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

Name of Center: KCE Champions LLC @ Kenwood Leadership Academy **Enrollment:** 100 **License ID No. (Reapplications)** 51890

Street: 3700 E AVE NE **City:** Cedar Rapids Iowa **Zip** 52402 **County:** Linn

Mailing Address: PO Box 171, Palo, IA, 52324

Director's Name: Bethany "Bree" Hogue **Phone Number:** 319-432-3608

On-Site Supervisor(s): Jasmine Conwell **E-Mail:** Bree.Hogue@discoverchampions.com SSous@discoverchampions.com

Date(s) of Visit: 06-24-2024

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

LICENSING VISITS

New Application X **Re-Application** **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: 02-16-2022

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				100	100
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 09-01-2024 to 09-01-2026
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Amy Lyons **Date:** 06-28-2024

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

Not applicable.

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 @ Kenwood Leadership Academy commenced operations on 8/23/2022. KCE Champions LLC @ Kenwood Leadership Academy is located inside Kenwood Leadership Academy Elementary/Magnet 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 @ Kenwood Leadership Academy serves only school-age children. Current enrollment is 100.

Multi-site director Bethany "Bree" Hogue has been with the program since operations commenced in 2022. Ms. Hogue is completing an AA degree in early childhood education, has experience working in children, and continues to participate in required child development related training. On-site supervisor is Jasmine Conwell. Ms. Conwell has experience working with children and participates in required training hours.

On 6/24/2024, program space was observed.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

KCE Champions LLC @ Kenwood Leadership Academy 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 @ Kenwood Leadership Academy 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.

Multi-site director Ms. Hogue has been with the KCE Champions LLC since commencing operations within the Cedar Rapids Community Schools in 2022. Management continues to report hiring staff who have prior experiences working with children. Management also continues to report having professional staff hiring and onboarding practices as well as holding regular staff meetings to review rules and policies while offering staff supports and appreciation.

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 2023-2024 school-year. Summer 2024 "Champ Camp" is currently underway at some of the Champions locations including the KCE Champions LLC @ Kenwood Leadership Academy. 2024 field trips include Morgan Creek, local splash pads, local swimming pools, and local parks.

KCE Champions LLC 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 LLC @ Kenwood Leadership Academy has daily access to some of the school cafeteria, classroom #114 and classroom #115.

KCE Champions collaborates well with many community partners including local school districts, 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 policies and procedures for handwashing, cleaning, sanitizing and disinfecting.

On the day of the monitoring visit, on-site materials and furnishing were observed. Staff were observed warmly greeting children and families as they arrived for their childcare day. Activities observed included free choice play (e.g. building with Magna Tiles, crafting with markers, imaginative work) and outdoor large gross motor play. It shall be noted, while engaging in outdoor play experiences emergency procedures needed to be enacted. Staff were seen encouraging quick action and providing reassurance to the children. Daily routines (e.g. clean-up, breakfast rituals) worked smoothly into the program's operations. Staff were actively engaged with the children, provided positive redirection when needed and encouraged social graces. Children responded well to staff and appeared to be enjoying the program.

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

109.4(5): Child Care Centers and Preschool Licensing Standards and Procedures shall be available in the center and a notice stating a copy is available for review. Contact information of the child care consultant shall be included in the notice.
- Posting not found on the day of the monitoring visit. Posting was forwarded to Ms. Hogue on 6/28/2024.

109.9(1)d: 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 file reviewed (WD hire March 2023) lacked documentation of a physical exam with TB screening/testing. Required form 470-5152 was forwarded to Ms. Hogue on 6/28/2024.

109.9(1)e: All files contain documentation to indicate that ongoing staff training requirements are met, including current certifications in first aid/CPR and mandatory child abuse training.
- One staff file reviewed (MR hire March 2024; both paper and ipower) lacked documentation of pre-service Essentials training.
- One staff file reviewed (WD hire March 2023; both paper and ipower) lacked documentation of mandatory child abuse reporter training.

109.9(2): All files are updated at least annually and when a change occurs.
- One child file (AM) reviewed indicated an allergy was present. There was no updated medical paperwork (including possible rescue medication) regarding the allergy on the day of the monitoring visit.

109.11(3)a: Center shall ensure that: Facility and premises are sanitary, safe, and hazard free. Adequate indoor and outdoor space is provided. The outdoor area shall include safe play equipment and area of shade. Sufficient space provided for dining. Sufficient lighting shall be provided. Sufficient ventilation. Sufficient heating. Sufficient cooling. Sufficient bathroom and diapering facilities. Equipment, including kitchen appliances, are maintained so as not to result in burns, shock, or injury to children. Sanitation and safety procedures for the center are developed and implemented to reduce risk or injury or harm to children and reduce transmission of disease.
- Cushion surfacing underneath play equipment is not sufficient (e.g. bush/mini tree sprouting under tube slide, exposed cement slabs at bottom of triple chute slide, weeds and thistles sprouting underneath elevated play equipment). Continue to collaborate with the school district regarding maintenance of the outdoor playground (e.g. adequate cushion surface depth, chipping/rusting equipment, power washing of outdoor equipment). If areas of the outdoor playground become unsatisfactory, the childcare shall refrain from accessing those areas until remedies are made.
- A monthly outdoor playground inspection was not documented for May 2024.

109.8(2): Ratio maintained in center as required by age.
- On 6/17/2024, a 7yo child was left napping in an upstairs classroom when all groups combined towards the end of the day prior to closing. Staff realized this occurred when the 7yo child's parent arrived for pick-up and the child could not be located. When asked how long the 7yo child was left alone, staff reported 15 to 20 minutes. Licensing, staff and management discussed ensuring face-to-name checks are being conducted at every transition as well as periodically throughout the day.

V. SPECIAL NOTES/RECOMMENDATIONS:

This report notes an administrative change. During summer 2024, the program only has daily access to part of the school cafeteria (because at times the program has to share with the community for the free summer meals), room #114 and room #115. As a result, total capacity has decreased to 100. If daily access to the cafeteria, room #114 and #115 changes when the 2024-2025 school-year commences, capacity will need to change again. It is management's responsibly to notify licensing when access to daily space at a location changes. For instance, a school gymnasium can't be included in the childcare's total capacity if the childcare does not have access to the gym during all hours of the childcare's operations. Also, a program can't exceed capacity in any given room or the total capacity at any given location.

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A full license is issued. 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.