Iowa Department of Human Services
CHILD CARE CENTER EVALUATION AND RECOMMENDATION FOR LICENSE

Name of Center: KCE Champions LLC @ Madison Elementary School **Enrollment:** 19 **License ID No. (Reapplications)** 51881

Street: 1341 Woodside DR NW **City:** Cedar Rapids Iowa **Zip** 52405 **County:** Linn

Mailing Address: PO Box 186, Van Horne, IA, 52346

Director's Name: Stacy Jones **Phone Number:** 319-488-9028

On-Site Supervisor(s): None **E-Mail:** Stacy.Jones@discoverchampions.com SSous@discoverchampions.com

Date(s) of Visit: 09-07-2023

Licensing Visit X **Unannounced Visit** X **Off Year Visit** **Administrative Change**

LICENSING VISITS

New Application **Re-Application** X **NA**

Signed Application (470-0722) Received **Yes** **No** X **NA** **Date Signed:**

FIRE INSPECTION **State** X **Local** **NA** **Is Fire Inspection Approved?** X **Yes** **No** **NA**

Date Inspected: 02-16-2022

Comments :

LICENSE TYPE: X **Child Care** **Preschool (ages 3-5 meets three hours or less per day)**

Financial Type: X Profit Non-Profit NA

Accredition: X Accredited NAEYC NSACA Other NA

Program Serves: Infants (0-23 mo.) 2 Years Preschool-Age X School-Age

Get-Well Evening Care Special Needs

SCHEDULE: X Year-round School-Year Summer Only

HOURS:	*Year-round*	*School-Year*	*Summer Only*

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Age	Capacity
General				198	198
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 08-23-2022 to 09-01-2024
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Amy Lyons **Date:** 09-29-2023

I. IF CURRENT LICENSE IS PROVISIONAL, IDENTIFY THE CORRECTIVE ACTIONS

Not applicable. This site commenced operations on 8/23/2022.

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

KCE Champions LLC operates multiple school-age childcare programs within the Cedar Rapids Community School District. Specifically, KCE Champions LLC @ Madison Elementary School is located inside Madison Elementary School which is part of the Cedar Rapids Community School District. The program primarily operates Monday through Friday before and after school hours 6:30am to 6:00pm. KCE Champions does have the ability to extend hours on scheduled early release days, emergency late start days, and emergency early-out days. During the summer, full days of emergency closing (example snow day), and some breaks (holiday and spring), this site has the ability to operate full days and/or combine for full days of care at another KCE Champions LLC location. KCE Champions LLC @ Madison Elementary School serves only school-age children. Current enrollment is 19.

Stacy Jones became a Champions multi-site director in July 2023. Ms. Jones has a year experience working in childcare at Champions, a MBA in business administration and participates in child development related training. As of the 2023 annual monitoring visit, this program does not have a qualified on-site supervisor.

On 9/7/2023, program space was observed.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

KCE Champions LLC @ Madison Elementary School is located inside an elementary school in a predominantly urban neighborhood. The profit program provides a variety of early learning and childcare opportunities as well as accepts many different of funding sources to help meet the needs of children and families throughout the community.

KCE Champions LLC @ Madison 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/.

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 LCC is a division of KinderCare Education. The history of how KCE Champions LLC came to fruition and evolved to present day (including 1969 KinderCare Learning Centers founded, 1998 corporate headquarters moved from Montgomery Alabama to present-day Portland Oregon, 2003 KCE Champions LLC joins KinderCare Education, 2013 KinderCare launches its Early Foundations proprietary curriculum) is impressive. KinderCare Education serves more than 186,000 children in 40 states, and Champions specifically serves more than 40,000 of those children in 21 states and Washington, D.C. Champions partners with principals, teachers, and parents to create more than 600 before- and after-school and year-round learning environments.

In 2021, KinderCare Education earned a fifth Gallup Exceptional Workplace Award - one of only four companies worldwide to receive this aware five years in a row. Champions has made a continuous commitment to earn and re-earn Corporate Accreditation from Cognia a global leader in advancing excellence in education through accreditation.

Since the last review, the program obtained a new multi-site director Stacy Jones. Ms. Jones has been employed with Champions for over 1 year and is working to build systems of organization as the new director. Management continues to become familiar with licensing guidelines as well as their own policies and procedures. Ms. Jones discussed future goals related to increasing enrollment and increasing sports activities.

KCE Champions LLC management discussed how they provide professional staff hiring and onboarding as well as holds regular staff meetings to review policies and procedures while offering support to staff. KCE Champions LLC management discussed how they have a great team of employees that are willing to travel to different sites and help out in various capacities as needed.

KCE Champions LLC has established and is working to maintain optimal communication between the program/staff and families. The program has a parent-staff/program information center, utilizes technological communication resources, and supports family programming activities. On 8/16/2023, KCE Champions LLC sponsored a "Champions Family Night" at Morgan Creek Park with food, face painting and more to welcome new and returning families to the upcoming school-year.

KCE Champions LCC school-age curriculum focuses on six content areas that research shows enhance school-age children's growth and development as well as help build the essential skills needed to be successful in elementary 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. There are additional opportunities offered for enrichment clubs and Junior Counselor leadership roles for older school-age students. Summer/extended breaks curriculum is also enhanced with guest speaker events and off-site field trips.

