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

Name of Center: KCE Champions LLC @ Cleveland Elementary School **Enrollment:** 30 **License ID No. (Reapplications)** 51870

Street: 2200 1st AVE NW **City:** Cedar Rapids Iowa **Zip** 52405 **County:** Linn

Mailing Address: PO Box 186, Van Horne, IA, 52346

Director's Name: Stacy Jones **Phone Number:** 319-488-9028

On-Site Supervisor(s): Anike Elias **E-Mail:** Stacy.Jones@discoverchampions.com

Date(s) of Visit: 09-15-2023

Licensing Visit X **Unannounced Visit** X **Off Year Visit** **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: 02-15-2022

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				130	130
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 08-23-2022 to 10-01-2024
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Amy Lyons **Date:** 10-03-2023

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 operates multiple school-age childcare programs within the Cedar Rapids Community School District. Specifically, KCE Champions LLC @ Cleveland Elementary School is located inside Cleveland 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 @ Cleveland Elementary School serves only school-age children. Current enrollment is 30.

Stacy Jones became a Champions multi-site director in July 2023. Ms. Jones has a year experience working in childcare at Champions, a MBA in business administration and participates in child development related training. On-site supervisor is Anike Elias. Ms. Elias has been the on-site supervisor since September 2023. Ms. Elias has experience working with children and continues to participate in child development related training.

On 9/15/2023, program space was observed.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

KCE Champions LLC @ Cleveland Elementary School 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 @ Cleveland 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/.

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.

Since the last review, the program obtained a new multi-site director Stacy Jones. Ms. Jones has been employed with Champions for over 1 year and is working to build systems of organization as the new director. Management continues to become familiar with licensing guidelines as well as their own policies and procedures. Ms. Jones discussed future goals related to increasing enrollment and increasing sports activities.

KCE Champions LLC management discussed how they provide professional staff hiring and onboarding as well as holds regular staff meetings to review policies and procedures while offering support to staff. KCE Champions LLC management discussed how they have a great team of employees that are willing to travel to different sites and help out in various capacities as needed.

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 upcoming school-year.

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.

KCE Champions collaborates well with many community partners including the Cedar Rapids Community School District, Kids on Course, 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.
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 access to products for cleaning, disinfecting and sanitizing.

On the day of the monitoring visit, the area of study included "Getting to Know You". Afterschool gathering activities were observed including arrival, large gross motor indoor group games, and self-selected play experiences.

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

109.8(2) Ratio as required by age.
109.10(16)a Supervision and access. Assigned staff and volunteers shall provide careful supervision.
- No staff were present at the program for the first 15 minutes of operations or the time between school releasing for the day and the childcare commencing. When staff did arrive to the site, one staff reported having been in the school building but was ill in an upper level restroom. After further discussion about ratio and illness policies, procedures and requirements, staff stated they were feeling better and fine to be on-site.
- Children were allowed to access the hallways and restrooms without staff, being in ratio and/or supervision. Licensing and staff discussed how staff shall either accompany children to and from the restroom areas and/or position themselves in a manner to see children coming and going from any such areas.

109.11(1) Capacity at 35 square feet of usable floor space per child.
- The program's primary space located in room #116 has a total capacity of 20 children. The room was over capacity on the day of the monitoring visit.

109.6(237A) Personnel. The board or director of the center shall develop policies for hiring and maintaining staff that demonstrate competence in working with children and that meet the minimum requirements.
- Staff file reviewed (IO with August 2023 as hiring date) lacked documentation of a physical exam with TB screening/testing.

109.9(2) Child's file. Centers shall maintain sufficient information in a file for each child, which shall be updated at least annually or when the parent notifies the center of a change or the center becomes aware of a change.
- Child file reviewed (JD) lacked documentation of enrollment including permission to secure emergency care and pick-up authorization.
- Child file reviewed (BJ) indicated a special medical need but lacked documentation of an emergency/action plan and

possible rescue medication.

109.11(3) Facility requirements. a. The center shall ensure that: (1) The facility and premises are sanitary, safe and hazard-free. (7) Sufficient cooling is provided to allow children to perform tasks without being excessively warm or subject to heat exposure.
- Cleaners, sanitizers and disinfectants were not properly labeled with name of product and manufacturer's instructions of use. Staff were unable to state how to use the cleaning, sanitizing and disinfecting products on-site.
- Child food was being stored in the on-site mini refrigerator/freezer which lacked a thermometer.
- Due to being over capacity in room #116, the program separated into two groups with one staff taking a group of children to the school gymnasium while the other staff and group of children remained in room #116. Children were complaining of the warm gym temperature which was noted to not have air conditioning and/or fans. Several children were visibly perspiring.

V. SPECIAL NOTES/RECOMMENDATIONS:

Ensure a monthly fire drill and monthly tornado drill are being conducted and documented as required. Documentation of an August 2023 fire drill and an August 2023 tornado drill was not found on the day of the monitoring visit.

Licensing understands the 2023-2024 school-year just commenced and this site has resumed operations again after being closed for the 2023 summer break. However, the lack of program preparation and staff orientation before commencing again is concerning.

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

Corrections to this report (e.g. scan/email documentation, photographs) shall be forwarded to licensing in their entirety within 90 days of receipt of this report. Failure to do so may impact the status of your license.

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The program's license remains in full status. 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.