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

Name of Center: KCE Champions LLC @ Cleveland Elementary School **Enrollment:** 42 **License ID No. (Reapplications)** 51870

Street: 2200 1st AVE NW **City:** Cedar Rapids Iowa **Zip** 52405 **County:** Linn

Mailing Address: PO Box 583, Solon, IA, 52333

Director's Name: Paul Pressler **Phone Number:** 319-488-9028

On-Site Supervisor(s): Makaylee Harvey **E-Mail:** paul.pressler@discoverchampions.com

Date(s) of Visit: 02-21-2025

Licensing Visit X **Unannounced Visit** X **Off Year Visit** X **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: 09-13-2024

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				20	20
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 10-01-2024 to 10-01-2026
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Amy Lyons **Date:** 02-28-2025

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

Not applicable.

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

In 2022, KCE Champions LLC opened several licensed childcare programs in Linn County expanding into nonmetropolitan areas in 2024. Specifically, KCE Champions LLC @ Cleveland Elementary School is located inside Cleveland 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 @ Cleveland Elementary School serves only school-age children. Current enrollment is 42.

Senior regional director of field operations is Kymberly Norrick. Multi-site regional manager Setara Sous has a BA in criminology, has 6 years experience working within this childcare corporation, participates in child development related training and been director qualified since January 2024. Multi-site director Paul Pressler has been with Champions since fall 2023 and began to fill a multi-site director role in April 2024. Mr. Pressler has a MA degree in educational leadership, over 10 years experience working with children and continues to participate in much child development related training. Specific on-site supervisor (OSS) since February 2025 is Makaylee Harvey. Ms. Harvey has experience as an on-site supervisor of a different Champions location, has experience working with children and continues to participate in child development related training.

On 2/21/2025, program space was observed.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

KCE Champions LLC @ Cleveland 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 sites have established the following website for families and the community to learn more about the program: https://www.discoverchampions.com/.

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.

Management (e.g. senior regional director of field operations Kymberly Norrick, regional manager Setara Sous, multi-site director Mr. Pressler, OSS Ms. Harvey) is mostly consistent. Management has systems of organization in place to help ensure administrative items are completed and maintained as required. 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.

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. Prior to each school-year commencing, KCE Champions LLC sponsors a "Champions Family Night" at a local park with food and various activities including face painting to welcome new and returning families to the upcoming school-year. Summer camp enrollment begins in early January each year. 2025 summer programming will include experiences in swimming, hiking, kindness, wellness, arts and crafts and program built boat races.

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. Ms. Harvey talked about how during childcare hours the program only has guaranteed access to the childcare classroom.

KCE Champions collaborates well with many community partners including local school districts, 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 food service personnel prepare and provide all food items for the childcare program. The school kitchen is inspected at least annually by the health department. There is an AED onsite.

Each KCE Champions LLC location has emergency plans, policies, and procedures in place which are annually reviewed and updated as needed. The program has successfully navigated through 2022 food supply and infant formula shortages, 2023 air quality alerts and 7/19/24 global technology outage.

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 policies and procedures for handwashing, cleaning, sanitizing and disinfecting.

On the day of the monitoring visit, on-site materials and furnishing were observed. Posted curriculum or areas of study were noted as Bridge Building Basics and Puppet Production. Staff were observed warmly greeting children and families as they arrived for the morning's childcare. Activities observed included self-selected free choice play (e.g. free crafting, imaginative play, games, book reading). Routine transitions (e.g. clean-up, childcare to school day) were observed. Staff were engaged with the children, provided positive redirection when needed and encouraged the use of social graces. Children responded well to staff.

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

109.6(6): Record checks
- Two staff files reviewed (CC hired 9/2023; MH hired 1/2023) lacked documentation of federal record check results.
- One staff file reviewed (MH hired 1/2023) lacked documentation of state record check results.

109.9(1)d: All files contain a pre-employment physical exam report completed within six months prior to hire and at least every three years. Physical exams shall be documented on
form 470-5152, Child Care Provider Physical Examination Report.
- One staff file reviewed (CC hired 9/2023) lacked documentation of a physical exam on required form 470-5152.

109.9(1)e: All files contain documentation to indicate that ongoing staff training requirements are met, including current certifications in first aid/CPR and mandatory child abuse training.
- One staff file reviewed (CC hired 9/2023) lacked documentation current universal precautions training.

109.9(2): All child files are updated at least annually and when a change occurs.
- Three child files reviewed (MH, PS, CS) lacked documentation of annual permission for persons allowed to pick-up the child.
- Two child files reviewed (PS, BJ) lacked documentation of complete doctor and/or dentist name, address and phone number.
- One child file reviewed (CS) lacked documentation of of net of kin emergency contacts.
- One child file reviewed (CP) lacked documentation of annual update.
- One child file reviewed (PS) lacked documentation of annual school-age statement of health.

109.12(1)a: Posted curriculum and daily schedule of activities.
- Posted curriculum did not have current dates to know if updated. No supplies and/or materials to follow through with the posted curriculum (Bridge Building Basics, Puppet Production) were observed on-site.

109.8(2): Ratio maintained in center as required by age.
- Transition from childcare to school day was discombobulated resulting in one child being left in the childcare room with no staff and/or careful staff supervision (e.g. some children using room's mini secondary fire exit door to walk around the building to locate a school bus to be transported to another school with no staff or careful supervision; some children using room's mini secondary fire exit door to walk around the other side of the school building and re-enter with no staff or careful supervision). Licensing observed no clear hand-off from childcare staff to school personnel. Licensing observed no face-to-name checks were completed. When asked, staff did not know how many children were in their care on the morning of the license visit.

V. SPECIAL NOTES/RECOMMENDATIONS:

Replenish the first-aid kit.

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

It is beneficial to note, Child Care Resource and Referral (CCR&R) and the nurse consultant are excellent resources to access training opportunities and support in the area.

Please note - capacity has decreased to 20. During the 2024-2025 school-year, KCE Champions LLC @ Cleveland Elementary School only has guaranteed daily usage of room #116.

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.