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

Name of Center: KCE Champions LLC @ Grant Elementary School **Enrollment:** 23 **License ID No. (Reapplications)** 51874

Street: 254 Outlook DR SW **City:** Cedar Rapids Iowa **Zip** 52404 **County:** Linn

Mailing Address: PO Box 186, Van Horne, IA, 52346

Director's Name: Stacy Jones **Phone Number:** 319-488-9025

On-Site Supervisor(s): None **E-Mail:** Stacy.Jones@discoverchampions.com

Date(s) of Visit: 08-25-2023

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

LICENSING VISITS

New Application **Re-Application** X **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: 02-15-2022

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				12	12
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 08-23-2022 to 09-01-2024
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Amy Lyons **Date:** 09-11-2023

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

Not applicable. This site commenced operations on 8/23/2022.

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 @ Grant Elementary School is located inside Elementary 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 @ Grant Community School serves only school-age children. Current enrollment is 23. While enrollment exceeds capacity, there shall never be more than 12 children present on-site at any given time.

Stacy Jones became a Champions multi-site director in July 2023. Ms. Jones has a year experience working in childcare at Champions, a MBA in business administration and participates in child development related training. As of the 2023 annual monitoring visit, this program does not have a qualified on-site supervisor.

On 8/25/23, program space was observed.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

KCE Champions LLC @ Grant Elementary School 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 @ Grant School 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.

Since the last review, the program obtained a new multi-site director Stacy Jones. Ms. Jones has been employed with Champions for over 1 year and is working to build systems of organization as the new director. Management continues to become familiar with licensing guidelines as well as their own policies and procedures.

KCE Champions LLC management discussed how they provide professional staff hiring and onboarding as well as holds regular staff meetings to review policies and procedures while offering support to staff. KCE Champions LLC management discussed how they have a great team of employees that are willing to travel to different sites and help out in various capacities as needed.

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 upcoming school-year.

KCE Champions LCC 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 collaborates well with many community partners including the Cedar Rapids Community School District, Kids on Course, 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 access to products for cleaning, disinfecting and sanitizing.

On the day of the monitoring visit, on-site materials were observed. Staff discussed how much of their materials had been in storage during summer 2023 and continued efforts to set up the program space was underway. Activities observed included after-school greeting/gathering, snack rituals, daily routines, and indoor large gross motor (e.g. scooters, bouncy balls, sit-n-bounce).

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

109.4(3)a: Postings required.
- Numerous postings were either missing or not updated including daily schedule, lesson plans, menu, and consultant posting.

109.6(2): Director or on-site supervisor on-site during the hours of operation or a minimum of six hours of center's hours of operation. Information on on-site supervisor's qualifications is submitted to the consultant prior to employment and is sufficient to make a determination. On-site supervisor meets qualifications or is "qualifiable" with a plan established to meet qualifications.
- The program has no qualified director and/or on-site supervisor present during hours of operation or for a minimum of six hours of the program's operations. Staff did note they were the persons in-charge on the day of the monitoring visit, however, insufficient information has been received to determine if both or either are qualified and/or qualifiable.

109.6(6)d: Center repeats national criminal history checks at a minimum of every four years or when aware of additional history that occurs.
- Staff files reviewed (DC hire date 5/5/2023; MS hire date 4/10/23) lacked documentation of completion of the federal record check process.

109.7(1): All staff (within first 3 months of employment) required trainings within 90 days of hire.
- Staff file reviewed (DC hire date 5/5/2023) lacked documentation of completion of first-aid and CPR.
- Staff file reviewed (MS hire date 4/10/23) lacked documentation of completion of first-aid, CPR, UP, MCART, and Essentials.
- No staff on-site had documentation of current first-aid and CPR training.

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.
- Staff files reviewed (DC hire date 5/5/2023; MS hire date 4/10/23) lacked documentation of completion of a physical exam with TB screening and testing.

109.9(2)b: All files contain sufficient information and authorization to allow the center to secure emergency medical and dental services at any time child is in center's care.
- Child file reviewed (FM) lacked parental signature and date.
- Child file reviewed (HL) lacked completed name, address, and phone number of doctor and dentist as well as emergency hospital preference.

109.10(15)a: Emergency Plans
- Written emergency plans were not found to be on-site on the day of the monitoring visit.

109.10(15)b: Emergency instructions, phone numbers, and diagrams for fire, tornado, and flood shall be visibly posted and documented at least once a month for fire and tornado. Records shall be maintained for current and previous year.
- Monthly fire drill, monthly tornado drill and monthly outdoor play area inspection documentation was not found for previous or current school-year.

109.11(3)a: Center shall ensure that: Facility and premises are sanitary, safe, and hazard free.
- Food surfaces were not cleaned and sanitized prior to snack.
- Children did not engage in hand washing prior to after-school food/snack routines commencing.
- Program's mini refrigerator/freezer shall be cleaned out and thermometer added.
- Children's personal items shall be stored separately and off the floor to help with sanitation and prevent the transmission of illness as well as possible insects (e.g. lice, bed bugs).

V. SPECIAL NOTES/RECOMMENDATIONS:

Please note an administrative change. Total capacity of this program has decreased to 12. Staff denied having access to the school cafeteria and school gymnasium every day M-F during childcare hours. Staff also lacked keys to be able to access the school building including cafeteria and gymnasium. Since the last review, the program does have access to both sides of the school portable and "Kids on Course" are using a portion of the Champions side of the portable to store items (e.g. large wooden desk, cabinets) which is not allowed to be counted in usable floor space.

During the 2023 monitoring visit, licensing discussed with staff the requirement of a monthly fire drill, monthly tornado drill and monthly outdoor play area inspection as well as several other items. Staff did not know these items needed to occur and/or be documented each month. Licensing understands the 2023-2024 school-year just commenced and this site has resumed operations again after being closed for summer break. However, the lack of program space preparation and staff orientation before commencing again is concerning. Management needs to conduct a walk-through of each site prior to reopening after each extended break to ensure proper placement of materials/furnishings, ensure required postings are up, ensure all staff are oriented to the location/building, and so on. This is particularly needed when there are new staff (e.g. brand new to licensed childcare, brand new to Champions' policies and procedures).

A referral to Child Care Resource and Referral (CCR&R) for technical assistance has been made.

Corrections to this report (e.g. scan/email documentation, photographs) shall be forwarded to licensing in their entirety within 90 days of receipt of this report. Failure to do so may impact the status of your license.

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The program's license remains in full status. 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.