KCE Champions collaborates well with many community partners including the Cedar Rapids Community School District, Kids on Course, local businesses, CCR&R, and health professionals. School custodial staff, school administration, school nurse, and school food service personnel help ensure the children's space is sanitary and hazard free each day. The school kitchen is inspected at least annually by the health department. The school kitchen provides all food items for the childcare program. There is an AED onsite.

Each child is engaged in a daily health check upon arrival for early detection of apparent illness, communicable disease, or unusual condition or behavior which may adversely affect the child or the group. The program has access to products for cleaning, disinfecting and sanitizing.

On the day of the monitoring visit, area of study included "Getting to Know You". Activities observed included after-school gathering with attendance, snack rituals, and self-selected play experiences (e.g. block building, water colors, crafting with color pencils, board games, imaginative play). Staff discussed how much of their materials had been in storage during summer 2023 and continued efforts to set up the program space was underway.

IV. IDENTIFY THE ASPECTS OF OPERATION THAT FALL BELOW THE STANDARDS REVIEWED:

109.4(3)a: Postings required.
- Numerous postings were either missing or not updated including the program's license, menu and hand washing at the classroom hand washing sink.
- On the day of the monitoring visit, lesson plans were posted but none of the activities listed were being encouraged and/or engaged in.

109.10(15)b. Emergency instructions, telephone numbers, and diagrams for fire, tornado, and flood (if area is susceptible to floods) shall be visibly posted by all program and outdoor exits. Emergency plan procedures shall be practiced and documented at least once a month for fire and for tornado. Records on the practice of fire and tornado drills shall be maintained for the current and previous year.
- Documentation of a completed monthly fire drill was not found since March of 2023.
- Documentation of a completed monthly tornado drill was found since March 2023.

109.15(1) Nutritionally balanced meals or snacks. The center shall serve each child a full, nutritionally balanced meal or snack as defined by the USDA Child and Adult Care Food Program (CACFP) guidelines and shall ensure that staff provide supervision at the table during snacks and meals. Children remaining at the center two hours or longer shall be offered food at intervals of not less than two hours or more than three hours apart unless the child is asleep.
- One child was provided no snack because there was an insufficient amount of snack provided.

109.8(2). Ratio maintained as required.
- Children were accessing the school hallways, including to and from the restroom areas, out of ratio and with no staff supervision. Licensing and staff discussed how staff shall either always accompany the children to and from the restroom

areas or position themselves in a manner to see the children going to and coming from these areas.

109.6(237A) Personnel. The board or director of the center shall develop policies for hiring and maintaining staff that demonstrate competence in working with children and that meet the minimum requirements.
- Staff file reviewed (JF hired August 2023) lacked documentation of results of an Iowa/SING record check, having submitted to a federal record check, and physical exam with TB screening/testing. It was noted staff has 90 days within hire to obtain first-aid, CPR, UP, and MCART.
- Staff file reviewed (YM with unknown hire date) lacked documentation of having submitted to a federal record check and having completed a physical exam with TB screening/testing. Since hire date is unknown, there could be further compliance issues related to no documentation of having completed first-aid, CPR, and MCART.

109.6(2) On-site supervisor. The on-site supervisor is required to be present when the program has multiple sites or when a director is not routinely present for six hours daily.
- This program currently has no qualified on-site supervisor.

109.10(1)b. For each child five years of age and older and enrolled in school, the child care center shall require, prior to admission, a statement of health status signed by the parent or legal guardian that certifies that the child is free of communicable disease and that specifies any allergies, medications, or acute or chronic conditions. The statement from the parent shall be submitted annually thereafter.
- Two child file reviewed (MA, DB) lacked documentation of an annual health statement and an annual review of their file.

V. SPECIAL NOTES/RECOMMENDATIONS:

Licensing understands the 2023-2024 school-year just commenced and this site has resumed operations again after being closed for the 2023 summer break. However, the lack of program space preparation and orientation before commencing again is concerning.

Organization of administrative paperwork is completely lacking. Staff files are set up with tabs for required paperwork. However, staff files have some documentation retained in paper form, some documentation retained in i-PoWeR, some paperwork retained in personal emails of current or former staff, and some paperwork just missing. It is the program's responsibility to be able to produce all required documents of any staff file being reviewed during the course of an annual inspection or as any part of a regulation inquiry. Licensing believes the continued lack of organization is going to result in noncompliance simply because you can't locate required documents that need to be reviewed. Remedy.

A referral to Child Care Resource and Referral (CCR&R) for technical assistance has been made.

Corrections to this report (e.g. scan/email documentation, photographs) shall be forwarded to licensing in their entirety. Failure to do so may impact the status of your license.

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The program's license remains in full status. Thank you for the visit.

*Note: If you are the Child Care Center Director and you feel something is unclear or unjustly cited, please contact your DHS Licensing Consultant to discuss the issue. The child care director may also send a response which will be placed in the licensing file.

*Note: If you are a member of the general public, there may be additional information contained in the public file. You may contact the DHS Licensing Consultant to inquire.