by staff members. Materials were in good condition. The materials are located at child level, so they are easily accessible to the children.

There is one bathroom in both the young toddler and two-year-old rooms. They each have one toilet, one sink and a changing table. Handwashing and diaper changing procedures were posted. There are two bathrooms in the preschool room with one toilet and one sink each. Handwashing procedures were posted. The infant room has a lactation space for nursing mothers. In addition to sinks in the bathrooms, there is a handwashing sink in each of the rooms and handwashing procedures were posted. There is one changing table in the infant room and procedures were posted. The center provides diapers and wipes for the Head Start children.

The center uses the Creative Curriculum to develop lesson plans. The center completes Teaching Strategies GOLD online assessments, ASQ and ASQ-SE assessments. In addition, in the preschool room they complete the Brigance and Communication Skills test. Additional resources are also used. The teachers use the Conscious Discipline curriculum for the children's social and emotional development. Each teacher develops their own lesson plans. Activities are based on themes. Themes may last one or two weeks. The center sends a monthly newsletter home to the parents to keep them updated on center activities. Lesson plans were available for review.

The program uses the Brightwheel app to complete daily sheets for all the children in the program. The parents can view the site throughout the day to see what the children are doing for activities and staff members are able to send them pictures.

I reviewed documentation of monthly fire and tornado drills. I reviewed documentation of monthly playground inspections. The radon test was completed in November 2023 and is good for five years because they do not have a radon mitigation system. Results were within EPA guidelines. The fuel burning inspection was completed and no concerns were noted. A carbon monoxide detector was on site in the hallway. Outlets were protected. The fire marshal inspection occurred on 10/07/25.

The program participates in the Child and Adult Care Food Program (CACFP). The center provides the children with breakfast, lunch and an afternoon snack. The center contracts with Head Start for lunch. They deliver lunch to the center. Family style is used in the rooms for the older children and the teachers serve the younger children. Breakfast and snack are prepared at the center in each classroom by teachers. Menus were posted and allergies are confidentially posted in the kitchen as well as in the rooms. The center uses a five-week rotation of menus for breakfast and snack. Head Start provides lunch menus.

The center provides formula, baby food and cereal to the Head Start infants. If parents want a different brand than what the program provides the parents must provide a doctor's note and the center will purchase it or the parents must provide the formula they want.

Mats are used to nap in the rooms for the older children.

There is a refrigerator in each room and thermometers were present. There are also three sinks in each room specifically for washing dishes. The three-step method is used. The infant room has the three sinks and a dishwasher.

The kitchen was observed to be clean and organized. There is one refrigerator and thermometers were present. There is a dishwasher and sinks are also available to use the three-step method if necessary. Food items were stored according to NHSPS guidelines.

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The center uses bleach and water to sanitize the food tables and disinfect the diaper changing tables.

There was a phone in each classroom with a posting for emergency numbers including the center's address and phone number. Emergency fire and tornado procedures and evacuation diagrams were posted by the main program doors and outdoor exits throughout the center. A daily schedule was posted in each room.

The parent information is located on a bulletin board inside the entrance. The mandatory reporter, childcare consultant and the handbook availability were posted. The license was conspicuously hung. A no-smoking sign was posted at the entrance. Community resources are available in the entrance for the parents.

There are two outdoor play areas and they are fenced in. Rubber tiles are used for surface cushioning in both areas. Both areas also have a grassy area for the children. Both areas also have a garden that the children help with.

The area for the smaller children has a shade structure and a small piece of climbing equipment with slides. There is a playhouse, pushing toys, rocking toys, a music center and sensory table.

The area for the older children has climbing equipment with slides and other activities. There is a basketball hoop, a tunnel, sandbox, rocking toys, blocks and a playhouse. There is also a compost station in this area.

Staff and children's files were reviewed at the time of the licensing visit. I reviewed eight children files. They were in great condition.

I reviewed three staff files. They were in great condition.

I reviewed policy and procedures, staff and parent handbooks. The necessary written emergency procedures and policies were present. Emergency Preparedness Plans have been completed.

2. Identify Observed Strengths of the program

The leadership of the program is committed to providing a safe environment for the children. Staff members had terrific interaction with the children in each room. They made the learning environment fun and inviting. Staff members are enthusiastic and it came across in how they taught and interacted with the children. They interacted with the children at their level and offered them choices. They were flexible but maintained a routine for the children. Staff members had great teamwork. They each have jobs and roles within the classrooms and know what to expect from one another. Staff members provided easy to understand and clear directions for the children. They provided the children with praise and a calm environment and used positive redirection when necessary. Staff members change out centers routinely so that children do not get bored. Staff members modeled good manners for the children. They included children in activities and encouraged them to use their imaginations. They provided the children with good handwashing reminders and several of them sang with the children as they washed their hands. Children appeared to enjoy their time at the program.

The hallway and the classrooms are decorated with several pictures of the children and art projects.

The program has an IQ4K level of 4 that expires on 08/31/26.

The center is NAEYC accredited that expires in November 2029.

There are pictures of the staff members in the hallway.

The program is in a secure building and they have cameras in the classrooms and on the playground.

The program is approved for state-wide PBIS training for the leads.

Every lead teacher besides Ms. Teisinger and Ms. Freesemann, receives WAGES.

They partner with Tri-County Early Head Start and Head Start to serve children. As a result, Head Start provides them with a family worker to assist the families with resources. The family worker and teachers make home visits.

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CCAMPIS Grant is continuation (Child Care Access Means Parents in School-Federal grant to help students pay for child care costs).

The center is a lab location for early childhood education students, nursing students and OTA students for field experience.

Ms. Teisinger states they have the privilege of having field experience students and work study students to place in rooms as additional staff members. This provides more individual attention to each of the children.

The center is part of a Free Brightwheel Software contract for direct communication with the parents along with daily reporting and sending pictures.

The lead staff members have team bonding days throughout the year where they have fun with each other outside of work along with reenergizing relationships.

Ms. Teisinger states all the lead teachers in their program have a degree (either a BA or AA) in early childhood education. She states the teachers are experienced, passionate, consistent and continue to care for the children in the program. They have great teacher longevity.

The program provides two home visits and two conferences to families each year.

Ms. Teisinger is taking two teaching courses to renew her teaching license in case the program partners with the Waterloo School District to provide the voluntary four year old preschool program.

3. Identify the aspects that fall below the standard

The program did not have any citations.

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

N/A

5. Special Notes/Recommendations

A full license is issued. All DHS licensing standards and procedures must be maintained during the renewal period.

I met with Ms. Teisinger following my observations in the classrooms and reviewing paperwork. This program consistently has a great program and great leadership.

Date: 11/02/2025

HHS Licensing Consultant: Becky Frost

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**.