Iowa Department of Human Services

CHILD CARE CENTER COMPLAINT

Name of Center: Kids Kampus **Enrollment:** 85 **License ID:** 52396

Street: 5150 Blairs Forest Way **City:** Cedar Rapids **IA** **Zip Code:** 52402 **County:** Linn

Mailing Address: 5150 Blairs Forest Way

Mailing City: Cedar Rapids **IA** **Zip Code:** 52402

Director's Name: Celia Smith **Center Phone Number:** 319-393-2898

On-Site Supervisors: Celia Smith **E-Mail Address:** stephanie@kidskampuscr.com celia@kidskampuscr.com

Date of Complaint: 04-03-2024 **Date of Visit:** 04-05-2024

[X] Scheduled **[ ]** Unannounced **[ ]** NA

[X] Non-Compliance with Regulations Found **[ ]** Compliance with Regulations Found

RECOMMENDATION FOR LICENSE

[X] NO CHANGES to licensing status recommended

[ ] PROVISIONAL license from **to**

[ ] SUSPENSION of License

[ ] REVOCATION of License

Complaint Details:

Did this complaint result in a serious injury? ☐ Yes ☒ No

Did this complaint result in a death to a child? ☐ Yes ☒ No

Summary of Complaint:

On 4/3/2024, a complainant reported staff Lily L stomped hard on a 2yo child's foot because the 2yo child kicked her.

Licensing Rules Relevant to the Complaint:

109.10(10) Recording incidents: Parents shall be notified on the day of the incident involving a child that includes:Minor injuries.Minor changes in health status.Minor behavioral concerns.Incidents resulting in injury to a child.Shall be verbally notified immediately when there is:A serious injury to a child.An incident resulting in significant change in health status.An incident includes child being involved in inappropriate, sexually acting out behavior.A WRITTEN report, fully documenting every incident, shall be provided to the parent or authorized person. This should be completed by staff that witnessed the incident and retained in child file.Serious injuries and deaths must be reported to the Department within 24 hours.

109.12(2) Center shall have written policy on discipline of children which provides for positive guidance, with direction for resolving conflict and setting of limits.

109.12(2)a Center does not use corporal punishment including spanking, shaking, or slapping.

109.12(2)b Punishment which is humiliating or frightening or causes pain or discomfort is not allowed. Mechanical restrains shall never be used. If part of a treatment plan for a child with a disability, staff shall receive training.

Inspection Findings:

On 4/5/2024, licensing along with an additional DHHS person conducted a visit to Kids Kampus. The following is based upon a face-to-face interview with director/on-site supervisor Celia Smith, a face-to-face interview with staff Kaitlyn R, a face-to-face interview with staff Amy F, a review of internal and external administrative items, and observations while on-site:

109.12(2)a-b Discipline provides for positive guidance, with direction for resolving conflict and setting of limits. Center does not use corporal punishment including spanking, shaking, or slapping. Punishment which is humiliating or frightening or causes pain or discomfort is not allowed. Mechanical restrains shall never be used. If part of a treatment plan for a child with a disability, staff shall receive training. RULE VIOLATED.
- Evidence gathered and reviewed indicated staff Lily L did not follow required child discipline policies and procedures. Video footage of Lily L's body language supported she was frustrated with a 2yo child, grabbed the 2yo child's arm, spanked the 2yo child's bottom, and forcefully grabbed the 2yo child's arm pulling the child closer to her. Video footage showed Lily L make a stomping motion on the 2yo child's leg/foot several times. When the 2yo child attempted to walk away, staff Lily L was observed on video footage grabbing the 2yo child by both arms, bending down getting into the 2yo child's face, and then slapping the 2yo child on the cheek causing the child to cry.
- One staff discussed how recently staff Lily L would tell the children to "shut your mouth" and tell the children to say it to their friends. That staff also reported if a child hit another child, staff Lily L would tell that child to hit back. The staff acknowledged telling management about this.
- Management reported a staff is no longer employed at this center.

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- While management completed an internal note of response, a written incident report had not been completed and/or given to the 2yo child's parents. On 4/5/2024, licensing and management reviewed incident reporting requirements. Management agreed to complete a written incident report and provide to the 2yo child's parents.

Special Notes and Action Required:

Please review with all staff rule 109.8(2)d which states "...Every child-occupied program room shall have supervision present in the room. Brief absences of a staff member may be allowed for no more than five minutes when another staff person is present..." Video footage reviewed showed that during part of the above incident, staff Kaitlyn R stepped out of the 2yo room for a brief absence to which no one could recall the reason. Please provide documentation

Please review with all staff rule 109.10(16) which states "...Assigned staff and volunteers shall provide careful supervision..." Video footage reviewed showed staff Amy F located at a 2yo room table within very close proximity to the incident. Staff shall not only be engaged in activities with the children but also provide careful supervision to children throughout the entire room being able to intervene if needed.

Please review with all staff rule 109.7(1) which states "...Required training within the first three months of employment..." On 4/30/2024, Ms. Smith indicated all staff needing to complete any required trainings have done so.

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Within 30 days of receipt of this report, please provide written documentation as to how each staff received additional orientation and training on child discipline, active supervision and rules, policies and procedures. Licensing strongly recommends you reach out to Child Care Resource and Referral (CCR&R; phone 866-324-3236) for assistance with staff orientation and training needs.

*Note: If you are the Child Care Center Director and you feel something is unclear or unjustly cited, please contact your DHHS 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 DHHS Licensing Consultant to inquire.

Consultant's Signature: **Date:**

Amy Lyons 05-02-2024