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

Name of Center: KCE Champions LLC @ Truman Early Learning Center **Enrollment:** 25 **License ID No. (Reapplications)** 51885

Street: 441 W Post RD NW **City:** Cedar Rapids Iowa **Zip** 52405 **County:** Linn

Mailing Address: PO Box 171, Palo, IA, 52324

Director's Name: Bethany Bree Hogue **Phone Number:** 319-432-3608

On-Site Supervisor(s): Cheryl Mayfield **E-Mail:** Bree.Hogue@discoverchampions.com SSous@discoverchampions.com

Date(s) of Visit: 01-02-2025

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: 09-17-2024

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 X 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			106	10	116
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 09-01-2024 to 09-01-2026
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Amy Lyons **Date:** 01-15-2025

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

Not applicable.

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

In 2022, KCE Champions LLC opened several licensed childcare programs in Linn County. Specifically, KCE Champions LLC @ Truman Early Learning Center commenced operations on 8/23/2022. KCE Champions LLC @ Truman Early Learning Center is located inside the Truman Early Learning Center which is part of the Cedar Rapids Community School District. The program primarily operates Monday through Friday before and after preschool school hours 6:30am to 6:00pm (current full days of preschool M-Thurs, with no preschool and full days of childcare on Fridays). 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 @ Truman Early Learning Center serves primarily preschool-age children but has the ability to also serve school-age children as needed. Current enrollment is 25.

Multi-site regional manager Setara Sous has a BA in criminology, has 6 years experience working within this childcare corporation, participates in child development related training and been director qualified since January 2024. Multi-site director Bethany "Bree" Hogue has been with the program since operations commenced in 2022. Ms. Hogue is completing an AA degree in early childhood education, has several years of experience working in children, and continues to participate in much child development related training. On-site supervisor (OSS) Cheryl Mayfield has been in the role since December 2024. Ms. Mayfield has experience working with children and continues to participate in much child development training.

On 1/2/2025, program space was observed.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

KCE Champions LLC @ Truman Early Learning Center 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 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.

Management (e.g. regional manager Setara Sous, multi-site director Ms. Hogue, OSS Ms.Mayfield) has systems of organization in place to help ensure administrative items are completed and maintained as required. Management is knowledgeable of licensing guidelines as well as their own policies and procedures. Management has reported holding regular staff meetings to review rules, policies and procedures.

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. Prior to each school-year commencing, KCE Champions LLC sponsors a "Champions Family Night" at a local park with food and various activities including face painting to welcome new and returning families to the upcoming school-year.

KCE Champions LCC curriculum focuses on six content areas that research shows enhance preschool-age children's growth and development as well as help build the essential skills needed to be successful in 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 and healthy eating are also part of operations. Summer/extended breaks curriculum is also enhanced with guest speaker events and off-site field trips (e.g. local nature center, local parks). Ms. Mayfield talked about how the program has daily indoor access to two classrooms (Red Room and Green Room) and school gymnasium.

KCE Champions collaborates well with many community partners including the Cedar Rapids Community School District, 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 food service personnel prepare and provide all food items for the childcare program. The school kitchen is inspected at least annually by the health department. There is an AED onsite.

Each KCE Champions LLC location has emergency plans, policies, and procedures in place which are annually reviewed and updated as needed. The program has successfully navigated through 2022 food supply and infant formula shortages, 2023 air quality alerts and 7/19/24 global technology outage.

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 policies and procedures in place for hand washing, cleaning, sanitizing and disinfecting.

On the day of the monitoring visit, staff were nurturing and attentive to the children's needs. Area of study is "In the Winter". Activities observed included full-day winter break programming with self-selected play experiences (e.g. building materials, crafting, imaginative play items), group circle discussion and indoor large gross motor play (e.g. soft puffy group "snowball fight"). Routine transitions (e.g. clean-up, restroom breaks, face-to-name checks) worked smoothly into the day's programming. Staff were actively engaged with the children, provided positive redirection when needed and encouraged the use of social graces. Children appeared comfortable with staff and to be enjoying the day.

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

109.6(6)c: Record checks
- Staff file reviewed (FL) lacked documentation of federal record check results.

109.11(7)c: All centers: Annual inspection prior to heating season of all fuel-burning appliances to reduce risk of carbon monoxide poisoning and shall install one carbon monoxide detector on each floor that conforms to UL Standard 2034.
- A UL Standard 2034 carbon monoxide detector was not found to be in use at the time of the annual visit.

109.12(5)b: Diapering, sanitation, and handwashing procedures posted and implemented in central diapering area.
- Diapering procedures and/or changing a pull-up procedures were found to not be posted in the central diapering area.

V. SPECIAL NOTES/RECOMMENDATIONS:

The annual all fuel burning appliance inspection documentation indicated it was last completed on 1/11/2024. Please note it is very close to needing to be completed again.

Ensure postings are updated including the food menu (e.g. foods on full days of childcare, snacks) and lesson plan. Please ensure the posted lesson/curriculum plan has the current week's dates on it rather than just a week with number(s). To do otherwise, makes it difficult to know if the posted lesson/curriculum plan is current.

Continue to collaborate with the school district regarding maintenance of the outdoor playground (e.g. chipping/rusting equipment, power washing of outdoor equipment). If areas of the outdoor playground become unsatisfactory, the childcare shall refrain from accessing those areas until remedies are made.

Please note an administrative change. Capacity has decreased to 116. During the 2024-2025 school-year, KCE Champions LLC @ Truman only has guaranteed daily usage of two classrooms and the school gymnasium.

It is beneficial to note, Child Care Resource and Referral (CCR&R) and the nurse consultant are excellent resources to access training opportunities and support in the area.

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.