



Health and
Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: KCE Champions LLC @ Nixon
Elementary School

Provider No.: 51883

Address: 200 Nixon DR, Hiawatha, IA, 52233

County: Linn

Director's Name: Bethany "Bree" Hogue

On-Site Supervisor: Matthew Mayfield

Phone Number: 3194323608

E-Mail: Bree.Hogue@discoverchampions.com
SSous@discoverchampions.com

HHS Visit Date: 01/07/2026

Licensing Period: 08/01/2026 to 08/01/2028

Fire Inspection:

Date Inspected: 01/03/2024

Comments:

Report Visit Type:

- ☐ PTO
- ☒ Licensing Visit
- ☐ Drop In
- ☐ Administrative Change

License Type:

- ☒ Full
- ☐ Provisional

Quality initiative:

- ☒ Accreditation

Comments: Corporate Accreditation from Cognia a global leader in advancing excellence in education through accreditation

Program Duration:

- ☒ Year-Round
- ☐ School Year
- ☐ Summer Only



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HOURS:	<u>Year-round</u>	<u>School-Year</u>	<u>Summer Only</u>
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
- ☒ School Age
- ☐ All Ages

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General				139	139
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 @ Nixon Elementary School which commenced operations in fall of 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.

Multi-site regional manager Setara Sous has a BA in criminology, has experience working with children and continues to participate in child development related training. Ms. Sous has also been director qualified since January 2024. Multi-site director Bethany "Bree" Hogue has been with the program since operations commenced in 2022. Ms. Hogue reports working towards completion of an AA degree in early childhood education, has experience working with children and continues to participate in child development related training. On-site supervisor (OSS) is Mathew Mayfield. Mr. Mayfield has been with the program since it commenced operations fall 2023. Mr. Mayfield has a BA degree in an unrelated field, has experience working with children and continues to participate in child development related training. Mr. Mayfield has also been named as a Champions Field Coach assisting various Champions locations with staff onboarding and training.

On 1/7/2026, program space was observed. Primary programming occurs in the school cafeteria. On some days and hours of operation, the program also has access to the school gymnasium, some classrooms and outdoor school play areas. Sufficient restrooms including hand washing sinks are available. All foods offered to the childcare children are stored and prepared by



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the Cedar Rapids Community School District in the on-site school kitchen. On 1/7/2026, children were warmly greeted for afterschool programming. The area of study included "Advertising 101" with current dates noted on the posted lesson plans. Activities observed included self-selected play (e.g. games, a plethora of crafts, imaginative play opportunities) and snack rituals. 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. Supplies at this location were many and very organized for children to easily access! It was incredibly noteworthy that one child was observed to express unhappiness when her pick-up person arrived "too early" as she verbalized a strong desire to stay at Champions for more activities! On 1/7/2026, staff were observed to be in ratio and engaged in programming with the children. Routine transitions were observed to go well. Children appeared very comfortable with staff and to be enjoying the day's events.

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 @ Nixon Elementary School 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 1/7/2026, 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. regional manager Setara Sous, multi-site director Ms. Hogue, OSS Mr. Mayfield) remains primarily consistent. Management is knowledgeable of licensing guidelines as well as their own policies and procedures. Management has reported holding regular staff meetings to review rules, policies and procedures. Mr. Mayfield expressed being very grateful for their reliable, consistent team of staff which led to a good last year and an even better current year! Mr. Mayfield discussed installing a digital picture frame at the family sign-in/out area and regularly uploading evidence of all the projects, crafts, learning and fun that has continued to happen.

On 1/7/2026, KCE Champions LLC @ Nixon Elementary School was found to be maintaining most required posting, maintaining parent-staff-program information centers, utilizing technological communication resources, and offering family programming activities. 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 1/7/2026, Mr. Mayfield 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. Mr. Mayfield also talked about having support from the school (e.g. 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

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

Not applicable.



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5. Special Notes/Recommendations

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

One staff file (ZF date of hire 9/30/2025) lacked documentation of current first-aid, CPR and mandatory child abuse reporter training. By end of day 1/7/2026, Mr. Mayfield provided updated documentation as to how this is and was being remedied by end of January 2026. Please ensure training certificates are placed into ZF's respective staff file and uploaded into ipower.

Since the childcare uses shared space in a public-school building, ensure there is a locked medication box that is fully functional with keys. All non-rescue medication shall always be locked as well as all rescue medication when the child prescribed the medication is not in attendance. When the child prescribed rescue medication is in attendance, the rescue medication shall be stored in an inaccessible but readily available manner. Also, at least one childcare cabinet shall have a fully functional lock with keys for staff to store chemicals, confidential administrative items (e.g. child files, staff files) and any potential personal items (e.g. purse).

Ensure the program continues to have a cleaner, sanitizer and disinfectant available and stored in an inaccessible but readily available manner. Each chemical shall be properly labeled with the name of the contents and manufacturer's instructions of use (e.g. ratio if applicable, dwell time).

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

Date: 01/09/2026

HHS Licensing Consultant: Amy Lyons

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>.