Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: Waukee KinderCare

Provider No.: 51530

Address: 1155 SE Kettlestone BLVD, Waukee, IA, 50263

County: Dallas

Director's Name: Jodi Neal

On-Site Supervisor: Brittany Day and Julia Stephens

Phone Number: 5154223945

E-Mail: jodi.neal@Kindercare.com courtney.oltjenbruns@kindercare.com

HHS Visit Date: 06/09/2026

Licensing Period: 07/01/2025 to 07/01/2027

Fire Inspection:

Date Inspected: 01/08/2026

Comments: Waukee Fire Department. Licensing requires these to be completed at least every three years.

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

- [ ] Accrediation

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:

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

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	48	24	40	25	137
Summer					0

1. Basic Overview

An off-year inspection was conducted on 6/9/26. The director was present throughout the inspection.

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

Waukee Kindercare opened for business on 11/1/21. The center is owned by the nationwide corporation, Kindercare Education. There are several Kindercare centers in the Des Moines metro. The director of this program as of 10/2024 is Jodi Neal. Jodi has a CDA and past experience working in child care, which includes being a director at another center in the past. Brittany Day is one on-site supervisor. Brittany also has past experience being a director and meets the qualifications to be an on-site supervisor. Julia Stephens is another on-site supervisor. Julia has a BA degree as well as past experience working in child care. Courtney Oltjenbruns is the district manager of this program and other Kindercare programs in the Des Moines metro.

This center serves children six weeks in age through 12 years in age and they use a Kindercare Curriculum with children. There are a total of 11 classrooms. The center is open year - round. Total child enrollment on the day of the inspection was 125 children.

During the inspection, some infant children were observed napping in cribs. In all of the other classrooms, children were either eating lunch or finishing up lunch and getting ready for afternoon naps. Children questioned stated they washed their hands prior to sitting down for lunch. Children gave specific answers as to other times they wash their hands while at the

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center. Children also gave specific answers as to where they relocate to for monthly fire and tornado drills. Diapering procedures were discussed. Toys, tables, and other classroom equipment are being cleaned and sanitized daily.

NUTRITION: The center serves children breakfast, lunch, and a PM snack. Menu items met CACFP requirements. Children eat in their classrooms at the child-size tables and chairs. The center has a full kitchen and they employ a full-time cook. Food storage was sufficient.

TRANSPORTATION/FIELD TRIPS: The center owns two buses that they use for field trips and to take school-age children to/from school and the center. Children six and older are also eligible to go on field trips. For all transportation needs, a first-aid kit and children's emergency contacts are taken along. Regular maintenance is done on the buses. The center will also bring in different agencies for presentations to children.

PLAYGROUND: The center has a younger children's playground and an older children's playground. The playgrounds consist of climbing structures, riding toys, and other outdoor play equipment. Field turf is used for surfacing around the climbing structures. No issues were observed with any outdoor playground equipment. The playgrounds are entirely fenced in. Monthly playground inspections are being conducted.

For more difficult child behaviors, the director stresses with her staff working together as a team and to know when to ask for assistance. Partnering with parents to get challenging behaviors under control is also stressed as is communication among staff, children, parents, professionals, etc.

2. Identify Observed Strengths of the program

There is a secure entrance into the building.

The center was clean and has a lot of natural light.

The director and on-site supervisors are organized.

Staff photos are posted by the main entrance.

The center uses a Kindercare app for increased communication with parents.

The center employs a full-time cook.

There is an indoor gym when weather doesn't permit outdoor play.

The center utilizes CCR&R and their nurse consultant on a regular basis.

This is one of several Kindercare centers in the Des Moines metro. The handbooks are the same and the centers can share staff between the programs as needed.

Enrollment has increased over the past year.

Monthly staff meetings are held at this center.

All Kindercare directors meet at least weekly with each other and the district manager.

3. Identify the aspects that fall below the standard

109.7(1): All staff (within first three months of employment):Iowa’s training for the mandatory reporting of child abuse. At least one hour of training regarding universal precautions. Certification in 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, (Essentials) approved by the Department. If significant changes occur to content, the Department may require the training be renewed.
ONE STAFF MEMBER COMPLETED ESSENTIALS, BUT IT WAS COMPLETED LATE.

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.
In a couple of classrooms, the hinges to lower cabinets need repaired.

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

N/A.

5. Special Notes/Recommendations

Radon testing was last conducted 6/26/23 - 6/29/23. All classrooms came back with radon levels below the 4.0 cutoff. Because levels were below 4.0, the center can move to testing for radon at least every five years now. So long as radon levels remain below 4.0, they can remain on a five year plan. If at the next testing, levels in any classroom come back 4.0 or higher, the center will have to have a mitigation plan, retest, and at least temporarily move back to testing every two years.

The annual HVAC inspection was completed on 9/15/25.

. IQ4K was discussed at the inspection visit. The center has started this process with CCR&R.

I - Power was discussed at the visit. It appears all staff have I - Power profiles and training is being uploaded to profiles.

It is recommended that the Emergency Preparedness kit be stored in a suitcase on wheels so it is more easily able to be transported if ever needed.

It was noted that one child immunization needs to be transferred over to a State of Iowa approved form.

If the corporation hires a traveling center director who goes between the different Kindercare sites, then this person's paperwork will also need to be at each site.

Date: 06/10/2026

HHS Licensing Consultant: Nate Knepper

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**.