Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: Kids Company Of Clive

Provider No.: 28309

Address: 1306 NW 138th St, Clive, IA, 50325

County: Polk

Director's Name: Emily Clayton and Amanda Holdmeyer

On-Site Supervisor: Sky Larson

Phone Number: 5152230204

E-Mail: eclayton74@yahoo.com
Info@kidscompanyinc.com

HHS Visit Date: 10/22/2025

Licensing Period: 12/01/2025 to 12/01/2027

Fire Inspection:

Date Inspected: 03/13/2024

Comments: Clive Fire Marshal. State licensing requirements are that these inspections be completed at least every three years. The city of Clive typically do these inspections annually.

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

- [ ] Accrediation

Program Duration:

- [X] Year-Round
- [ ] School Year
- [ ] Summer Only

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Program Population Served:

- [ ] Infant(0-<24 Months)
- [X] Toddler
- [X] PreSchool
- [X] School Age
- [ ] All Ages

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	0	37	87	0	124
Summer					0

1. Basic Overview

A licensing inspection was conducted on 10/22/25. Owner/director, Emily Clayton, was present throughout this visit.

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 Clive is family owned and operated. The family also owns Kids Company in Waukee. Emily Clayton and Amanda Holdmeyer are the owners. Emily and Amanda are the acting directors at both family owned programs. The on-site supervisor at this location and the Waukee location if needed is Sky Larson. All individuals meet the requirements for their titles/positions.

This center cares for children that are two years of age through preschool age (five years old) throughout the school year. In the summer months, school-age children are also present. The center uses their own learning curriculum based off of other learning curriculums.

There are a total of nine classrooms. The two two-year-old classrooms rotate between each others' rooms and the seven preschool classrooms also rotate between rooms as there is a different theme/curriculum for each classroom.

During the visit, children were observed in a variety of activities. In two classrooms, staff were observed reading children's books to children. In other classrooms, children were engaged in free-choice play at the different learning stations made available to them. One classroom is now designated as a dramatic play room. Children were observed doing activities around the activity of Halloween. Toys and other equipment are being sanitized daily. Children gave specific answers as to when and how often they wash their hands and where they relocate to for monthly fire and tornado drills. There are currently 62 children enrolled.

2. Identify Observed Strengths of the program

Classroom monthly newsletters are sent out to parents.

There is a Kids Company on the Go Face Book section strictly for staff to communicate with one another through in regards to upcoming events, schedules, etc. There is also a Kids Company Connect Face Book page strictly for parents to communicate with each other. Parents are highly encouraged to participate in special activities.

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The center has a staff recognition program in place to recognize individual staff members for good work. Management holds special events for their staff throughout the year. Management also provides bonuses and gifts to their staff throughout the year. There are a lot of tenured staff and low turnover among staff.

The center has a good working relationship with other community agencies as they participate in food drives, visit elderly residential facilities, participate in Adopt a Family for the holidays, etc.

The center has a good working relationship with the families they serve per the directors.

A security camera system is in place. There is a secure entrance into the center.

Good child-staff interactions were observed in all classrooms.

Enrollment remains steady.

Staff and child files were nicely organized.

The center was clean and nicely decorated.

Kids Company as a whole, just celebrated their 40th anniversary.

Over the past year, the center has purchased a new dryer, replaced the rubber matting surfacing around one main climbing structure, put in new carpet throughout the center, put in a retaining wall outside, and installed some new vanities in restrooms.

3. Identify the aspects that fall below the standard

109.9(1)a: All files contain: Copies of a department criminal history record check form or any other permission form approved by Department of Public Safety for conducting an Iowa or national criminal history record. Copy of a request for child abuse information form, when applicable. Copies of results of Iowa record checks conducted through the SING for review by the department upon request. Copies of national criminal history check results. Any department issued documents sent to the center related to a record check, regardless of findings.
One SING check needs to be further evaluated and have paperwork received.

109.9(1)c: 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 was missing 2024 professional training certificates (hard copies and I - Power were not found).

109.10(1): Medications: The center shall have written procedures for dispensing, storage, and authorization, and recording of all prescription and non-prescription medications. Staff must be over 18 to administer medication. All medications shall be stored in original containers with physician or pharmacist directions. Labels should be intact and stored so they are inaccessible to children and public. Nonprescription medications shall be labeled with the child's name. For every day an authorization for medication is in effect and child is in attendance, there shall be a notation of administration including the name of medicine, date, time, dosage, given or applied, and the initials of the person administering the medication or the reason the medication was not given. For ongoing, long term medications, authorization shall be obtained for a period not to exceed the duration of prescription. Staff shall not provide medications to a child if pre-service/orientation training for medication management has not been completed.
One child also needed to have the Food Allergy Action Form completed by the parents and the child's physician.

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

One record check needs to be further evaluated. The full process was again emailed to the center after the inspection concluded.

One staff file was missing professional development training certificates (hard copies and I - Power). Information on how

to upload training certificates was again emailed to the center after the inspection concluded.

The Food Allergy Action Plan for one child needs to be completed by the child's parents and physician.

5. Special Notes/Recommendations

Radon testing was last tested 7/10/23 - 7/12/23. Four of the nine classrooms were tested. In the future, all nine classrooms should be tested. 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 furnace inspection was completed on 6/18/25.

The center normally contacts with the school district for field trips and transportation needs.

For nutrition, the center provides an AM snack and a PM snack to children. Children/families are responsible for bringing in their own lunches that meet CACFP requirements. The center will sufficiently store lunches as needed. The center has a full kitchen.

I-Power and IQ4K were again discussed at the visit. Staff will need to be linked to this center and then staff must upload training certificates into their profiles.

The HHS Record Check process follow up information was again emailed to the center after the visit concluded.

As mentioned at last year's visit, the photo permission should also be completed annually when child updates are completed. Other alternatives could be to add this information into the parent handbooks or have a separate form that is signed/dated each year.

A new, full, two-year license is recommended. The centers current enrollment is 62 children.

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Date: 10/22/2025

HHS Licensing Consultant: Nate Knepper

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**.