

CHILD CARE COMPLIANT

Name of Provider Wee Learn N Playcare	County Linn	
Care Address 226 Greenfield ST NE	City Cedar Rapids	Zip Code 52402
Mailing Address 226 Greenfield ST NE	Mailing City Cedar Rapids	Mailing Zip Code 52402
Phone 319-826-0526	Email	

Date of Complaint:	10/28/2025	Date of Visit:	11/03/2025
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Type of Visit

☐ Scheduled	☒ Unannounced	☐ N/A
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Compliance Regulation

☒ Non-Compliance with Regulations Found	☐ Compliance with Regulations Found
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Recommendation for Registration:

☒ No Changes to registration status recommended
☐ Revocation of Registration
☐ Cancellation of Child Care Assistance Provider Agreement

Category of Care:

☐ Category A
☒ Category B
☐ Category C (with no co-provider)
☐ Category C (with co-provider)
☐ Non-registered Child Care Home with CCA Provider Agreement

Complaint Details:

Did this complaint result in a serious injury?	☐ Yes	☒ No
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Did this complaint result in a death to a child?	☐ Yes	☒ No
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Summary of Complaint:

It is reported that Joseph (assistant and substitute) grabbed a child and slammed him into a highchair and yelled at him (reportedly screaming in his face). It is reported that this occurred after the child hit another child in care. It is reported that a parent was on the phone with Sha'Mique at the time and heard the yelling.

The concern is regarding inappropriate discipline.

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Through the course of looking into the complaint, it was also reported that parents are at times denied access to their child. They are reportedly allowed to come into the home to pick up the child but made to stand at the doorway and are not allowed to go further into the home to where the child might be eating, napping or playing to pick up the child from care.

On 11/3/25 compliance staff arrived at the home and greeted Sha'Mique (the primary provider) and Joseph (her husband who is also an approved substitute and assistant). Compliance staff shared that a complaint had been reported. Sha'Mique shared that a few weekends ago, a child in care hit another child and that this is not the first time that child has been aggressive to other children in the home. She shared that this child spits on other children and curses at other children and has been physically aggressive in the past. She shared that she has been communicating with the mother regarding the behaviors and how to best deal with those behaviors. Sha'Mique showed this worker a series of text messages back and forth regarding that child and behaviors. Sha'Mique also shared that she was on the phone with the mother talking about the child's aggressiveness at the time Joseph had to intervene. Sha'Mique and Joseph acknowledged that Joseph raised his voice as the child was quite aggressive at the time but denied screaming at the child and denied slamming the child into a highchair. Sha'Mique did indicate she has tried to reach out to the mother several times since that date to talk but has not received a text back. That child (and a sibling) has not attended care since that date, but Sha'mique shared that the mother has not officially communicated if they plan to return or not.

This worker confirmed with Sha'Mique and Joseph that this aligns with the complaint that HHS received. No injuries were reported.

In discussing typical discipline, Sha'Mique described that she talks to children about the behavior and talks about feelings and how other children might feel when they get hurt. On this date, another assistant was trying to separate the aggressive child while Joseph was consoling the injured child and Sha'Mique was on the phone with the mother. They reported that the child started to get aggressive with the assistant, so Joseph stepped in and placed the child in a highchair to separate him and try to get him to calm down. Joseph and Sha'Mique again, did acknowledge that Joseph raised his voice and was stern, but do not believe he was yelling or screaming in the child's face. They do report that the child was screaming and throwing a fit at the time.

This worker reviewed the list of children enrolled in care at this time and Sha'Mique and Joseph and they provided names for additional children. This worker shared that I would be contacting a few parents of the children enrolled for input as it is standard procedure in addressing a complaint. This worker reviewed regulations for appropriate discipline in childcare and although they did not acknowledge getting physical and slamming a child into a highchair or yelling per say at a child, they did agree to sign a safety plan that stipulated they would not use physical discipline and agreed to follow all Childcare regulations and guidelines regarding appropriate discipline.

A safety plan was developed and signed by the provider on 11/3/25.

It stated the following:

1. Sha'Mique and Joseph agree to not use any physical discipline. (this is not to say that that they did)
2. They agree to talk to kids about behavioral issues and not yell at them.
They will follow all guidelines regarding discipline and childcare.
3. They will ensure good communication with parents about behavioral issues.

This compliance worker reached out to parents for input and to identify if anyone had concerns about discipline or any other concerns about the care their children receive in this in home childcare setting. Parent A was made aware that a complaint had been called in regarding her children. Parent A reported that Sha'Mique provides great care and deals well with challenging behaviors, and she is very patient with the children. However, concern were reported about Joseph being short tempered with the children and having a temperament not well suited for childcare. Parent A's child was disciplined and she was on the phone at the time and could hear Joseph screaming at her child. Parent A's older child shared that Joseph slammed the younger sibling into the highchair and was screaming in his face. The child also indicated that his younger sibling was scared and crying. Parent B indicated that Joseph yells and their child also confirmed this.

Parent A and Parent B have indicated when they pick up their child, they are not allowed full access. They are only allowed to step inside the front door and have to wait there. It was reported that if their child is in the kitchen snacking or sleeping in another room, they are not allowed to go back to get their child but have to wait at the door. Although this was not part of

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the original complaint, this would not be in compliance with parents having unlimited access to their children in care. This compliance worker did follow up with Sha'Mique via phone on 11/5/25 after hearing the additional concern of parents not having full access to their children in care. Sha'Mique shared that since COVID, they have stated a preference for parents to remain at the door but in no way have they forbidden parents to walk into other rooms to pick up their child. Parents should be afforded access to the areas that their children are being cared for in. HHS spoke to two additional parents who did not report concerns. Sha'Mique thinks that Parent A and B are working together to get her in trouble, because they are friends.

Sha'Mique originally agreed to sign a revised safety plan that also addresses this concern but has since declined to sign the safety plan as she does not agree with HHS findings.

Sha'Mique is concerned that complaint violations could negatively impact referrals to her program.

Rule Basis and Findings of Complaint(s):

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110.8(6) Discipline

- a. Corporal punishment including spanking, shaking, and slapping is not used.
- b. No punishment is used, which is humiliating or frightening, or causes pain or discomfort to the child.
- e. Discipline is designed to help the child develop self-control, self-esteem, and respect for the rights of others.

The provider is determined out of compliance with Regulations about discipline. There were no injuries or marks on the child but Joseph and Sha'Mique acknowledged that Joseph raised his voice in this situation. The mother (overhearing on the phone) and a sibling (who was present) describe that Joseph was yelling at the child/screaming in the child's face. Another parent shared that her child reported Joseph yelling at the kids at times. The provider raising their voice and/or yelling at a child would certainly be frightening and not designed to help the child develop self-control and self-esteem. It is not in accordance with appropriate discipline in childcare.

110.5 Parents are afforded unlimited access to their children and to the providers caring for the children whenever their children are present, unless parental contact is prohibited.

Two families report not being allowed past just inside the front door when it is time to pick up their children. The provider is found to be out of compliance with affording parents' unlimited access to their child. Parents do have a right to see the areas of the home in which their children are cared for.

Resolution and Action Required:

Resolution and Action:

The provider will always utilize appropriate discipline.

The provider will ensure that parents are allowed unlimited access to their child in care.

If there are future incidents concerning these regulations, compliance staff may seek to revoke the registration of this provider.

No changes to the Registration status at this time.

Consultant's Signature:

Christine Weber

Date of Visit:

11/18/2025



Iowa Department of Health And Human Services

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Supervisor Signature:	Sheila Aunspach	Date of Visit:	11/25/2025
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