Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: Noah's Ark Child Development Center

Provider No.: 18197

Address: 1755 Delhi ST, Dubuque, IA, 52001

County: Dubuque

Director's Name: Jenifer Montgomery

On-Site Supervisor: none

Phone Number: 5632037204

E-Mail: Director@NoahsArkDBQ.com

HHS Visit Date: 03/12/2026

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

Fire Inspection:

Date Inspected: 04/28/2026

Comments: Owl room (school age) addition also approved by fire inspector on 4/28/26.

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

Quality Rating: 2

- [ ] Accrediation

Program Duration:

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

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HOURS:	*Year-round*	*School-Year*	*Summer Only*
Sunday			
Monday	7:30 AM to 5:00 PM		
Tuesday	7:30 AM to 5:00 PM		
Wednesday	7:30 AM to 5:00 PM		
Thursday	7:30 AM to 5:00 PM		
Friday	7:30 AM to 5:00 PM		
Saturday			

Program Population Served:

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

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	22	20	27	43	112
Summer					0

1. Basic Overview

An unannounced off year visit was completed at this center on 3/12/26. The center director, Jenifer Montgomery, along with other staff were present. Jenifer is qualified with a bachelor's degree in elementary education, a master's degree in educational administration, two years of elementary school teaching, five years of middle school teaching along with administration duties, and now as director of this program since 2019. The center is owned and operated by the Holy Trinity Lutheran Church as an outreach mission. The program is governed by a voluntary board of directors made up of church members, parents, and community members. The program uses space on the lower level of the church building. The program does participate in the Iowa Voluntary Preschool Grant Program. The center director states the center uses the Experience Curriculum (Brightwheel) for the center, and the four year old prek program uses whatever is required by the school district which may change from year to year. The center will provide care for school age children during the summer. The center reports enrollment of 61 children at the time of the visit.

The center currently includes the following licensed space: Hippo room (two/three year old children, formerly the "nap room", adjacent to the church fellowship hall area), monkey room (infants zero to approximately nine months), lion room (three/four year old preschool and child care), giraffe room (four/five year old preschool and three to five year old child care), bear room (approximately nine months to 15 months), crocodile room (15 through 23 months), turtle room (younger two year old), and cheetah room (school age, currently not set up for child care at the time of the visit). Program rooms appeared organized and continue to be very well stocked with accessible materials to support program needs. Learning/activity center arrangements included; books, dramatic play, arts/crafts, puzzles, manipulatives, music/listening, writing, table toys, games, sand table, and blocks. The giraffe, hippos, and turtle rooms include adjacent restroom areas. The hippos, crocodile, monkey, bear, and turtle rooms include a diaper station within the program room. Children in the lion room travel a short distance to use hallway restroom areas. All rooms also include at least one sink that is used for

hand washing within the rooms. The infant rooms include a separated food/bottle preparation sink. The center also uses the "Big Room" (the church fellowship hall area on the lower level) for indoor large motor activities. All program space was observed.

The center does not participate in the CACFP. Morning snack, lunch, and afternoon snack are served at the center. Snacks are provided by the parents on a rotating basis for the preschool programs. The center provides snacks for the child care portions of the program. The center now provides lunch which is catered from a local grocery store that is IDPH licensed. Parents pay an extra fee for lunch. The center director is aware of the CACFP requirements and that meals/snacks from home have to be supplemented by the center if they do not meet those requirements. The center utilizes a kitchenette area on the lower level for their food storage and food preparation activities. This area is highly organized. The church's main kitchen is used for dish washing. The kitchen areas appear clean and are highly organized.

2. Identify Observed Strengths of the program

This center continues to be managed by a qualified and highly motivated director. The staff are also qualified and many have been with the center for a long period of time. The staff continue to work well together, and the center director states the center has not experienced a lot of staff turn over. The center continues at level two IQ4K. The center director states the center participates in the WAGES program, and some staff participate in the TEACH program. The center reports a highly supportive relationship with the church and its membership. The center/church offers scholarship opportunities for child care. The program rooms are bright with windows, large, generally organized, and well supplied. Books are displayed nicely for the children and are relevant to the current themes/activity planning for the program. Hallway areas continue to be decorated with the children's projects. The staff were once again observed to be highly engaged in activities with the children in all program rooms. Daily notes are completed for all children who attend the center. The center includes an art/prep room for the staff. Child and staff files and other licensing information continue to be highly organized, and the center uses a tracking system to ensure file compliance. A separate hand washing sink has been added to the kitchenette area since the last licensing visit. The attention to detail for every aspect of this program does not go unnoticed.

