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

Name of Center: ChildServe Developmental Center **Enrollment:** 76 **License ID No. (Reapplications)** 26573

Street: 5609 Greendale RD **City:** Johnston Iowa **Zip** 50131 **County:** Polk

Mailing Address: 5406 Merle Hay RD, Johnston, IA, 50131

Director's Name: Autumn Karmia **Phone Number:** 515-278-2499

On-Site Supervisor(s): Katie King **E-Mail:** AutuKar@childserve.org

Date(s) of Visit: 06-14-2023

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

LICENSING VISITS

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

Signed Application (470-0722) Received X **Yes** **No** **NA** **Date Signed:** 05-03-2021

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

Date Inspected: 06-24-2022

Comments : Johnston Fire Marshal.

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

Financial Type: Profit X Non-Profit NA

Accredition: Accredited NAEYC NSACA X Other NA

Program Serves: X Infants (0-23 mo.) X 2 Years X Preschool-Age School-Age

Get-Well Evening Care X 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	40	24	76		140
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 07-01-2023 to 07-01-2025
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Maggie Gibson, SWIV **Date:** 08-08-2023

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

N/A.

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

An unannounced full-licensing visit was conducted on 6/14/23. The director was present through the entire visit.

Childserve Developmental Center is located in Johnston IA and in operation for several years. The center provides traditional daycare and pre-school; along with providing care for children with special needs. Child Serve developmental Center/Daycare serves children ages six weeks to five (sometimes six if non-school age) years in age. The center is overseen by a Board that consists of the CEO of Child Serve and elected members of the community. Autumn Karmia has been in the director role as of May, 2022 and had been employed with Childserve since approximately 2017. Autumn has a Bachelor's degree in Child, Adult and Family Services. Autumn has prior experience in childcare settings. Autumn meets qualifications to be the Director. Katie King is the On-Site Supervisor, beginning in this position in March of 2020. Katie has a Bachelor's degree in Child and Family Services. Katie has several years experience working in childcare. Katie meets qualifications to be the On-Site Supervisor.

The center converted two classrooms to provide care for children with Autism. The total enrollment for these two rooms is currently at 18 and the age range for children in these classrooms is between three to six years of age. The center uses a higher staff to child ratio for these rooms than what is required for licensing. The hours for these classrooms is from 7:30 am - 5:30 pm, other than on Fridays, the ending hour is 5:00 pm on Fridays. The traditional childcare hours are from 6:30 am - 6:00 pm.

The center utilizes the Creative Learning Curriculum- Gold in their teachings to children. The center is working toward participation in IQ4K at this time.

The center recently completed renovations on the building in 2022; renovations included added walls and hallways to some areas and some classrooms. The director sent a new floor plan and had the rooms measured to ensure correct capacity.

The ABA room is primarily for therapy and not included in the total capacity. The center has a total capacity of 166, however wants to continue to cap their capacity at 140 as the center does not traditionally go over 125 for total enrollment.

Observation of rooms:
The room where a day program for children having been diagnosed on the autism spectrum was observed today to have children ages 4-6. There are therapy goals in place for the children in this program. The staff and children were observed to be engaged in the days activities. The room was filled with age/developmentally appropriate centers and activities.

The 4 year old pre-school class was playing outside; this class room was organized and offered age/developmentally appropriate centers. The daily sheets and monthly schedule were posted along with lesson plans.

The 3 year old class was also playing outside; the classroom was organized, clean and offered age/developmentally appropriate centers. The daily sheets, monthly schedule and lesson plans were available. The lesson plans could be

expanded upon.

Seventeen to 24 mo room was having lunch; which was prepared on site and served in the classroom. This room was in ratio; staff were observed to have nurturing interactions with the children. Discussion was had regarding the process of using , hydrogen peroxide, bleach water, and soap for sanitization and it was agreed review of the practice would need to take place with child care nursing consultants. Daily sheet practice did need reviewed/utilized.

Twelve to 17 month old room was observed during lunch and also with staff reaching a book to the children.

Infant rooms were in ratio. The rooms were observed with good overall center arrangements. Staff were actively engaged with the children. The rooms were clean and organized. Daily sheets/lesson plans were available and utilized.

Nutrition:
The center has an on-site kitchen where meals are prepared and provided in the children's rooms. The center operates with a 4 week rotation of menus and uses CACFP guidelines. The center provides snacks and lunch daily. Weekly menus are posted. Part of 2022-2023 renovations included new appliances and cooking surfaces in the kitchen. Staff are responsible for serving meals/snacks in each room. . Staff were consistently observed to be engaged with serving or helping the children at lunch/snack times.

