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

Name of Center: A to Z Learning Center & Day Care-Waterloo Univ. **Enrollment:** 180 **License ID No. (Reapplications)** 21616

Street: 3243 University Ave **City:** Waterloo Iowa **Zip** 50701 **County:** Black Hawk

Mailing Address: 3243 University Ave, Waterloo, IA, 50701

Director's Name: Chris York **Phone Number:** 319-232-2624

On-Site Supervisor(s): Melissa Fischer **E-Mail:** AtoZ3243@hotmail.com, atoz4828@gmail.com

Date(s) of Visit: 08-21-2024

Licensing Visit X **Unannounced Visit** X **Off Year Visit** **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: 10-17-2023

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: Accredited NAEYC NSACA Other X NA

Program Serves: X Infants (0-23 mo.) X 2 Years X Preschool-Age X School-Age

Get-Well Evening Care X 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	39	18	46	42	145
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 09-01-2023 to 09-01-2025
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Becky Frost **Date:** 08-27-2024

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

N/A

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

On 08/21/24 I made an unannounced off year licensing visit to A to Z Learning Center and Day Care on University Avenue in Waterloo. I met with Melissa Fischer, the on-site supervisor. Ms. Fischer has a BA in social work and has been employed by A to Z since May 1997. She has obtained her National Administrator Credential (NAC). Tricia Paeper is her assistant and is in charge when Ms. Fischer is away. She has been with the program since April 2012. Chris York is the executive director of the A to Z centers. There are 28 staff members employed by the center.

The center operates out of a free-standing building. The program operates Monday through Friday from 5:30 am until 6:00 pm. It serves infants through school-age children. The program offers a preschool program for three-year-olds, four-year-olds and five-year-olds during the school year that operates from 9:00 am until 12:00 pm Monday through Friday. There are currently 159 children enrolled at the center.

The program utilizes the following classrooms: infants (Bear Cubs), toddler room (Ducks, 12-18 months), Doodle Bugs (18 months and young two-year-olds), Teddy Bears (two-year-old room), Jungle Friends (three-year-old room), Dinosaurs (four-year-olds), Sea Creatures (five-year olds)/Clowns (school-aged children) share a room. An inspection of each room was completed. Windows provide natural lighting for all the rooms except for the Dinosaur room, where artificial lighting is used. The rooms are decorated with pictures of the children, the children's art projects, and posters to assist the children with the learning process, such as the alphabet, shapes, colors and numbers. There is an area for circle time in each room.

The centers observed on the day of the licensing visit include library, Lego/blocks, table toys, games, puzzles, transportation, computers, art, dramatic play, writing, math, science/discovery, woodworking, sensory table, magnets, Play-Doh, and music. Centers were arranged in a manner that allowed easy movement between activities, but it also allowed for clear supervision by staff members. Materials were in good condition. In the Jungle Friends room there is a blue vinyl couch that is torn. Once the foam is exposed it is unable to be properly sanitized. You must repair or remove this. The materials are located at child level, so they were easily accessible to the children.

I observed or discussed diaper changes in the rooms where they occurred. In the Ducks room the staff member left her gloves on through the entire process. This also occurred in the Teddy Bear rooms. Gloves are considered soiled and must be removed prior to putting on the new diaper and dressing the child. In the Teddy Bear room, the staff member did not immediately wash the child's hands following the diaper change. Additionally, she did not clean the changing table with soap and water prior to the bleach and she wiped the bleach off immediately. The bleach must sit on the changing table for the dwell time indicated on the product bottle for it to be effective. Ms. Fischer states the staff member in the Teddy Bear room just started. I recommended a training on diaper changes. There are two powders in the infant room. These cannot be used on children because they are considered asthmatic triggers.

You must post the diaper changing procedures near the changing table in the Teddy Bear room. In the Sea Creatures/Clowns room you must re-post the handwashing procedures near the sink in the girl's bathroom. It was sitting on a shelf and it just appears it needs new tape.