3. Identify the aspects that fall below the standard

109.12(4)b: Each infant and toddler shall be diapered in a sanitary manner as frequently as needed at a central diapering area. Diapering, sanitation, and hand-washing procedures shall be posted and implemented in every diapering area. There shall be at least one changing table for every 15 infants.
1. Review diaper changing procedures with staff as they are posted. Staff shall get out just the materials needed for the diaper change before starting, and staff shall remember to wash hands after cleaning the diaper station.

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

N/A

5. Special Notes/Recommendations

Targeted Assessment: Behavior Management
I discussed with the center director oversight of behavior management related to helping childcare staff: 1) Understand expectations, 2) managing frustrations, 3) monitor performance.
The center director provided the following responses:
1)Organizational policies are clearly written and require an employee signature to verify understanding and agreement. Staff participate in state required training throughout their employment and I monitor compliance of this training. Additionally direct training is provided to staff as they are hired, annually and as needed. In the staff lounge we have a lending library of materials geared toward specific behavioral challenges that are commonly encountered in classroom settings based on different developmental stages. We also have a shared classroom resources area in the library where teachers can find material to use in the classroom. Materials our center commonly uses include, “Behavior Buddies Book Collections” “Best Behavior Series” and “Love and Logic”.
We also have visuals throughout the building to help both students and teachers with emotional regulation strategies, predictable routines, enforceable statements, and positivity worded expectations.
2)I intentionally staff each classroom with lower ratios so that there are primarily at least two staff in classrooms as a

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strategy to provide a higher quality of care for children. Working with another person in the classroom allows the staff to have support in recognizing frustration and problem solving in the moment. Maintaining a low classroom ratio is a proactive strategy I use to help staff respond with de-escalation and to allow flexibility for a staff to take a personal breather if needed without leaving a room out of ratio. Additionally, a few years ago I implemented a “five minute rule” where if there is a problem that classroom staff has been trying to solve that remains unsolved, the staff is to contact administration for additional support. We ensure there is an administrator on site, out of ratio at all times. This strategy allows the classroom teachers to effectively manage their responses, knowing they have a backup support to call and also allows them to continue providing adequate supervision.
3)To monitor staff skills and expectations, I keep written records in personnel files. Additionally, I have administrative level staff who are actively in the classrooms working alongside staff who model skills and expectations. The center’s employee handbook requires an annual review process and outlines a process if there are concerns regarding non compliance with employee expectations.
I am hands on within our center and work hard to provide support to staff before behavioral challenges with children escalate. I have an open door policy and meet regularly with staff, along with annual reviews.

The center is adding an additional room to the licensed space for the center. The owl room will be used for school age child care and can have a maximum of 23 children. Fire inspection approving this space received on 5/8/26. Report can be completed.

The center was reminded of allowable age combinations. Two year old children may not be combined with four year old children, and three year old children may not be combined with school age children unless under the very specific rule 109.8(2)h for the very beginning and/or end of the day with only the number of children and staff present at the center as defined by the rule.

1. Monitor and adjust refrigerators that are not maintaining temperature of 40F or below and freezers that are not maintaining temperature of 0F or below. Refrigerator in the bear room was observed to be above temperature.
2. Ensure nothing blocks either side of the door between lion and crocodile rooms at any time. This pathway shall remain free and clear at all times.
3. Ensure all food service surfaces are properly cleared, cleaned, and sanitized immediately prior to use as required.
4. Procedures for standing diaper changes were reviewed with the center director.
5. Ensure cots are spaced at least two feet apart during rest time.

The center will continue with a full license. Please address the violation(s) and/or concern(s) noted in the report so that corrections are obvious and ensure that items remain in compliance. This report does not require a written response. Thank you.

Date: 04/29/2026

HHS Licensing Consultant: Heidi Hungate

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**.