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

**Name of Center:** Kids Company Inc **Enrollment:** 30 **License ID No. (Reapplications)** 25827

**Street:** 75 Fourth Street **City:** Waukee Iowa **Zip** 50263 **County:** Dallas

**Mailing Address:** 1306 NW 138th St, Clive, IA, 50365

**Director's Name:** Trudy Johnson **Phone Number:** 515-987-4043

**On-Site Supervisor(s):** Amanda Holdmeyer and Emily Clayton **E-Mail:** eclayton74@yahoo.com Info@kidscompanyinc.com

**Date(s) of Visit:** 07-16-2025

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

**LICENSING VISITS**

**New Application** X **Re-Application** **NA**

**Signed Application (470-0722) Received** X **Yes** **No** **NA** **Date Signed:** 06-09-2025

**FIRE INSPECTION** **State** X **Local** **NA** **Is Fire Inspection Approved?** X **Yes** **No** **NA**

**Date Inspected:** 06-25-2024

**Comments :** Waukee Fire Marshal. State licensing requirements are that these are done at least every three years. Waukee usually does them more frequently.

**LICENSE TYPE:** X **Child Care** **Preschool (ages 3-5 meets three hours or less per day)**

**Financial Type:** X Profit Non-Profit NA

**Accredition:** Accredited NAEYC NSACA Other X 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 | 0 | 0 | 0 | 124 | 124 |
| Summer | | | | | 0 |

**QRS Rating:** N/A

| RECOMMENDATION FOR LICENSE: | |
|---|---|
| X | **FULL** license from 08-01-2025 to 08-01-2027 |
| | **PROVISIONAL** license from |
| | **DENIAL** of initial application |
| | **SUSPENSION** of license |
| | **REVOCATION** of license |

**Licensing Consultant:** Nate Knepper **Date:** 07-17-2025

**I. IF CURRENT LICENSE IS PROVISIONAL, IDENTIFY THE CORRECTIVE ACTIONS**

N/A.

**II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:**

A licensing inspection visit was conducted on 7/16/25. On-site supervisor, Emily Clayton, was present throughout the visit at the Clive location and then the Waukee location.

All areas of the program were observed. These areas observed consisted of classroom observations and activities, ratios, nutritional practices, health and safety practices, playground observation, field trip and transportation practices, and administrative review.

Kids Company of Waukee is located in Waukee, IA. The center is family owned. The family also owns Kids Company of Clive. The two centers share the same handbooks, philosophies, staff (if necessary), etc. This center serves only school-age children at this location. During the summer months, children go to the Clive location from 7:00am - 5:30pm. During the school year, children attend the Waukee location 7:00am - 8:30am and/or 3:30pm - 5:30pm. The center continues to use a combination of different learning curriculums that they have developed over the years.

The owner/head director of this center and Kids Company of Clive is Trudy Johnson. Trudy has her BA degree in Child Development and has been the director/owner since the center opened for business. Amanda Holdmeyer and Emily Clayton are owners and on-site supervisors at both locations. Amanda and Emily are Trudy's daughters. Amanda and Emily both have BA degrees and many years of experience working in child care.

There are four classrooms at the Waukee location and children rotate between the different classrooms (although there are two primary classrooms used most of the time). During the visit, children were observed at the Clive location. There were two classrooms and children were observed engaged in free-choice play and also participating in an outdoor activity being put on by Absolute Science. Children had sunscreen applied. Children and staff gave specific examples for where they relocate to for monthly fire and tornado drills at both centers. The Waukee location is in the process of being deep cleaned and getting ready for the school year before and after school care.

**III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:**

The center is family owned and operated.

There are at least two all staff meetings every year to review policies, handbooks, etc. These are teacher work days where the center is closed and staff also work on their professional development training hours.

There is a mix of younger and older staff between the two centers. Many staff members have their teaching degrees or are pursuing degrees in education, child development, etc. The center can share staff between the two programs as needed.

There is a staff recognition program in place. There is also a Facebook page/link the center uses that is strictly for staff and internal communication.

The center has a camera security system in place.

The center partners with other community businesses.

The center has an outdoor nature area.

The center hosts a lot of special events for children and parents throughout the year. These include a meet the teacher event held before school starts.

The center looked and smelled clean.

Staff and children files were nicely organized.

The Waukee location has had new flooring installed and new cabinets installed over the past year.

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

109.11(4)a: Center must have safe outdoor program area adjacent to the center, with sufficient square footage to accommodate at least 30 percent of the enrollment capacity at any one time at 75 spear feet per child. Outdoor space must: Be free from litter and unsafe materials and free from contamination by the drainage or ponding of sewage or storm water. Include safe play equipment and an area of shade. Include fencing to protect from bodies of water or vehicular traffic. The rubber matting surfacing around the fall zones of climbing structures at the Clive location is bubbling and creates a tripping hazard. IT WAS NOTED THAT MANAGEMENT IS IN THE PROCESS OF GETTING BIDS TO DO SOME PLAYGROUND RESURFACING.

**V. SPECIAL NOTES/RECOMMENDATIONS:**

Radon testing was completed 7/5/23 - 7/7/23. All classrooms came back with radon levels below the 4.0 cutoff. Because levels were below 4.0, the center can move to testing for radon at least every five years now. So long as radon levels remain below 4.0, they can remain on a five year plan. If at the next testing levels in any classroom come back 4.0 or higher, the center will have to have a mitigation plan, retest, and at least temporarily move back to testing every two years.

The annual HVAC inspection was last done on 6/19/24 and the center is on a waiting list for the company they use to get this completed in the near future.

It was previously noted that for transportation/field trips, the center contracts with the Waukee/West Des Moines School Districts otherwise they walk to different areas as a group.

I - Power and IQ4K were again discussed at this year's visit. Staff will need to upload professional development training into their I - Power profiles.

It is recommended outdoor playground mats be purchased and placed under swings to help preserve pea gravel fall zone depth. The center will be adding more pea gravel surfacing in the near future and before school starts at the Waukee location.

A new, full, two - year license is recommended.

*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.