Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: Kingdom Kids

Provider No.: 42695

Address: 315 Oak Ridge RD, Waterloo, IA, 50702

County: Black Hawk

Director's Name: Faith Garcia

On-Site Supervisor: Natalie Garcia & Nick Garcia

Phone Number: 3195052585

E-Mail: kingdomkidspsdc@gmail.com

HHS Visit Date: 03/18/2026

Licensing Period: 04/01/2026 to 04/01/2028

Fire Inspection:

Date Inspected: 09/02/2025

Comments:

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

Quality Rating: 3

- [ ] 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 5:00 PM		
Tuesday	6:00 AM to 5:00 PM		
Wednesday	6:00 AM to 5:00 PM		
Thursday	6:00 AM to 5:00 PM		
Friday	6:00 AM to 5:00 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	24	14	21	30	89
Summer					0

1. Basic Overview

On 03/18/26 I made an unannounced licensing visit to Kingdom Kids in Waterloo. The childcare center opened on 01/14/14. I spoke with Faith Garcia, the owner and director, Natalie Garcia an on-site supervisor, and Nick Garcia, an on-site supervisor. Faith Garcia has a BS in elementary education and was previously a teacher in the Waterloo School System. Natalie Garcia started in April 2020 and has a BA in elementary education. She was previously a teacher at an elementary school for three years in the Waterloo School System. Mr. Garcia primarily deals with the finances but he also cooks and helps in rooms. Mr. Garcia started with the program in November 2019. He was previously employed working in a BD classroom in the Waterloo School System. The center employs eleven staff members.

The center is in a free-standing building that had at one time been an elementary school. The building was built in 1969. It operates Monday through Friday from 6:00 am until 5:00 pm. The center serves infants through school-age children. There are currently 67 children enrolled.

The center operates out of the following rooms: infants, older infants and younger two-years-old, older twos and younger three year olds, a three through five-year-old preschool room, and school-age room. An inspection of each room was completed. Windows provide natural lighting. The rooms are decorated with the children's art projects, and posters to assist the children with the learning process, such as the alphabet and numbers. There is an area for circle time in the rooms for the older children.

As a reminder, children who are under the age of 18 months cannot be cared for in the same room as children who are two years old and older. You must monitor this to make sure children are moved to the two year old room if you have children in the classroom for older infants.

CHILD CARE CENTER ANNUAL EVALUATION

The centers observed on the day of the licensing visit include library, Lego/blocks, table toys, games, puzzles, transportation, art, dramatic play, writing, science/discovery, math, woodworking, puppets, sensory table, and music. Centers were arranged in a manner that allowed easy movement between activities, but it also allowed for clear supervision by staff members. Materials were in good condition. The materials are located at child level, so they are easily accessible to the children.

The childcare center primarily uses the Applebaum Daily Curriculum for themes, Character Counts for social/emotional needs, and Letter People for literacy. They also use a variety of resources to develop lesson plans. Activities are planned around weekly themes. Lesson plans are prepared by each teacher. The program is Christian based and incorporates prayer and Bible stories. Lesson plans were available for review in each room.

Emergency numbers with the center's address and phone number were posted in all areas where phones are located. Emergency fire and tornado procedures and evacuation diagrams were posted by all the main program doors and outdoor exits throughout the center. A daily schedule was posted in each room.

I reviewed documentation of monthly fire and tornado drills. I reviewed documentation of monthly playground inspections. The radon test was completed in April 2025 and is good for five years. The results were within EPA guidelines. The annual fuel burning inspection was completed and no concerns were noted. A carbon monoxide detector was on site in the food pantry and in the office. Outlets were protected. The fire marshal inspection occurred on 09/02/25.

The center does participate in the Child and Adult Care Food Program (CACFP). Nick Garcia is the cook. The program uses a four-week rotation of menus. The center serves breakfast, lunch, and a morning and afternoon snack. Menus were posted in the entrance and the kitchen. The children eat in their rooms. Family style is not being used.

The center provides one brand of formula, baby food and cereal for the infants. If parents want a different brand, they must provide it. Bottles are prepared in the room. Staff members are washing the bottles in the room using the three-step method.

There is a refrigerator in each of the program rooms. There were thermometers present. The kitchen was observed to be clean. Dishes are washed using the three-step method and they also use a dishwasher. There is a refrigerator in the kitchen and a chest freezer and refrigerator in the storage room. There were thermometers present. Food items were stored according to the NHSPS guidelines. The kitchen has been remodeled.

The center uses bleach and water to sanitize the food tables and disinfect the changing tables. Bottles were clearly labeled. In the older two and younger three year old classroom the staff member did not have bleach but completed multiple diaper changes. This cannot occur. It is necessary for changing tables to be disinfected between all diaper changes. The expectation is the staff member contact administration and ask for the bleach. Make sure bleach is kept out of reach of children in the school-age room.

I discussed diaper changes with the two infant room staff members. Proper procedures are being followed.

Daily sheets are maintained as mandated for children under the age of two.

Cribs are used to nap for infants and mats are used for the older children.

The outdoor play area is fenced in and divided into two areas. There is shade structure in the toddler area. There is a sandbox in this area. There is a playhouse and a stationary car for the children to play on.

The area for the older children is larger. It has a sandbox, teeter totter plane and a stationary car for the children to climb on. Sand is used for surface cushioning. There is a slide in this area. There are also playhouses in this area.

