Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: Formative Years Growing and Learning Center - Dav

Provider No.: 51114

Address: 2315 Jersey Ridge Road, Davenport, IA, 52803

County: Scott

Director's Name: Cindy Kniss

On-Site Supervisor: Tori Hickenbottom

Phone Number: 5638885576

E-Mail: enrollment.dav@formativeyearsglc.com
cindy.kniss@formativeyearsglc.com

HHS Visit Date: 05/20/2026

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

Fire Inspection:

Date Inspected: 08/29/2025

Comments:

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
- [ ] School Age
- [ ] All Ages

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	23	17	13		53
Summer		-1			-1

1. Basic Overview

An unannounced licensing visit took place at the center on 5/20/26. The center is one of two centers in Iowa that are owned and operated by Cindy Kniss. Cindy is the center director for this location currently, with Tori Hickenbottom as the approved on site supervisor. Cindy reports qualifications including; a bachelor's degree in business administration and accounting, 10 years experience owning licensed child care centers, and seven years of working in a center prior to that. Cindy and Tori were present on the day of the visit along with other staff. Both accompanied the licensing consultant for the majority of the visit. The center operates on the main floor in what would otherwise be considered an older residential home setting with a later added portion. The center does not participate in the Iowa Voluntary Preschool Grant program. The center director states the center uses the Creative Curriculum and The Primary Brain curriculum. The center reports enrollment of 36 children at the time of the visit.

The center is composed of five separate program rooms, however, room configurations were changed since the last licensing visit. The "learners room" is the farthest down the main hallway and includes children age three through five. The "explorers room" is the middle room of the main hallway and includes children age nine months through 18 months (includes cribs). The "inventors room" is the room in the main hallway closest to the entrance door and includes children age two years. The "adventurers room" is the room in the middle portion of the building and includes children age 18 months through two years. The nursery ("discoverers room") is the room located at the front of the building and includes children age six through nine months (includes cribs). Nursery and adventurers rooms include a sink used for food/bottle preparation, a sink used for hand washing, and a diaper station within the program room. Inventors room include a diaper station and hand washing sink within the room as well as an adjacent restroom area with one toilet and one hand washing sink. Explorers room includes a diaper station in the program room nearby to the restroom area. The restroom area for learners and explorers room is shared between the two rooms (two toilets and two hand washing sinks). All of the program

areas appear to be well supplied, and nicely arranged. All program space was observed.

The center serves snack, lunch, and snack. Meals and snacks are prepared on site in the center's kitchen area. The kitchen area has also been reconfigured for the center. It is small but organized. The center does not participate in the CACFP.

2. Identify Observed Strengths of the program

The center is bright with windows and program rooms are stocked with accessible materials to support program needs. Children's crafts and projects are posted on display throughout the center. There are an abundance of books and blocks for the children. The center director states the center utilized Growing Iowa Grant funds to purchase new storage sheds for the outdoor play areas, window blinds, trash cans, and new hallway windows. The center completes daily sheets even for two year old children which is not required by rule. The staff appear to work well together at this center. The staff were once again observed to be highly engaged with the children in activities. Licensing documentation for the licensing binder and staff and child files were found to be highly organized.

3. Identify the aspects that fall below the standard

109.12(4)b: Each infant and toddler shall be diapered in a sanitary manner as frequently as needed at a central diapering area. Diapering, sanitation, and hand-washing procedures shall be posted and implemented in every diapering area. There shall be at least one changing table for every 15 infants.
1. Review diaper changing procedures as they are posted. A staff observed to not wash the child's hands or their hands after the diaper change.

109.13(5)b: Sanitary and safe methods in food preparation, serving, and storage sufficient to prevent transmission of disease, infestation, and spoilage are followed.Staff preparing food that have injuries on hands wear protective gloves.Staff serving food use clean serving utensils and have clean hands/wear protective gloves.
1. Food preparation surface used next to the hand washing sink in the adventurers room. The surface within 18 inches of the hand washing sink is not sanitary.
2. Children on the floor after hand washing before going to the food table for lunch in the inventors room. Ensure tables are cleaned and sanitized immediately prior to and children wash hands and travel directly to the table to be seated for meals/snacks.

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

N/A

5. Special Notes/Recommendations

Targeted Assessment: Behavior Management
I discussed with (director) their oversight of behavior management related to helping childcare staff: 1) Understand expectations, 2) managing frustrations, 3) monitor performance.
The center director provided the following responses:
1) During our employee orientation and introduction into the rooms, we cover behavioral management, redirection, biting, and other challenging behaviors. It is all in our Employee Handbook. Employee meetings cover these topics also. Daily coaching enforces the expectations.
2) Management observing the staff while in a room and via cameras are both useful in the moment. We have staff meetings and talk through behaviors present in the center. Staff talk to one another for advice and strategies. Sometimes management is called to the rooms to de-escalate. This is usually when the employee frustration is at the highest. Management can step in to relieve the staff member if necessary. After, management and staff talk through how we could improve and prevent the situations.
3) Continued trainings, talking through strategies, meetings, teachers talking to each other about how they manage a behavior.

The current configuration of the rooms and individual room capacities are as follows:
Learners (3 - 5 year old, farthest back room in main hallway) = 13 children

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Explorers (9 - 18 months, NOW HAS CRIBS, middle room in main hallway) = 9 children
Inventors (2 year old, closest to main entrance) = 14 children
Adventurers (18 months - 2 years, mid section of building close to kitchen) = 7 children
Discoverers (youngest infants, front room of the building, CRIBS) = 10 children

The center was reminded of allowable age combinations. Two year old children may not be combined with four year old children, and three year old children may not be combined with six year old children unless under the very specific rule 109.8(2)h for the very beginning and/or end of the day with only the number of children and staff present at the center as defined by the rule.

1. Ensure current lesson/activity plans and daily schedules are posted for all rooms at all times.
2. Improve food storage. Open food shall be stored in a sealed container or ziploc and dated for freshness, food stored on top of the refrigerator needs attention.
3. Ensure items are not set on diaper stations.
4. Ensure current menu is posted where visible to parents and any posted menus are promptly updated with substitutions.

The center will continue with a full license. Please address the concerns noted in the report so that corrections are obvious and ensure that items remain in compliance. This report does not require a written response. Thank you.

Date: 06/30/2026

HHS Licensing Consultant: Heidi Hungate

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**.