Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: KCE Champions LLC @ Grant Wood Elementary School

Provider No.: 51875

Address: 645 26th ST SE, Cedar Rapids, IA, 52403

County: Linn

Director's Name: Bethany "Bree" Hogue

On-Site Supervisor: Miley Geoghagan

Phone Number: 3194323608

E-Mail: SSous@discoverchampions.com
Bree.Hogue@discoverchampions.com

HHS Visit Date: 01/27/2026

Licensing Period: 02/01/2026 to 02/01/2028

Fire Inspection:

Date Inspected: 09/09/2025

Comments:

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

- [X] Accrediation

Comments: Corporate Accreditation from Cognia a global leader in advancing excellence in education through accreditation

Program Duration:

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

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HOURS:	*Year-round*	*School-Year*	*Summer Only*
Sunday			
Monday	6:30 AM to 6:00 PM		
Tuesday	6:30 AM to 6:00 PM		
Wednesday	6:30 AM to 6:00 PM		
Thursday	6:30 AM to 6:00 PM		
Friday	6:30 AM to 6:00 PM		
Saturday			

Program Population Served:

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

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General				100	100
Summer					0

1. Basic Overview

KinderCare Learning Companies, Inc. was founded in 1969 and has grown to become one of the largest providers of childcare in the United States. KinderCare Learning Companies, Inc. is currently primarily owned by Partners Group a Swiss private equity firm as well as other shareholders and investors. KCE Champions LLC is a division of KinderCare Learning Companies, Inc. and included as a core brand along with KinderCare Learning Centers and The Creme School. Specifically, this license and inspection report pertains to KCE Champions LLC @ Grant Wood Elementary School which commenced operations in 8/22/2022. This location includes childcare for school-age children outside of school hours including the option to provide full days of childcare on no school days and extended school breaks including winter, spring and summer breaks. Total enrolled and attending children were reported to be 30 on 1/27/2026.

KinderCare Learning Companies, Inc. has a regional manager named Setara Sous. Ms. Sous has a BA in criminology, has experience working with children and continues to participate in child development related training. Ms. Sous qualified for an Iowa director role in January 2024. KinderCare Learning Companies, Inc. has an area manager named Bethany "Bree" Hogue. Ms. Hogue qualified for the Iowa director role when this program first commenced operations in 2022. Ms. Hogue reports working towards completion of an AA degree in early childhood education, has experience working with children and participates in child development training. Ms. Hogue is not only the director of this specific KCE Champions LLC location as she is also the director of several other Iowa locations. As a result, this location is required to have at least one Iowa qualified on-site supervisor (OSS). Miley Geoghagan has qualified as an Iowa OSS role for this location since September 2025. Ms. Geoghagan has experience working with children and continues to participate in child development related training.

On 1/27/2026, program space was observed. Primary programming occurs on the school stage, in the school gymnasium,

and in the school cafeteria. The program also has access to the outdoor school play areas. Sufficient restrooms including hand washing sinks are available to accommodate total capacity. All foods offered to the childcare children are stored and prepared by the Cedar Rapids Community School District in the on-site school kitchen. On 1/27/2026, activities included before school tabletop events on the school stage (e.g. games, crafts, book reading) and large gross motor events (e.g. individual play, group games) in the school gymnasium. Curriculum allowed for a variety of experiences that were observed to pique child interest as well as encourage social emotional growth, innovation, good sportsmanship, the use of social graces and child choice. On 1/27/2026, staff were observed to be in ratio and engaged in programming with the children. Routine transitions were observed with staff wishing children well as they transitioned from childcare to school for breakfast and/or school learning. Children appeared comfortable with staff and to be enjoying the mornings' events.

2. Identify Observed Strengths of the program

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 LLC @ Grant Wood 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/.

As of 1/27/2026, KCE Champions LLC programs remain for profit and operate under a board of directors having several Chief Operators including ones specific to operations, finance, curriculum and branding. The local management team (e.g. Ms. Sous, Ms. Hogue, Ms. Geoghagan) remains primarily consistent. Management is knowledgeable of licensing guidelines as well as their own policies and procedures. Ms. Geogahan discussed goals related to program space organization and increasing family-program communication.

On 1/27/2026, KCE Champions LLC @ Grantwood Elementary School was found to have an area for required postings as well as other information. Curriculum continues to focus on six content areas that research shows enhance children’s growth and development as well as help build the essential skills needed to be successful in 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. Extended school break curriculum continues to be enhanced with guest speaker events and off-site field trips.

KCE Champions LLC continues to have and update as needed policies and procedures that include those for safety, daily health checks, hand washing, cleaning, sanitizing and disinfecting. On 1/27/2026, Ms. Geoghagan acknowledged how their team of staff continue to help ensure the children's space is sanitary and hazard free each day by following their policies and procedures. Ms. Geoghagan also talked about having support from the school (e.g. school kitchen staff, school administration, school maintenance, school custodial team) as to daily building and grounds conditions and repairs. School kitchen is inspected by the local health department. There is an AED on-site.

