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

Name of Center: KCE Champions LLC @ Madison Elementary School **Enrollment:** 28 **License ID No. (Reapplications)** 51881

Street: 1341 Woodside DR 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): Faith Gerot **E-Mail:** paul.pressler@discoverchampions.com

Date(s) of Visit: 02-07-2025

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: 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				94	94
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 09-01-2025 to 09-01-2027
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Amy Lyons **Date:** 02-11-2025

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. 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 28.

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. On-site supervisor (OSS) since August 2004 is Faith Gerot. Ms. Gerot has experience working with children and continues to participate in child development related training.

On 2/7/2025, program space was observed.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

KCE Champions LLC @ Madison 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. Gerot) 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. Mr. McKinney acknowledged the program's growth in enrollment, almost doubling since the last license review, and true relationship building that has occurred with families.

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. A note of gratitude for staff was observed to be posted in the classroom! Ms. Gerot discussed accomplishments related to building of relationships with the children, families and school.

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. Perot talked about how the program has designated daily access to a classroom and the gymnasium during program hours. Evidence of previous day's curriculum included many crafts (e.g. tissue paper with glitter cupcakes, modeling clay work, painting, paper-plate love bugs, butterflies with tissue paper wings). Ms. Perot talked about creating a daily lesson plan to incorporate many crafts which children have expressed greatly enjoying.

KCE Champions collaborates well with many community partners including the Cedar Rapids Community School District, 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, staff were nurturing and attentive to the children. An area of study was observed to be "Class Valentines". Staff were observed warmly greeting children as they arrived for childcare after school hours. Activities observed included self-selected play experiences (e.g. crafting, board games, imaginative play items, books, building materials) and indoor large gross motor play (e.g. bouncy balls). It was noted how children really enjoyed creating handmade Valentine's! Routine transitions (e.g. cleanup, restroom breaks, face-to-name checks, breakfast to school handoff) were observed. Staff were actively engaged with the children, provided positive redirection when needed and encouraged the use of social graces. Children appeared comfortable with staff and to be enjoying their childcare experiences.

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

109.6(6): Record checks
- Staff file reviewed (ES hired April 2024) lacked documentation of Iowa 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.
- Staff file reviewed (ES hired April 2024) lacked documentation of a physical exam documented 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.
- Staff file reviewed (ES hired April 2024, paper and ipower) lacked documentation of current first-aid, CPR, and mandatory child abuse reporter training.

109.9(2): Child files
- Child file reviewed (NJ) lacked current signed and dated enrollment forms,
- Child file reviewed (NJ) indicated a special health need. Documentation of an emergency plan was not signed and dated by treating physician. Ensure a copy of child's written emergency plan is maintained with any noted, needed rescue medication.

109.11(3)a: Facility and premises are sanitary, safe, and hazard free.
- Program does not have access to a cabinet and/or medication box with a functional lock.
- The childcare's designated main entrance/exit door does not have a working doorbell system or an outside door handle.

V. SPECIAL NOTES/RECOMMENDATIONS:

Please note - capacity has decreased to 94. During the 2024-2025 school-year, KCE Champions LLC @ Madison Elementary School only has guaranteed daily usage of the classroom and gymnasium.

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.

A full license is issued. 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.