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

Name of Center: KCE Champions LLC @ Madison Elementary School **Enrollment:** 25 **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): None **E-Mail:** paul.pressler@discoverchampions.com

Date(s) of Visit: 04-05-2024

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

LICENSING VISITS

New Application X **Re-Application** **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:	
	FULL license from
X	**PROVISIONAL** license from 04-05-2024 to 09-01-2025
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Amy Lyons **Date:** 04-11-2024

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 has been operating multiple school-age childcare programs within the Cedar Rapids Community School District since 2022. 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 25.

Multi-site director Paul Pressler has been fully in this role since 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 4/5/2024, 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://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.

Paul Pressler has been with Champions since fall 2023, and began to fill the director role in April 2024. Management continues to report hiring staff who have prior experiences working with children. Management also continues to report having professional staff hiring and onboarding practices as well as holding regular staff meetings to review rules and policies while offering staff supports and appreciation. Madison staff Faith discussed being the responsible person in charge acknowledging gratitude for the assistant staff who has been with Champions longer or since fall 2023 and who knows the children well.

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 2023-2024 school-year. Enrollment for summer 2024 programming is underway. The theme of 2024 summer camp is "Judy Moody and the Champions Not Bummer Summer".

KCE Champions LLC 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 LLC @ Madison has their own classroom which allows for a grand display for children's accomplishments (art board) as well as ongoing projects to continue for several days. Staff Faith discussed the increased structure and routine that's been implemented as well as curriculum modifications to help ensure younger and older school-age children's interests are both peaked. Staff Faith talked about future areas of study including planet earth and recycling.

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 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. Staff Faith G reported having "great school janitors and school administration who are always available to help out..."

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. Staff were observed warmly greeting children and families upon arrival for before school childcare. Activities observed included self-selected play (e.g. building materials, crafts, games, books), indoor large gross motor and daily routines (e.g. restroom/drink breaks, periodic face-to-name checks). Evidence of a clever ongoing project giving each child an opportunity to "Create Your Own Newspaper" was observed! Staff were engaged with the children, providing positive redirection when needed and encouraging social graces. Children responded well to staff and appeared to be enjoying the program.

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

109.6(2): Director or on-site supervisor on-site during the hours of operation or a minimum of six hours of center's hours of operation. Information on on-site supervisor's qualifications is submitted to the consultant prior to employment and is sufficient to make a determination. On-site supervisor meets qualifications or is "qualifiable" with a plan established to meet qualifications.
- This site does not have a qualified on-site supervisor. Centers that have multiple sites shall have a center director or on-site supervisor in each center.

109.6(6): Record checks.
- Staff file (KP; hired 10/2023) reviewed lacked documentation of federal record check results.

109.7(1): All staff(within first 3 months of employment)Two hours of approved training FOR the mandatory reporting of child abuse. At least one hour of training regarding universal precautions and infectious disease control. Certification in American Red Cross, American Heart Association, American Safety and Health institute or MEDIC First Aid infant, child, and adult cardiopulmonary resuscitation (CPR) OR equivalent certification approved by the department. A valid certificate indicating the date of training and expiration date shall be maintained. Certification in infant, child, and adult first aid that uses a nationally recognized curriculum or is received from a nationally recognized training organization including the

American Red Cross ,American Heart Association, American Safety and Health Institute or MEDIC First Aid or an equivalent certification approved by the department. A valid certificate indicating the date of training and expiration date shall be maintained. Minimum health and safety trainings, approved by the Department. If significant changes occur to content, the Department may require the training be renewed.
- Staff file (KP; hired 10/2023) reviewed (paper and i-power) lacked documentation of blood borne pathogens training and mandatory reporter training. File also lacked documentation of Essentials Modules 3, 5, 6, 7, and 12.

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 (KP; hired 10/2023) reviewed lacked documentation of physical exam. Staff reported having this scheduled in May 2024.

109.9(2): All child files are updated at least annually and when a change occurs.
- One child file reviewed (AH) lacked documentation of of an annual review (updated parental signature with date).
- Two child files reviewed (SG, AH) lacked documentation of an updated annual health statement with current authorization for permission to secure emergency care in case of accident or illness.

109.9(2)c: All files contain information regarding the specific health and medical needs of a child including information regarding any prescribed treatment.
- One child file reviewed (MC) indicated a special health need. Documentation of a written medical emergency plan was not found. Child (MC) is storing prescribed medication for the special health need in personal backpack. Staff are not checking the medication is present each day the child is in attendance or ensuring storage of such medication is inaccessible to others.

109.8(2): Ratio maintained in center as required by age.
- On the day of the license visit, at times, children were accessing the restroom area, lockers, and hallways without staff accompanying them or staff positioning themselves in a manner to be able to see the children coming and going from these areas.

V. SPECIAL NOTES/RECOMMENDATIONS:

Children were observed accessing, and at times, sitting on top of a wall mounted pull-up bar positioned at least 5 feet off the ground over a concrete gym floor. This shall not be used during childcare hours without the program securing written parental authorization.

Children were observed accessing/sitting on top of stacked gymnasium mats at least 4 feet off the ground over a concrete gym floor. These shall not be used or sat upon during childcare hours without the program securing written parental authorization.

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.

This program's license has changed to provisional status. While the program has a qualified multi-site director and a responsible person in charge (staff Faith G), this location does not have a qualified on-site supervisor. The lack of a qualified on-site supervisor was previously noted in fall 2023.

Corrections to this report (e.g. scan/email documentation, photographs) shall be forwarded to licensing in their entirety.

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

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.