Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: Creative Minds Daycare

Provider No.: 52259

Address: 1030 S 2nd ST, Cherokee, IA, 51012

County: Cherokee

Director's Name: Tina Olson

On-Site Supervisor: Ashley Flaugh

Phone Number: 7123213434

E-Mail: creativemindsdaycarecherokee@gmail.com

HHS Visit Date: 07/30/2026

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

Fire Inspection:

Date Inspected: 06/17/2026

Comments:

Report Visit Type:

- [ ] PTO
- [X] Licensing Visit
- [ ] Drop In
- [ ] Administrative Change

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

Quality Rating: 1

- [ ] Accrediation

Program Duration:

- [X] Year-Round
- [ ] School Year
- [ ] Summer Only

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HOURS:	*Year-round*	*School-Year*	*Summer Only*
Sunday			
Monday	6:00 AM to 6:00 PM		
Tuesday	6:00 AM to 6:00 PM		
Wednesday	6:00 AM to 6:00 PM		
Thursday	6:00 AM to 6:00 PM		
Friday	6:00 AM to 6:00 PM		
Saturday			

Program Population Served:

- [X] Infant(0-<24 Months)
- [X] Toddler
- [X] PreSchool
- [X] School Age
- [ ] All Ages

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	21	12	9	10	52
Summer					0

1. Basic Overview

During an unannounced visit to the center on July 30, 2026, I met with Director Tina Olson. Ms. Olson brings many years of experience working in childcare settings and holds a two-year degree in medical assistance. She has recently begun the process of earning her Child Development Associate (CDA) credential and demonstrates strong qualifications and competence in her role as director. I also reviewed the credentials of the center's owner, Ms. Mosbach, who holds a degree in Elementary Education with endorsements in Special Education and Child & Family Services, as well as a master's degree in education with a focus on curriculum development. In addition, she possesses an Instructional Strategist II endorsement in Learning Disabilities and Behavioral Disorders. Together, Ms. Olson and Ms. Mosbach provide a solid foundation of leadership, experience, and educational expertise that support the continued quality and growth of the program.

The center contains five classrooms and provides programming for children ages 6 weeks through school age, operating Monday through Friday from 6:00 a.m. to 6:00 p.m. At the time of the visit here were 65 children enrolled, with 32 children present. The classrooms include an infant room, a one-year-old room, a combined two- and three-year-old room, a four- and five-year-old preschool room, and a school-age room. All program areas were observed during the visit, including classroom environments and activities, nutritional practices, health and safety procedures, playground conditions, field trip and transportation practices, and administrative documentation. The facility layout, programming structure, and daily operations appeared organized and developmentally appropriate for the age groups served.

e center has a significant amount of natural light throughout the building, creating a warm and inviting environment for children and staff. Daily schedules were posted in each classroom and included a balance of active and quiet periods designed to support cognitive development, social interaction, and skill-building across all age groups. The layout of each room supports the natural flow of daily activities, with clearly defined areas for play, learning, and rest. A wide variety of

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toys, learning materials, and equipment were available and observed to be in good repair. Staff interactions with children were consistently positive, attentive, and developmentally appropriate, with staff engaging at the children's level throughout activities. The center utilizes a theme-based curriculum, meaning classroom activities, projects, and learning experiences are organized around a central topic or idea. This approach helps children make connections between concepts and supports learning through repetition, exploration, and hands-on experiences. Numerous art projects created by the children were displayed, demonstrating active participation in the themed curriculum. For example, in one classroom focusing on animals, children completed a project involving cutting small pieces of paper to assemble a zebra and also created monkeys using their handprints. These activities reflect both creativity and skill development appropriate for the children's ages.

he program prepares all meals onsite, and food is portioned in the kitchen before being taken to classrooms for service. Food items are stored in a main storage area, with additional limited supplies kept in classroom refrigerators. Each classroom contains a small refrigerator that is used appropriately for perishable items. Meals are served within the classrooms, with teachers sitting with the children to provide supervision, encourage conversation, and model positive eating habits. The center follows CACFP nutritional guidelines, although it is not currently enrolled in the food program. A posted menu reflects a good variety of nutritious meal options. The center also maintains established policies and procedures regarding the authorization, administration, documentation, and storage of medications. Formal medication administration forms are used for both prescription and non-prescription medications. All medications are stored in locked boxes positioned in locations not readily accessible to children, ensuring safe and compliant handling.

