Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: Multicultural Center

Provider No.: 53194

Address: 215 Edgewood Rd SW , Cedar Rapids, IA, 52404

County: Linn

Director's Name: Kasasila "Kassie" Gloire

On-Site Supervisor: Kasasila "Kassie" Gloire

Phone Number: 3193203367

E-Mail: multiculturalcenter20@gmail.com

HHS Visit Date: 08/26/2026

Licensing Period: 06/08/2026 to 06/08/2028

Fire Inspection:

Date Inspected: 09/10/2025

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	5:30 AM to 5:30 PM		
Tuesday	5:30 AM to 5:30 PM		
Wednesday	5:30 AM to 5:30 PM		
Thursday	5:30 AM to 5:30 PM		
Friday	5:30 AM to 5:30 PM		
Saturday			

Program Population Served:

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

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	20	16	23		59
Summer					0

1. Basic Overview

Multicultural Center commenced operations on 6/8/2026 after an ownership change (formerly Little Cupcakes Child Care, LLC - 39442). The program operates year-round, M-F 5:30am-5:30pm serving infant through preschool-age children. Total enrolled and attending children were reported to be 42 on 8/26/2026.

Owners of the childcare are Mugisha and Kasasila "Kassie" Gloire. Alyssa "Allie" McGannon remained the director through the acquisition until end of day 8/28/2026. On 8/29/2026, Kasasila Glorie moved into a combined director/on-site supervisor (OSS) role. Ms. Glorie has an early childhood education diploma, experience working with children and participates in professional development.

On 8/26/2026, program space was observed. Primary programming occurs in age defined classrooms. The program has access to sufficient restrooms with handwashing sinks to accommodate capacity. The program has access to an outdoor play area. There is an on-site kitchen in which all foods are prepared. On 8/26/2026, the area of study included "All About Me". Activities observed included infant cares, center play exploration and outdoor large gross motor play. During the monitoring visit, routine transitions were observed including clean-up procedures, lunchtime rituals, and restroom/water breaks. Curriculum allowed for a variety of experiences that were observed to pique child interest and encourage the use of social graces. On 8/26/2026, staff were observed to be in ratio, utilizing positive behavior interventions when needed and engaged in programming with the children. Children appeared comfortable with staff and to be enjoying the day.

2. Identify Observed Strengths of the program

The philosophy of Multicultural Center is "...We believe that children learn best in an environment that is secure, nurturing,

and filled with opportunities for exploration and discovery. We recognize and celebrate the uniqueness of every child and embrace cultural and linguistic diversity as an essential part of learning. Through positive guidance, meaningful relationships, and developmentally appropriate experiences, we support children's social, emotional, cognitive, physical, and language development while fostering confidence, independence, and a lifelong love of learning. This philosophy is directly aligned with the center's commitment to providing a caring, anti-bias, multicultural environment where every child can thrive..."

Multicultural Center has the following website for persons to learn more about the program: https://www.multiculturalcenter.com/home

New owners Mugisha and Kasasila Gloire are local entrepreneurs. The new management team continues to use the previously established system of organization already in place to help ensure administrative items are completed and maintained in a secure manner. The management team continues to familiarize themselves with licensing guidelines as well as their own program's policies and procedures. Management discussed a future goal of fully updating written parent and employee handbooks.

As of 8/26/2026, Multicultural Center has required postings, has a family-staff-program information area, is utilizing technological communication resources, and is offering family programming activities. Curriculum is designed to support each child's developmental journey through nurturing relationships, hands-on learning experiences, and a multicultural curriculum that celebrates diversity, inclusion, and respect.

As of 8/26/2026, Multicultural Center has and updates as needed policies and procedures that include those for safety, daily health checks, hand washing, diapering, 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. Management discussed having supports from local maintenance persons and businesses as to daily building and grounds conditions and repairs.

Multicultural Center has emergency plans, policies, and procedures in place which are part of their hiring and orientation practices, annually reviewed with all staff and updated as needed. Since opening in June of 2026, this program has successfully navigated through the 2026 nationwide cyclosporiasis outbreak.

3. Identify the aspects that fall below the standard

None noted.

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

Not applicable.

5. Special Notes/Recommendations

As considerations for improving the outdoor cushion surfacing are made, please note - The US Consumer Product Safety Commission Public Playground Safety Handbook was recently updated and currently states "Loose-fill surfacing materials should be avoided for playgrounds intended for toddlers or children who frequently place objects in their mouths". Pea gravel is an outdoor loose-fill cushion surface.

Remove potty chairs from the center. Plumbed toilets and sinks shall be used.

Items stored in any restroom shall be fully enclosed to help prevent incidents of soiling and increase sanitation. Napping cots shall not be stored next to toilets (e.g. 18mo-2yo restroom).

Secure tall storage units and shelving (including child furnishings) to help prevent a topple-head injury hazard (e.g. 2yo room shelf, outdoor heavy plastic cabinet).

Licensing supports installing a dishwasher in the young and older infant rooms to help improve dishwashing procedures and sanitation.

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Obtain a step stool with handrails for one of the two sinks in the 2yo room.

To help with items noted in the special notes/recommendations section, please apply for the "Growing Iowa" fund (https://www.iowaccrr.org/child-care-providers/iowa-child-care-funding-opportunities/) designed to support childcare in Iowa by connecting with CCR&R.

Targeted Assessment: Behavior Management
Licensing discussed with management oversight of behavior management related to helping childcare staff: 1) understand expectations, 2) manage frustrations, and 3) monitor performance. Management reported the following "...As management, we have scheduled monthly meetings, where we go over the expectations of staff throughout their days. Specifically, there are many conversations in regards to behavioral troubles they may be having in their classroom, and everyone gives advice, or tips & tricks on how to handle certain situations. We constantly encourage redirection before anything, and try to make sure the staff are choosing learning activities that keep the children's minds & bodies busy and focused. As management, we encourage all staff to have open communication with us about children's behaviors they are struggling with. If they need a break, we do allow them to bring the child to the office so that we can better assess what is going on with the child and to know what we can do to help the staff and the child get through the moment. We have different levels of behavioral reports, so that communication is open with their parents, as well. If we are walking through classrooms, and notice that it is a bit more stressful and chaotic than normal, we always join in as teachers to help calm the classroom down. We simply monitor these skills/expectations by communicating with staff, checking cameras periodically, making sure they are turning in their lesson plans & keeping their children engaged and learning. Often times it all comes back to whether or not their day is planned with appropriate activities to keep the children constantly busy. We've noticed more behaviors when there is more free-play than not. We just constantly are checking in on how children are doing, how staff are feeling and progressing, and making sure we are all working as a team..."

A full license is issued. Thank you for the visit.

Date: 09/04/2026

HHS Licensing Consultant: Amy Lyons

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**.