Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: Busy Bee Early Learning Center

Provider No.: 50440

Address: 2650 10th St, Marion, IA, 52302

County: Linn

Director's Name: Jennifer Johnson (co-owner and director)

On-Site Supervisor: Laura Edaburn (co-owner and director); Taylor Klemann; Mackenzie Croxell.

Phone Number: 3194471061

E-Mail: elcbusybee@outlook.com

HHS Visit Date: 10/16/2025

Licensing Period: 10/31/2024 to 10/31/2026

Fire Inspection:

Date Inspected: 11/08/2024

Comments:

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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HOURS:	*Year-round*	*School-Year*	*Summer Only*
Sunday			
Monday	6:30 AM to 6:00 PM		
Tuesday	6:30 AM to 6:00 PM		
Wednesday	6:30 AM to 6:00 PM		
Thursday	6:30 AM to 6:00 PM		
Friday	6:30 AM to 6:00 PM		
Saturday			

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	14	6	24	5	49
Summer					0

1. Basic Overview

Busy Bee Early Learning Center (ELC) - DBA (JLJA INC) commenced operations on 1/2/2019. The center was purchased from the previous owner by two employees who had been employed at that program for over 20 years.

Co-owners and co-directors of Busy Bee ELC are Jennifer Johnson and Laura Edaburn. Ms. Johnson has a CDA in early childhood education, has a plethora of experience working with children, and continues to participate in annual professional development. Ms. Edaburn has a BA degree in early childhood education, has a plethora of experience working with children, and continues to participate in annual professional development. On-site supervisors are Taylor Williams and Mackenzie Croxell. Each on-site supervisor has at least 5 years of experience working with children and continues to participate in annual professional development.

On 10/16/2025, building, grounds and program space were observed to be in good repair. Since the last review, a separate outdoor infant-toddler play area was established and some new flooring was installed. Primary programming occurs in age specific classrooms with a private preschool opportunity built into the day. Children easily have access to restrooms and hand washing facilities. During the month of this monitoring visit, the areas of study included community, fire safety, pumpkins, shapes and Halloween. Evidence of previous days' curriculum included nicely displayed child artwork (e.g. 2yo room apple artwork). Curriculum on the day of the monitoring visit allowed for a variety of play experience (e.g. 3yo go fishing, sensory with pumpkins, matching games, puzzles, building with blocks, imaginative play) that were observed to peak child interest as well as encourage social emotional growth, innovation and child choice. On 10/16/2025, staff were observed to be in ratio and actively engaged with the children in a variety of activities that included infant cares, carrying out curriculum, food rituals, and routine transitions. Children appeared comfortable with staff and to be enjoying the day.

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2. Identify Observed Strengths of the program

The mission of Busy Bee ELC is to provide a "...safe, nurturing, and developmentally appropriate learning environment for ages 6 weeks to 5 years..."

Busy Bee ELC sponsors a private social media page.

Busy Bee ELC's owners Ms. Johnson and Ms. Edaburn are local entrepreneurs invested in children and the community. Busy Bee ELC's management team (e.g. Ms. Johnson, Ms. Edburn, on-site supervisors) continues to have a system of organization in place to help ensure administrative items are completed and maintained in a secure manner. The management team remains knowledgeable of licensing guidelines as well as their own program's policies and procedures. On 10/16/2025, Ms. Johnson and Ms. Edaburn discussed having a seasoned, reliable, great team of staff who are innovative, enjoy working with children and who support each other and their enrolled children and families. Staff throughout the classrooms reported celebrating 19 years, 5 years and 3 years of employment with this early learning center. Staff also expressed a genuine happiness with being part of the Busy Bee ELC team.

As of 10/16/2025, Busy Bee ELC was again found to be maintaining the required postings, maintaining parent-staff-program information centers, utilizing technological communication resources, and offering family programming activities. Curriculum is theme-based encompassing learn through play, teacher-inspired ideas, social skills, enrichments, and kindergarten readiness. Busy Bee ELC also offers guest speaker events, program-family conferences, fundraising opportunities, and seasonal/holiday celebrations.

Busy Bee ELC continues to have and update as needed policies and procedures that include those for safety, daily health checks, hand washing, cleaning, sanitizing and disinfecting. On the day of this monitoring visit, staff discussed how they help ensure the children's space is sanitary and hazard free each day by following their current policies and procedures as well as maintaining checklists for cleaning and maintenance. On 10/16/2025, the proper labeling of chemicals (e.g. name, instructions, dilution, dwell time) throughout the entire center was noted as being meticulously complete.

Busy Bee ELC has emergency plans, policies, and procedures in place which are annually reviewed and updated as needed. Busy Bee ELC has successfully navigated through flooding events (2008 historic Linn County flood), 2019 winter Polar Vortex, 2019 health (covid-19) pandemic, 8/10/20 Derecho Storm, 2021 food supply issues, 2022 infant formula shortages, air quality alerts (2023, 2025), and repeated technology outages (7/19/24 global technology outage, 10/10/2025 AWS outage, 10/29/2025 Microsoft outage).

3. Identify the aspects that fall below the standard

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

Not applicable.

5. Special Notes/Recommendations

Child file review found one child (CH) had a medical note written on the annual physical exam. Please ensure a written medical care plan is obtained as well as any required accommodations (e.g. equipment, medications) be present when the child is in attendance.

The program's license remains in full status. Thank you for the visit.

Date: 11/03/2025

HHS Licensing Consultant: Amy Lyons

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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**.