There is a space in the middle of the center used for gross motor activities when the children cannot go outside. There is a ball pit and a piece of enclosed climbing equipment. There is a climbing wall on the outside of this piece and a mat is below for fall surfacing. There is a caterpillar for the children to climb through and several centers to entertain the children.

The parent information is located on a bulletin board inside the entrance. The mandatory reporter, childcare consultant and

the handbook availability were posted. The license was conspicuously hung. A no-smoking sign was posted at the entrance.

Staff and children's files were reviewed at the time of the licensing visit. I reviewed eight children files. They were in good condition. One child's physical recently expired and one child did not have an immunization certificate. The center was going to contact the parents of both children. There was not a pattern of disregard and there was a plan to correct so this will not be cited.

I reviewed two staff files. One employee has been employed for longer than 90 days and has not taken universal precautions training and she has been employed for longer than six months and did not have a physical.

I reviewed policy and procedures, staff and parent handbooks. The necessary written emergency procedures and policies were present. However, you need to add more detailed information for your professional development policy. The policy should specifically say that upon hire an employee has 90 days to complete first-aid, CPR, mandatory reporter, universal precautions and Essentials training. Emergency Preparedness Plans have been completed.

2. Identify Observed Strengths of the program

The leadership of the program is committed to providing a safe environment for the children and they have worked as a team since the center opened. There is longevity among lead teachers which help provide consistency for children. Staff members had great interaction with the children in each room. They were actively engaged in activities with the children that were both fun and educational. They were flexible but maintained a routine for the children. Staff members kept the children occupied during transitions by singing. They provided the children with praise but also used positive redirection when necessary. Staff members talked with the children about sharing and set a timer so all children could enjoy centers. Staff members provided easy to understand and clear directions for the children. The children appeared to enjoy their time at the center.

Nick states the staff members have good chemistry with one another. They let staff members know their expectations and they do not just hire anyone. They need to be committed and want to be working there.

Faith states staff members need to like children because their staff members truly love the children in their care.

Natalie states their staff members are committed and they have a "growth" mind set and they want to do the right thing.

Faith states they divvy up administrative duties between them and this has been efficient in getting things done.

Nick states they want to do things the right way.

The center has an IQ4K level of 3 that expires on 04/30/26. They are in the process of renewing for another level 3.

The center has a lot of diversity.

The program is a bus stop for Orange Elementary and Hoover Middle School.

The kitchen has been completely remodeled. They have new counters, cupboards, flooring, a new sink and a new dishwasher. It looks amazing.

The program is in a secure building.

Faith, Natalie and Nick Garcia all have experience working in the school setting. They bring that skill set to the center. Nick previously worked in a BD room in the Waterloo School System and brings that skill set to the program.

The program incorporates a Christian aspect in their curriculum.

The program uses ProCare software for billing, attendance and schedules.

CHILD CARE CENTER ANNUAL EVALUATION

3. Identify the aspects that fall below the standard

109.7(1): All staff (within first three months of employment):Iowa's training for the mandatory reporting of child abuse.At least one hour of training regarding universal precautions.Certification in 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, (Essentials) approved by the Department. If significant changes occur to content, the Department may require the training be renewed.
One employee has been employed for longer than 90 days and has not taken universal precautions training.

109.9(1)b: 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.
One staff member has been employed for longer than six months and did not have a physical.

109.12(4)b: Each infant and toddler shall be diapered in a sanitary manner as frequently as needed at a central diapering area. Diapering, sanitation, and hand-washing procedures shall be posted and implemented in every diapering area. There shall be at least one changing table for every 15 infants.
In the older two and younger three year old classroom the staff member did not have bleach but completed multiple diaper changes. This cannot occur. It is necessary for changing tables to be disinfected between all diaper changes. The expectation is the staff member contact administration and ask for the bleach.

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

N/A

5. Special Notes/Recommendations

A full license is issued. All DHS licensing standards and procedures must be maintained during the renewal period.

An administrative change is being made to change the overall capacity of the center from 112 children to 89 children.

Targeted Assessment: Behavior Management:
I discussed with the entire administrative team, Faith, Nick and Natalie Garcia, their oversight of behavior management related to helping childcare staff: 1) Understand expectations, 2) managing frustrations, 3) monitor performance. Nick states he just spoke with staff members yesterday and let them know if they feel frustration with a child, they can bring the child to him in the office and the child can stay with him until they calm down. Faith states their staff members take a lot of training. She states Nick just completed one that he feels would be good for all the staff members to take. Nick states it is through Appelbaum and it was called, "99 Ways to Handle Tough Challenging Behavior". He states they had a lot of great suggestions. Natalie states they model how they want staff members to handle situations and they remain calm. She states they have staff members who will ask them about specific situations. She will ask for the entire scenario and then talk with them about how she would handle it. Natalie states their staff members know the children and work with a variety of ages. Faith states their staff longevity allows their staff to recognize whether a child is having a good day or a bad day right when they arrive for the day. They plan for de-escalation. Nick states he worked with behavior challenges when he was employed by the school system so staff members typically call him to deal with children.

They monitor the situation by having regular staff meetings and they allow staff members to ask questions and voice concerns. They visit classrooms frequently and step in when it is necessary. They offer breaks for staff members and staff members know they are appreciated and available to help.

CHILD CARE CENTER ANNUAL EVALUATION

Date: 03/26/2026

HHS Licensing Consultant: Becky Frost

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**.