In reviewing staff files, I noted that the center maintains clear and well-organized personnel records. Each staff member is required to sign documentation acknowledging that they have read and understand all center policies, including expectations regarding appropriate phone use. This practice supports accountability, ensures staff are aware of procedural requirements, and reflects the center's commitment to maintaining professionalism and consistency in daily operations.

First aid kits were present in each classroom and were generally well-stocked with supplies appropriate for addressing common minor injuries. The center has established clear sanitation policies and procedures, with staff providing supervision in bathroom areas and assisting children as needed to ensure hygiene and safety. Regular cleaning schedules are in place for equipment, toys, and play materials, helping maintain a clean and healthy environment. All required inspection certificates—including fire marshal approval, furnace inspection, emergency drill documentation, playground safety inspections, and carbon monoxide detector records—were current and available for review. Radon testing has been completed and is within the normal range. The playground, located adjacent to the building, includes a shaded overhang and climbing equipment with appropriate protective surfacing. All outdoor equipment was observed to be in good repair.

Creative Minds staff demonstrate strong teamwork, a dedication to continuous improvement, and a clear ability to create thoughtful, engaging learning environments that support children's development.

Their goal is to work towards level 2 in IQ4K.

2. Identify Observed Strengths of the program

The center also benefits from established transportation coordination with the local public school district. School buses transport children to and from the center each day, which supports continuity of care for families and ensures a smooth transition between the school environment and the child care program. This arrangement provides consistency for school-age children and reflects the center's commitment to supporting families' schedules and maintaining reliable, structured routines.

IQ4K Level?1 means the center is taking the first step in Iowa's quality-improvement system for childcare. At this level, the program meets all basic licensing requirements and has begun strengthening areas like staff training, family engagement, nutrition, safety practices, and classroom environments. It shows the center is committed to going beyond minimum standards and actively working toward higher quality for children and families.

Creative Minds has a positive relationship with the surrounding community and continues to be recognized for its contributions. The center was honored as Business of the Year in 2025, reflecting its strong reputation, community

involvement, and commitment to supporting families. This community connection enhances the program's overall quality and demonstrates the dedication of leadership and staff to serving children and families both inside and outside the center.

3. Identify the aspects that fall below the standard

109.13(5): Centers shall ensure that food preparation and storage procedures are consistent with the recommendations of the CACFPs. Please ensure food is stored in an appropriate Ziplock or container with the date it is opened.

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

5. Special Notes/Recommendations

Targeted Assessment: Behavior Management

I discussed with Tina her oversight of behavior management related to helping childcare staff: 1) Understand expectations, 2) managing frustrations, 3) monitor performance.

Tina maintains an open and supportive relationship with her staff, clearly communicating her expectations regarding supervision and positive discipline practices. Several staff members have been trained in PBIS, which stands for Positive Behavioral Interventions and Supports. PBIS is a framework that helps teachers guide children's behavior through consistent routines, encouragement, and proactive strategies rather than punishment. It promotes a calm, structured environment where children learn appropriate skills and behaviors.

Tina's office is located where she can easily hear activity in the classrooms, allowing her to stay aware of daily operations. She frequently checks in and is readily available to support staff when needed. Staff shared that they feel comfortable asking for help when they feel frustrated or need a brief break, and they expressed appreciation for Tina's approachability and responsiveness. This open communication strengthens teamwork and supports a stable, positive environment for the children.

A full license is recommended at this time.

At least one visit will be made to the center during the next year.

Date: 07/30/2026

HHS Licensing Consultant: Leann Steinhauer

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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**.