Health and Safety:
The center has 1st aid kits in the rooms; handwashing guides are posted and were observed to be followed; emergency plans are posted along with documented completed fire/tornado drills having been completed monthly. Radon testing was completed in July 2023 and results indicated rooms were with in recommended levels.

Medication is stored as required/documented as required.

This building continues to complete improvements. There is a certain flow through to the building that may change during the times building improvements are being completed. The rooms were clean/well organized.

Playground:
This center offers a large outdoor play area that accommodates the varying ages/developmental stages for the children attending. The surfacing is rubber padded and was in good condition. The center recently removed some trees and is utilizing a playground canopy for shade. Play equipment appeared in good condition and appropriate for the ages/developmental stages of the children attending. The outdoor play area also included a gardening space.

Transportation:
The center does/not provide transportation.

Administrative records:
The center utilizes electronic records for staff and children. Electronic files for children were read during this visit and found to mostly complete, but for one child file missing physical form information. For emergency purposes, staff have a hard copy of children's emergency information that is maintained in each classroom. The director does not have ready access to staff files, however human resources later provided electronic copies of six staff files; one staff file was observed to need repeated abuse and criminal checks and one staff file reviewed documents submission/request for finger print (national checks) which was made in 2021 but the file did not contain the results of the national inquiry.

This center is working toward completion in IQ4K and is working to attain level II at this time.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

The center participates in ITERS and ECERS. In addition, many if not all staff have been trained in PBIS. All of the full time staff and lead teachers are trained in PBIS. There are programs/training designed to enhance interactions between children and staff and children with the environment.

The center has their NECPA certification.

The Center has engaged in the IQ4S program to build upon quality care for children and incentives for higher/continuing staff education.

Childserve continues to be an approved training organization for professional development.

The center participates in the food program (CACFP).

The center has an integrated setting, serving developing children as well as children with special needs.

The center provides speech therapy, physical therapy and occupational therapy on-site if needed. The center has nursing support staff from the main Child Serve located directly across the street. Childserve now also provides mental health counseling on-site at the centers. The center provides 40-50 sessions weekly for these therapy services. The center provides ABA services in the classroom.

The center uses AEA as well as CCR&R regularly.

There is low staff turnover, especially with the lead teachers. The staff work well together and are invested in the children and in providing quality care. The center has many long term staff, with staff working at this center from between 11 to 20 years.

There is high family satisfaction with the center as reported on quarterly surveys.

There is a secure entrance into the building. Parents are given a code to gain access into the main center areas. All other visitors have to ring a doorbell and be let in by staff.

All classroom staff wear Childserve shirts. Staff pictures and bios are also posted in classrooms.

The center has their own website where additional information about the center can be found. Monthly newsletters are sent out to families.

Two parent-teacher conferences are held each year for families/children; in October and in April.

Monthly staff meetings and lead teacher meetings are held.

Staff are appreciated at the center and each month there is theme for staff appreciation. The center also has Childserve bucks that are handed out to staff if staff are caught going above and beyond. Staff can turn these bucks in for rewards. Once a month the administrative team will push a cart around the center with treats for staff. The center participates in teacher appreciation week and does something daily for their teachers during this time.

The center remolded their space, adding new flooring and walls and paint as well as adding some bathroom space.. The classrooms have good room set up.

The center continues to take pride in providing quality care and services.

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

109.6(6)c: Center repeats Iowa record checks at a minimum of every two years or when aware of additional child abuse or criminal history that occurs.

109.9(1)b: All files contain:A signed copy of DHS criminal history record check or any other permission form approved by the Department of public Safety for conducting an Iowa or national criminal history check. A copy of Request for Child Abuse Information.Copies of the results of Iowa records checks conducted.Copies of national criminal history check results.Any Department-issued documents sent to the center related to records check.
Number not in compliance: 2

One staff file reviewed was needing a repeat child abuse check that had expired 12/2020, state criminal checks (SING) are required every two years.

One staff file reviewed had documented submission of national checks in 11/2021, however did not have documented results to this inquiry.

109.10(1)a: Preschool (for children five years and younger not enrolled in school): Physical exam report submitted within 30 days of admission, was obtained no more than 12 months prior to admission, is signed by a licensed MD, DO, PA, Chiropractor or ARNP, and contains health history; present health status including allergies, medications, and acute/chronic conditions; and recommendations for continued care if necessary.

Number not in compliance: 1

One child file reviewed indicated the need for the child to have an updated physical.

V. SPECIAL NOTES/RECOMMENDATIONS:

The furnace is inspected annually. The agency employs a full-time maintenance staff and outside contractors to assist in maintaining the building being safe and in good repair.

The staff were consistently observed to be engaged with the children and the daily routine/activities. The children were consistently observed to be seeking out staff when needed/along with staff being responsive.

*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.