Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: KCE Champions LLC @ Johnson STEAM Academy

Provider No.: 51880

Address: 355 18th ST SE, Cedar Rapids, IA, 52403

County: Linn

Director's Name: Erin Konzen

On-Site Supervisor: Alyssa Henry

Phone Number: 3194975957

E-Mail: SSous@discoverchampions.com
Erin.Konzen@discoverchampions.com

HHS Visit Date: 02/19/2026

Licensing Period: 11/01/2026 to 11/01/2028

Fire Inspection:

Date Inspected: 09/02/2025

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				30	30
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 @ Johnson STEAM Academy which commenced operations in 8/22/2022. 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. Total enrolled and attending children were reported to be 20 on 2/19/2026.

KinderCare Learning Companies, Inc. has a regional manager named Setara Sous. Ms. Sous has a BA in criminology, has experience working with children and continues to participate in child development related training. Ms. Sous qualified for an Iowa director role in January 2024. KinderCare Learning Companies, Inc. has an area manager named Erin Konzen. Ms. Konzen qualified for the Iowa director role of this location in February 2026. Ms. Konzen has a BA in early childhood education, has experience working with children and participates in child development training. Ms. Konzen is not only the director of this specific KCE Champions LLC location as she is also the director of several other Iowa locations. As a result, this location is required to have at least one Iowa qualified on-site supervisor (OSS). Alyssa Henry has qualified as an Iowa OSS role for this location since December 2025. Ms. Henry has experience working with children and continues to participate in child development related training.

On 2/19/2026, program space was observed. Primary programming occurs in the school cafeteria. The program also has some access to the indoor school gymnasium and outdoor school play areas. Sufficient restrooms including hand washing

sinks are available to accommodate total capacity. All foods offered to the childcare children are stored and prepared by the Cedar Rapids Community School District in the on-site school kitchen. The area of study on the day of this monitoring visit included "Our Solar System". On 2/19/2026, activities observed included afterschool gathering and tabletop events. A noteworthy group activity included creating how the sky turns from day to night by way of dry erase materials. Discussions overheard between staff and children included excitement about the following day's upcoming pizza party as well as the following week's exploring moon phases with Oreo cookies. 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 2/19/2026, staff-child ratio was observed. Staff were found to be engaged in programming with the children. Routine transitions including afternoon snack rituals, restroom breaks, and face-to-name checks were also observed. Children appeared comfortable with staff and to be enjoying their experiences.

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 @ Johnson STEAM Academy 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 2/19/2026, 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. Ms. Sous, Ms. Konzen, Ms. Henry) is fairly new to their roles within KCE Champions LLC but through their previous childcare experience are knowledgeable of licensing guidelines as well as their own policies and procedures.

On 2/19/2026, KCE Champions LLC @ Johnson STEAM Academy was found to have an area for required postings as well as other information. 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 2/19/2026, Ms. Henry 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. Henry also acknowledged having support from KCE Champions LLC board, KCE Champions LLC executive management personnel, Cognia accreditation, and the school (e.g. school district personnel, school board, 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

109.8(2): Ratio maintained in center as required:Brief absence of staff person permitted for 5 or less minutes when another staff person is presentAt least one staff is present in every room where children are resting.If ratio reduced to one staff per room during nap time, does not exceed one hour and ratio in center is still maintained.Ratio in infant rooms is always maintained.When more than eight children are present on the licensed premises, at least two staff members shall be present.For a period of two hours or less at the beginning and end of the center’s hours of operation, one staff member may care for eight or fewer children, provided no more than four of the children are under two years of age and there are no more than eight children in the center.Ratio exceeded for school-age children when school classes unexpectedly start late, are dismissed early, or cancelled. For no more than four hours, care is limited to children already in the program and licensed

capacity is not exceeded.

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.

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

109.8(2): Ratio maintained in center as required.
- On 2/19/2026, for a few minutes upon the program commencing afterschool, 4 children were left alone in the school cafeteria while the two staff were in other areas of the school building (e.g. restroom, hallway). Some children were engaged in afternoon snack. This is problematic to ratio and careful supervision. Please ensure children are always in ratio including during transition time between school and childcare programming.

109.11(3)a: Center shall ensure that: Facility and premises are sanitary, safe, and hazard free.
- Outside of program hours, this location stores all program materials in a shared open space off the school gymnasium. This program does not have access to a locked medication box or cabinet to secure any items that are entrusted to only be accessed and/or administered by KCE Champions LLC childcare personnel.

5. Special Notes/Recommendations

Please review the following two rules:
109.6(1) Center director requirements. Centers that have multiple sites must have a center director or on-site supervisor in each center. The center director is responsible for the overall functions of the center, including supervising staff, designing curriculum and program administration. The director must ensure services are provided for the children within the framework of the licensing requirements. The center director must have overall responsibility for carrying out the program and ensuring the safety and protection of the children. 109.6(2) On-site supervisor. The on-site supervisor is required to be present when the program has multiple sites or when a director is not routinely present for six hours daily. The center director must identify a person in charge during the on-site supervisor's absence. The on-site supervisor is responsible for the daily supervision of the center and must be on site daily either during the hours of operation that children are present or a minimum of six hours of the center's hours of operation.
- Ms. Henry introduced herself as the program's acting director. Ms. Henry has qualified for the on-site supervisor (OSS) role while Ms. Konzen has qualified for the director role. If KCE Champions LLC would like Ms. Henry to be considered for the director role, please submit her qualifications to be reviewed for the director role. Otherwise, please ensure all staff understand their license role and program responsibilities.

Continue to collaborate with the school district regarding maintenance of the outdoor playground (e.g. adequate cushion surface depth, chipping/rusting equipment, power washing of outdoor equipment). If areas of the outdoor playground become unsatisfactory, the childcare shall refrain from accessing those areas until remedies are made.

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

Date: 02/26/2026

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**.