The center uses a variety of resources to develop lesson plans. The curriculum is well-balanced and provides a variety of activities to meet the physical, emotional and developmental needs of the children. Activities are based on weekly themes. The themes are the same throughout the center (except the school-age room) and each teacher prepares lesson plans with age-appropriate activities for their class. A lesson plan was available in each room.

There was a phone with emergency numbers and the center's address and phone number in the classrooms. Emergency fire and tornado procedures and evacuation diagrams were posted by the main program and outdoor exits throughout the center. A daily schedule was posted in each room.

The center partners with Central Rivers AEA to provide the children with hearing screenings and the Lion's Club provides vision screenings. They also work with Child Care Resource and Referral (CCR&R).

The center participates in the Child and Adult Care Food Program (CACFP). Jodi Thein is the full time cook at the center. The center provides breakfast, lunch and a morning and afternoon snack. There are four rotating menus. Menus were posted. Allergies are posted. Food was stored according to NHSPS guidelines in the kitchen. There were food items in the Ducks room and Dinosaurs room that were not stored according to NHSPS guidelines. Once food items are opened, they must be stored in a sealed container and be dated. The children are being served their food.

All refrigerators and freezers had working thermometers. The kitchen was observed to be clean and organized. The center uses the three-step method to wash dishes by hand.

The center provides two types of baby formula or parents can provide their own. The center also provides baby food and cereal. Bottles are washed and sanitized in the room. The refrigerator in the infant room has a thermometer and the temperature was running high. The temperature was 54 degrees, and it should be forty degrees or lower. Please keep an eye on this. If it remains high, you may need a new refrigerator. This was noted last year also.

There was a school-age child walking around the playground eating a snack she brought from home. The children must always sit at a table while eating. They should not be walking around the playground or a room with food.

The center uses bleach and water to sanitize the food tables and disinfect the diaper changing tables.

The center uses cribs and cots for naps. There were safe sleep violations observed in the infant room. An infant was sleeping swaddled in a bouncy seat. I informed the staff that children cannot be swaddled while they are sleeping and that children cannot sleep in a bouncy seat. Once a child falls asleep, they must be placed on their back in the crib. The staff did place the child in the crib but left the child swaddled. I informed them that children cannot be swaddled in cribs and a staff member removed the halo sleep sack off the child. I observed several thick blankets in the cribs. Two children were sleeping with these blankets in the cribs. I informed staff members that children under the age of one year old cannot have anything in the cribs with them while they sleep, including blankets and made them remove them. I would recommend safe sleep training for your staff members.

I reviewed documentation of monthly fire and tornado drills. I reviewed documentation of monthly playground inspections. A radon test was completed in October 2022 and is good for two years. Results were within EPA guidelines. The center had a radon mitigation system installed in 2001. The annual fuel burning inspection was completed and no concerns were noted. The program has carbon monoxide detectors in the school-age/Sea Creatures room on the lower level and in the kitchen upstairs. Outlets were protected. The fire marshal inspection occurred on 10/17/23.

The outdoor play area consists of three separate fenced-in areas. Each area uses woodchips for surface cushioning.

The area for the infants, toddlers and two-year-old children has a small piece of climbing equipment with slides, pushing toys, riding toys, and dramatic play equipment. There is a concrete area for riding toys. There is also a grassy area. A canvas provides shade and picnic tables are available.

The second area is for three-year-old children. There is a piece of climbing equipment with slides. There is a castle with a slide on the concrete area. This item has a fall height greater than eighteen inches and is required to be on fall surfacing. I informed them this must be placed on the woodchips or removed. They moved the item prior to me leaving. There is a basketball hoop, dramatic play items, riding toys and playhouses. Trees provide shade and there are picnic tables.

The third area is for preschool and school-age children. There is a large piece of climbing equipment with slides, tunnels and several other activities. There is also a sand pit, monkey bars, and basketball hoops. There is a concrete area and a grassy area for the children. Trees provide shade.

The parent information is located on a bulletin board inside the entrance. The mandatory reporter, childcare consultant and the handbook availability were posted. The license was conspicuously hung. A no-smoking sign was posted at the entrances.

