Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: CAM Cubs Childcare (South)

Provider No.: 52588

Address: 207 E 6th ST, Massena, IA, 50853

County: Cass

Director's Name: Brittani Richards

On-Site Supervisor: Mackenzie Boos

Phone Number: 7127460472

E-Mail: camcubschildcare@gmail.com

HHS Visit Date: 07/14/2026

Licensing Period: 09/01/2026 to 09/01/2028

Fire Inspection:

Date Inspected: 08/13/2024

Comments:

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

Quality Rating: 2

- [ ] Accrediation

Program Duration:

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

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HOURS:	*Year-round*	*School-Year*	*Summer Only*
Sunday			
Monday	7:00 AM to 5:30 PM		
Tuesday	7:00 AM to 5:30 PM		
Wednesday	7:00 AM to 5:30 PM		
Thursday	7:00 AM to 5:30 PM		
Friday	7:00 AM to 5:30 PM		
Saturday			

Program Population Served:

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

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	16	25	12	12	65
Summer					0

1. Basic Overview

An unannounced licensing visit was made to CAM Cubs South on 7/14/26. This is a newer center located in the Messena Elementary School. The center opened on 9/3/24. Child care is provided to children infant age to school age, Monday through Friday, 7:00 AM to 5:30 PM. Brittani Richards is the director. She is also the director at CAM Cubs North in Anita, Iowa. Brittani became the director on 5/5/25. She started at the center in 2024 and has previous experience in child care. She has associate's degrees in early elementary education and business. She is working on her bachelor's degree in early education. Mackenzie Boos is the on-site supervisor. There are 46 children enrolled. Mackenzie met with me during my visit and I talked with Brittani on the phone on a later date.

Observation of rooms:
Twenty children were present on the day of my visit. There are three programming rooms including the infant room, toddler/preschool room, and school age room in the cafeteria. The center is currently using temporary rooms for the summer. They are redoing the floors and putting in a sink in the toddler/preschool room. The two- and three-year-old children and the four- and five-year-old children were moved to other rooms so they would be out of the janitor's way for the summer. There are four- and five-year-olds in the temporary school age room. They don't have any school-aged children for the summer. They take school aged children year-round, but they don't have any during this summer. The toddlers/preschoolers will return to their room by the end of July and the school age children will return to the cafeteria when school starts. The infant room remains in their permanent room. It is split into two sides. On one side is an infant that receives 1:1 care. The programming rooms look nice and have a fun variety of age and developmentally appropriate toys and equipment. The high school art class painted fun murals of tress, birds, animals, a rainbow, etc. on the walls of the programming rooms. Bathrooms are located across the hall. Staff escort children to the bathroom. The bathrooms need to be cleaned. Mackenzie said the janitor cleans the bathrooms. However, the children are using the small toilet located between

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the two temporary rooms. The center uses the Brightwheel child care app. The daily sheets looked good. The staff were attentive to the children's needs. The toddler/preschool room has fun activity centers. Preschool serves two- to four-year-old children. The lead teacher in the infant room makes the lesson plans and Mackenzie makes the lesson plans for all other ages. All of the rooms had the required postings.

Nutrition:
The center has a small kitchen. Breakfast, lunch, and afternoon snack are prepared onsite. A staff member comes in to prepare the meals and provides breaks for staff. The kitchen consists of a microwave, wall oven, crock pot, and hot plate. The center is on the federal food program. Proper food storage was observed. Thermometers were in the refrigerator/freezer. Menus are posted on Brightwheel. Parents are provided with a hard copy of the menu at the beginning of the month and it is also posted in the rooms.

Health and safety:
The fire and tornado drills were practiced but not documented since April. Purell Surface is used for sanitizing and disinfecting. They are using the three-step bottle process: 1. Soap and water for cleaning, 2. Water for rinsing, and 3. Your EPA and child care approved product for sanitizing and disinfecting. The center follows medication management procedures when a child is prescribed medication. Four staff are certified in medication administration. Toys are sanitized twice a day; once at naptime and again at the end of the day. The building has all electrical appliances therefore a fuel burning inspection is not required. It was previously reported that since the center is in a school the Department of Education is responsible for radon testing and DHHS licensing doesn't need to monitor radon testing. This was incorrect. Even though the center is in a school, there are children that are not yet school age, so radon testing is required. Radon testing was completed in February 2026 and all were in the acceptable range. Radon testing is required every five years if the results are below 4.0 pCi/L.

Playground:
The center has a small playground for their children, but a better and safer playground is being built. The goal is to move to the new playground before school starts. There will be a shade tarp and rubber tiles for fall surfacing. The new playground will be for the center and four-year-old preschoolers. The center completes the monthly playground safety inspections, but they have not been documented since May.

Administrative records:
Three staff files were reviewed and were in excellent order. All three were complete. Brittani needs to keep her file current at both locations. Eight children's files were reviewed. One needed a dentist listed and six children did not have current physical exams on file. Brittani will have staff meetings about every other month and maintains daily contact with staff. The center is IQ4K Level 2. The center will apply for grants. The center uses Brightwheel for daily sheets and all communication needs. There is a monthly newsletter.

2. Identify Observed Strengths of the program

Brittani is very enthusiastic and proud of the center. Staff had excellent interactions with the children. They were positive and nurturing. The center is a wonderful resource for the community. Brittani applies for grants and the goal is to help build a new playground. They also use fundraising money and grant money on whatever is the biggest need for the center. Mackenzie believes their strengths are their communication with parents and their staff know the children well. Brittani reported their strengths are their ability to adapt, they have increased numbers, they have a good reputation and it has improved over the last year. Brittani accesses Child Care Resource and Referral and the Child Care Nurse Consultant for help, as needed. Brittani said she is not afraid to reach out for help.

3. Identify the aspects that fall below the standard

109.9(2)i: Preschool (for children five years and younger not enrolled in school): Physical exam report submitted within 30 days of admission, was obtained no more than 12 months prior to admission, is signed by a licensed MD, DO, Chiropractor, PA, or ARNP, and contains health history; present health status including allergies, medications, and acute/chronic conditions; and recommendations for continued care if necessary. Children not yet enrolled in school need a physical exam. Children who are enrolled in school require a statement of health completed by the parents.

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109.10(13)b: Emergency instructions, phone numbers, and diagrams for fire, tornado, and flood shall be visibly posted and documented at least once a month for fire and tornado. Records shall be maintained for current and previous year. Fire and tornado drills had not been completed and documented since April.

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

5. Special Notes/Recommendations

A full license is recommended for 9/1/26 to 9/1/28.

Targeted Assessment Behavior Management
I discussed with Brittani her oversight of behavior management related to helping childcare staff: 1. Understand expectations, 2. Managing frustrations, 3. Monitor performance. Brittani said they have AEA and Child Care Resource and Referral come in for assistance. The teachers are able to tag out or the teachers switch rooms to give teachers a break if they are overwhelmed. All staff start PBIS training after one year of employment. There are cameras in every room.

CAM Cubs Childcare South requested an exception to allow four-year-old children to be with two- and three-year-old children. This would only be on Mondays when the four-year-old preschool is not offered in the school. CAM Cubs Childcare South has been granted permission to mix two-year-olds to four-year-olds in the same room; however, they must maintain a ratio of 1:10 to ensure the safety of the younger children. The following rule is being waived as the center cannot easily manage aged-group sizes with just three rooms. However, no children under the age of two may be combined with the children through the age of four.

109.8(2) c. Children between 18 months and three years of age may be combined, if appropriate to the developmental needs of the child.

Date: 07/23/2026

HHS Licensing Consultant: Tausha Bottorff

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**.