Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: CAM Cubs Childcare (South)

Provider No.: 52588

Address: 207 E 6th ST, Massena, IA, 50853

County: Cass

Director's Name: Brittani Richards

On-Site Supervisor: Mackenzie Boos

Phone Number: 7127460472

E-Mail: camcubschildcare@gmail.com

HHS Visit Date: 11/03/2025

Licensing Period: 09/01/2024 to 09/01/2026

Fire Inspection:

Date Inspected: 08/13/2024

Comments:

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

Quality Rating: 1

- [ ] Accrediation

Program Duration:

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

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Program Population Served:

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

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	16	25	12	12	65
Summer					0

1. Basic Overview

An unannounced licensing visit was made to CAM Cubs South on 11/3/25. This is a new center located in The Messena Elementary School. The center opened on September 3, 2024. Child care is provided to children infant age to school age Monday through Friday 7:00 AM to 5:30 PM. Brittani Richards is the director. She is also the director of CAM Cubs North in Anita, Iowa. Brittani became the director on 5/5/25. She has associate's degrees in early elementary education and business. She is working on her bachelor's degree in early education. She has worked in child care for about four years. Mackenzie Boos is the on-site supervisor. There are 30 children enrolled. Mackenzie met with me during my visit and I talked with Brittani on the phone on a later date.

Observation of rooms:
There are three programming rooms - Infant room, Toddler/preschool room, and school age room in the cafeteria. The previous director was given information on ratio and age of separation of children and the information for an exception to policy. The program rooms look nice and have a fun variety of age and developmentally appropriate toys and equipment. The high school art class painted fun murals of tress, birds, animals, a rainbow etc. on the walls of the programming rooms. Bathrooms are located across the hall. Staff will escort children to the bathroom. The center uses the Brightwheel child care app. The daily sheets looked good. In the six weeks - to two-year-old room, there were six children and three staff. There were a variety of toys in the room. The staff were attentive to the children's needs. One staff member did not wash her hands between diaper changes. Near the fence/partition between the programming area and the kitchen was a shelf that had the three-step bottles setting out. This is a health and safety hazard as it would have been within reach of the children if they reached above the gate. Mackenzie moved the bottles once they were pointed out to her. The preschool room has fun activity centers. Preschool serves two- to four-year-old children. There were seven children and two staff present when I was present. It was naptime. Staff were attentive to the children's needs when trying to get them to sleep. The room has the children's art posted on the wall. Teachers make the lesson plans but the center uses Scribble Story software for the preschool. The school age room wasn't in use at the time of my licensing visit as the children were in school. Make sure you have lesson plans for school-age children.

Nutrition:
The center has a small kitchen. Breakfast, lunch and snacks are prepared onsite. A staff member comes in to prepare the meals and provides breaks for staff. The kitchen consists of a microwave, wall oven, crock pot, and hot plate. The center is on the federal food program. Proper food storage was observed. Thermometers were in the refrigerator/freezer. Menus are posted on the Brightwheel app, but parents are provided with a hard copy if they ask.

Health and safety:
The fire/tornado drills were practiced and documented. Bleach/water is used for sanitizing and disinfecting. They are using the three-step bottle procedure 1. Soap/water for cleaning 2. Water for rinsing and 3. Your EPA and child care approved

product for sanitizing and disinfecting. Make sure you follow the directions on your specific bottle of bleach for mixing instructions or on the product website. Bleach/water must be mixed daily. The bleach is dumped at night and the opener makes the new bleach water in the morning. The center follows medication management procedures when a child is prescribed medication. Toys are sanitized twice a day, once at naptime and at the end of the day. The building has all electrical appliances. Since you are in a school the Department of Education is responsible for radon testing and DHHS licensing doesn't need to monitor radon testing.

Playground:
The center has a small playground for their children, but the goal is to build a better and safer playground. Pea gravel is used for surfacing. The center completes the monthly playground safety inspection.

Administrative records:
Staff files were read and were in excellent order. Three children's files were read. One needed a dentist listed and did not have a physical exam. Brittani will have staff meetings on a regular basis and maintains daily contact with staff. The center is IQ4K Level 1. The center will apply for grants. The center uses Brightwheel for daily sheets and all communication needs.

2. Identify Observed Strengths of the program

Brittani is very enthusiastic and proud of the center. Staff had excellent interactions with the children. They were positive and nurturing. The center is a wonderful resource for the community. Brittani applies for grants and the goal is to help build a new playground. They also use fundraising money and grant money on whatever is the biggest need for the center. Brittani believes their strengths are their communication with parents as well and their communication with the children. Brittani accesses Child Care Resource and Referral and the Child Care Nurse Consultant for help, as needed. Brittani said she is not afraid to reach out for help.

3. Identify the aspects that fall below the standard

109.9(2)i: 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, Chiropractor, PA, or ARNP, and contains health history; present health status including allergies, medications, and acute/chronic conditions; and recommendations for continued care if necessary.

109.10(5): Staff hand washing: The center shall ensure staff demonstrate clean personal hygiene sufficient to prevent or minimize the transmission of illness or disease

109.11(2)a: The center will provide sufficient and safe indoor play equipment, materials, and furniture. It must meet the developmental, activity and special needs of the children.

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

5. Special Notes/Recommendations

A full license is recommended for9/1/24 to 9/1/26.

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109.10(5): Staff hand washing: The center shall ensure staff demonstrate clean personal hygiene sufficient to prevent or minimize the transmission of illness or disease. Each infant and toddler shall be diapered in a sanitary manner as frequently as needed at a central diapering area. Staff should wash their hands after diapering each child.

109.11(2)a: The center will provide sufficient and safe indoor play equipment, materials, and furniture. It must meet the developmental, activity and special needs of the children. There were three bottles left setting on a stand near the fence/partition. An older child in the infant room would have been able to reach the bottles if they stood next to that part of the fence. It was a health and safety hazard.

Date: 11/07/2025

HHS Licensing Consultant: Tausha Bottorff

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**.