KCE Champions LLC locations including this specific location have emergency plans, policies, and procedures in place which are annually reviewed and updated as needed. The programs have successfully navigated through air quality alerts (2023, 2025), repeated expansion and acquisition events, and repeated technology outages (7/19/24 global technology outage, 10/10/2025 AWS outage, 10/29/2025 Microsoft outage).

3. Identify the aspects that fall below the standard

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

109.6(4)c Center repeats Iowa record checks at a minimum of every two years or when aware of additional child abuse or criminal history that occurs.
- Staff file reviewed (MG reported hired March 2025) lacked documentation of the date of the Iowa record check result.
- Staff file reviewed (MD reported hired August 2025) lacked documentation of an Iowa record check result.

109.9(2)a-c All files contain sufficient information to allow the center to contact the parent or emergency contact at any

time child is in center's care as well as who can pick up the child as authorized by the parent.
- On 1/27/2026, 21 children were observed to be in attendance. Ms. Geoghagan reported there are currently 30 actively attending and enrolled children. The program had 14 child files and not 30. Information received on 1/29/2026 indicated management was actively working to obtain all required paperwork for each child file.

109.9(2)h Signed and dated valid Certificate of Immunization, Certificate of Immunization Exemption, or Provisional Certificate of Immunization, provided by the department must be on file for each child enrolled as required by Iowa Administrative Code 641—7.
- Child file (AS) lacked this documentation.

109.9(2)k Any child with special health needs, a written emergency plan. Copy shall accompany child if they leave the premises.
- On 1/27/2026, child file (FK) was not found on-site. When the first-aid bag was examined, child (FK) was found to have a special health need with no current written emergency plan and expired rescue medication.

109.11(3)a Center shall ensure that: Facility and premises are sanitary, safe, and hazard free. Sufficient lighting shall be provided. Sufficient ventilation. Sufficient heating. Sufficient cooling. Equipment placed in the program area is maintained so as not to result in injury to the children.
- A fuse box cover was not properly latching due to duct tape of the latch. The fuse box is located within the programming space and within reach of the children.

5. Special Notes/Recommendations

Staff file reviewed (MD reported hired August 2025) lacks documentation in paper file of having completed Essentials Module 5.

On 1/27/2026, the school stage was operating over capacity. This program has a total capacity of 100 due to shared space as well as restroom access during all hours of operation. The school stage has a total capacity of 13 children. The school gym has a total capacity of 62. The school cafeteria has a total capacity of 35. Total capacity as well as each area's capacity is required to be followed. Please review the following two rules related to capacity:
109.2(5)b. Determination of capacity. The licensing consultant must determine center capacity by dividing the amount of usable space by the amount of space required per child as specified in subrule 109.11(1). Upon approval by the department, the final determination of center capacity may include evaluation of other factors that influence capacity, as long as physical space requirements per child as defined in subrule 109.11(1) are maintained.
109.11(1) Room size. The program room size must be a minimum of 80 square feet of useable floor space or sufficient floor space to provide 35 square feet of useable floor space per child. In rooms where floor space occupied by cribs is counted as useable floor space, there must be 40 square feet of floor space per child. Kitchens, bathrooms, halls, lobby areas, storage areas and other areas of the center not designed as activity space for children cannot be used as regular program space or counted as useable floor space.

On 1/27/2026 prior to the transition from the childcare to the school day, licensing observed a total of 21 childcare children were in attendance at the childcare. However, KCE Champions LLC @ Grant Wood Elementary School unique CSR/attendance recording documentation indicated only a total of 20 children were present. Further information gathered indicated a total of 21 children had been signed in by each by their respective drop-off persons, but one child, was not then noted on the CSR/attendance recording documentation until after the morning's childcare session had ended. Please review the following rule 109.10(14)a supervision and access. The center director and on-site supervisor must ensure that each staff member or volunteer knows the number and names of children assigned to that staff member or volunteer for care. Assigned staff and volunteers must provide careful supervision.

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

On the day of the monitoring visit, posted lesson plans were dated 12/29/2025-12/9/2026 and not current. Ensure current lesson plans with current dates are posted. This has been noted in prior annual inspections. As a result, further such findings will be noted as a violation in future reports.

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On 1/27/2026, there was a posting stating the qualified on-site supervisor is the "site director" and an assistant staff is the "on-site supervisor". Please ensure this location's qualified director and qualified on-site supervisor are clearly communicated in all postings, writings and conversations to help ensure anyone who frequents the program knows who's responsible for operations and daily supervision.
109.6(1) Center director requirements. Centers that have multiple sites must have a center director or on-site supervisor in each center. The center director is responsible for the overall functions of the center, including supervising staff, designing curriculum and program administration. The director must ensure services are provided for the children within the framework of the licensing requirements. The center director must have overall responsibility for carrying out the program and ensuring the safety and protection of the children.
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. The center director must identify a person in charge during the on-site supervisor's absence. The on-site supervisor is responsible for the daily supervision of the center and must be on site daily either during the hours of operation that children are present or a minimum of six hours of the center's hours of operation.

Ensure the door leading from the stage to a side stairwell and custodial area remains closed to help discourage any child access.

A full license is issued. Thank you for the visit.

Date: 01/29/2026

HHS Licensing Consultant: Amy Lyons

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**.