Several staff members have been with the program for several years. Staff members seem to have good teamwork. There were creative art projects hanging on the walls in each room. Staff members provided clear easy to understand directions. In the classrooms they were on the floor holding children on their laps and introducing children to activities. On the playground there was a staff member actively engaged in a game with the parachute with several children. I also observed a staff member playing hide and seek with children. Staff members offered the children choices and encouraged them to use their imaginations. Child friendly music was playing in several rooms. The children appeared to enjoy their time at the center.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

Ms. Fischer states they have several staff who have been with the program for five to ten pounds.

Ms. Paeper states they have a lot of good employees who care about the children.

The center has three staff members using the TEACH program currently and one more will be starting soon. They have several staff members on Wages.

The center makes referrals to Central Rivers AEA so children with identified needs get assistance.

The center is in a secured building.

I observed Ms. Paeper in rooms counting children more than once to make sure rooms stay in ratio.

Ms. Fischer states they have a good summer school-age program. They keep them busy and entertained.

The center provides transportation for the school aged children to five schools in the area: Orchard Hill, Kingsley, Lowell, Cedar Heights and Becker.

There are pictures of staff members posted outside of the classrooms and in the entrance.

Ms. Fischer obtained her National Administrator Credential (NAC).

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

109.12(5)b: Infants diapered in a sanitary manner as needed in central diapering area.One changing table for every 15 infants/toddlers needing diaper changes.Diapering, sanitation, and handwashing procedures posted and implemented in central diapering area.
Additional concerns: I observed or discussed diaper changes in the rooms where they occurred. In the Ducks room the staff member left her gloves on through the entire process. This also occurred in the Teddy Bear rooms. Gloves are considered soiled and must be removed prior to putting on the new diaper and dressing the child. In the Teddy Bear room, the staff member did not immediately wash the child's hands following the diaper change. Additionally, she did not clean the changing table with soap and water prior to the bleach and she wiped the bleach off immediately. The bleach must sit on the changing table for the dwell time indicated on the product bottle for it to be effective. Ms. Fischer states the staff member in the Teddy Bear room just started. I recommended a training on diaper changes. There are two powders in the infant room. These cannot be used on children because they are considered asthmatic triggers.

109.12(5)e: The provider shall follow safe sleep practices recommended by AAP for infants under one year of age:Infants shall always be placed on their back for sleep.Infants shall be placed on a firm mattress with a tight fitted sheet that meets Consumer Product Safety Commission federal standards.Infants shall not be allowed to sleep on a bed, sofa, air mattress or other soft surface. No child will be allowed to sleep in any items not designed for sleeping but not limited to, an infant seat, car seat, swing, bouncy seat.No toys, soft objects, stuffed animals, pillows, bumper pads, blankets, or loose bedding shall be allowed in the sleeping area with the infant.No co-sleeping shall be allowed.Sleeping infants shall be actively observed by sight and sound.If an alternate sleeping position is needed, a signed physician or physician assistant authorization with statement of medical reason is required.
There were safe sleep violations observed in the infant room. An infant was sleeping swaddled in a bouncy seat. I informed the staff that children cannot be swaddled while they are sleeping and that children cannot sleep in a bouncy seat. Once a child falls asleep, they must be placed on their back in the crib. The staff did place the child in the crib but left the child swaddled. I informed them that children cannot be swaddled in cribs and a staff member removed the halo sleep sack off the child. I observed several thick blankets in the cribs. Two children were sleeping with these blankets in the cribs. I

informed staff members that children under the age of one year old cannot have anything in the cribs with them while they sleep, including blankets and made them remove them. I would recommend safe sleep training for your staff members.

109.15(5): Food preparation and storage procedures are consistent with NHSPS.
There were food items in the Ducks room and Dinosaurs room that were not stored according to NHSPS guidelines. Once food items are opened, they must be stored in a sealed container and be dated. There was a school-age child walking around the playground eating a snack she brought from home. The children must always sit at a table while eating. They should not be walking around the playground or a room with food.

V. SPECIAL NOTES/RECOMMENDATIONS:

A full license is issued for the remainder of the licensing period. All DHS licensing standards and procedures must be maintained during the renewal period.

*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.