Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: Kids Company Inc

Provider No.: 25827

Address: 75 Fourth Street, Waukee, IA, 50263

County: Dallas

Director's Name: Trudy Johnson

On-Site Supervisor: Amanda Holdmeyer and Emily Clayton

Phone Number: 5159874043

E-Mail: eclayton74@yahoo.com
Info@kidscompanyinc.com

HHS Visit Date: 07/07/2026

Licensing Period: 08/01/2025 to 08/01/2027

Fire Inspection:

Date Inspected: 09/08/2025

Comments: Waukee Fire Marshal. State licensing requirements are that these are done at least every three years. Waukee usually does them more frequently.

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	7:00 AM to 5:30 PM		
Tuesday	7:00 AM to 5:30 PM		
Wednesday	7:00 AM to 5:30 PM		
Thursday	7:00 AM to 5:30 PM		
Friday	7:00 AM to 5:30 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	0	0	0	124	124
Summer					0

1. Basic Overview

An off-year inspection was conducted on 7/7/26. Owner/on-site supervisor, Emily Clayton, was present throughout the visit at the Clive location and then the Waukee location.

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.

Kids Company of Waukee is located in Waukee, IA. The center is family owned. The family also owns Kids Company of Clive. The two centers share the same handbooks, philosophies, staff (if necessary), etc. This center serves only school-age children at this location. During the summer months, children go to the Clive location from 7:00am - 5:30pm. During the school year, children attend the Waukee location 7:00am - 8:30am and/or 3:30pm - 5:30pm. On No School days, programming is 7:00am - 5:30pm at the Waukee location. The center continues to use a combination of different learning curriculums that they have developed over the years.

The owner/head director of this center and Kids Company of Clive is Trudy Johnson. Trudy has her BA degree in Child Development and has been the director/owner since the center opened for business. Amanda Holdmeyer and Emily Clayton are owners and on-site supervisors at both locations. Amanda and Emily are Trudy's daughters. Amanda and Emily both have BA degrees and many years of experience working in child care.

There are four classrooms at the Waukee location and children rotate between the different classrooms (although there are two primary classrooms used most of the time). During the visit, children were observed at the Clive location. Children

were rotating between rooms when the classrooms were being observed. Children were engaged in art, writing, and large motor activities in the three classrooms being used. Children questioned gave specific examples for where they relocate to for monthly fire and tornado drills at both centers. Toys and other equipment are cleaned and sanitized daily. The Waukee location will be deep cleaned, weeds pulled, and more pea gravel added before school starts and children start attending this location again.

NUTRITION: The center serves children an AM snack and a PM snack. Children/families are required to provide their own lunches. The AM and PM snack menu items were credible per CACFP requirements. Food storage in the kitchen was sufficient. Children eat in their assigned classrooms.

TRANSPORTATION/FIELD TRIPS: It was previously noted that for transportation/field trips, the center contracts with the Waukee/West Des Moines School Districts if field trips locations are not within walking distance. For all field trips and activities away from the center, children's emergency contacts and a first-aid kit are taken along.

PLAYGROUND: The Clive playground area was not observed at this inspection as it was inspected in 10/2025 and will be inspected again in the Fall of 2026. The playground at the Waukee location is not currently being used as children are attending the Clive location during the summer. Before the Waukee play can again be used, more pea gravel is needed around the fall zones of swings, slides, and climbing structures. Weeds growing in this area will also need to be treated and pulled. Monthly playground inspections are being conducted.

For more challenging child behaviors, the center makes communication between staff an emphasis. Management is also available to assist whenever needed. Communication with parents is also stressed to help get unwanted and challenging behaviors more under control. The center continuously reviews their discipline policy with staff and families and develop behavioral plans when also needed. The center also places a great emphasis on getting to know their families.

2. Identify Observed Strengths of the program

The center is family owned and operated.

There are at least two all staff meetings every year to review policies, handbooks, etc. These are teacher work days where the center is closed and staff also work on their professional development training hours.

There is a mix of younger and older staff between the two centers. Many staff members have their teaching degrees or are pursuing degrees in education, child development, etc. The center can share staff between the two programs as needed.

There is a staff recognition program in place. There is also a Facebook page/link the center uses that is strictly for staff and internal communication.

The center has a camera security system in place.

The center partners with other community businesses.

The center has an outdoor nature area.

The center hosts a lot of special events for children and parents throughout the year. These include a meet the teacher event held before school starts.

Staff and children files were nicely organized.

3. Identify the aspects that fall below the standard

No below standards were observed at this year's inspection.

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

N/A.

5. Special Notes/Recommendations

Radon testing was completed 7/5/23 - 7/7/23. 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. It was noted that the Clive location will also be due again in 7/2028.

The annual HVAC inspection is scheduled for 7/8/26. The Clive location inspection was from 9/8/25 so it is coming due again soon.

It is again recommended outdoor playground mats be purchased and placed under swings to help preserve pea gravel fall zone depth. The center will be adding more pea gravel surfacing in the near future and before school starts at the Waukee location. There are several weeds that will also need to be pulled before children start going to this location again in August 2026.

The Emergency Preparedness kit should be stored in an area that is more easily accessible in the event it is ever needed.

The center has a meeting set up with CCR&R on 7/13/26 to get caught up on I - Power and uploading staff training certificates. This was confirmed by the owner/director and CCR&R.

Date: 07/08/2026

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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**.