Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: ChildServe Developmental Center

Provider No.: 26573

Address: 5609 Greendale RD, Johnston, IA, 50131

County: Polk

Director's Name: Interim Barb Williams

On-Site Supervisor: Katey Kassmeyer

Phone Number: 5152782499

E-Mail: BrysonM@childserve.org
barbwil@childserve.org

HHS Visit Date: 06/04/2026

Licensing Period: 07/01/2025 to 07/01/2027

Fire Inspection:

Date Inspected: 08/27/2025

Comments: Fire Inspections due at least every three years; completed by Johnston-Grimes Municipal Fire Dept

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

Quality Rating: 1

- [ ] Accrediation

Program Duration:

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

Health and Human Services

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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
- [ ] School Age
- [ ] All Ages

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	34	18	38		90
Summer					0

1. Basic Overview

An full licensing visit was completed 6/4/26 and Director Autumn Karmia was present through the visit.

Childserve Developmental Center is located in Johnston IA and in operation for several years. The center provides traditional daycare and pre-school. Child Serve developmental Center/Daycare serves children ages six weeks to five (sometimes six if non-school age) years in age. The center is overseen by a Board that consists of the CEO of Child Serve and elected members of the community. Autumn Karmia has been in the director role as of May, 2022 and had been employed with Childserve since approximately 2017. Autumn has a Bachelor's degree in Child, Adult and Family Services. Autumn has prior experience in childcare settings. Autumn meets qualifications to be the Director. Kasey Kassmeyer is the assistant director, beginning Winter 2023. Katey has a Bachelor's degree in Child Development and Family Services with ten years of prior child care experience. She meets the criteria for her position.

Room observations/activities: The center pulls curriculum from Iowa Early Learning Standards and creative curriculum. They use the playground application to communicate with parents. Rooms are in ratio and usually this center employs a smaller child/staff ratio then is required by state licensing as was observed on the day of the licensing visit. Lesson plans are completed on Ipads and are available to parents on the playground app. Daily schedules are posted. The children were content and teachers were observed to be responsive to the children who were playing outside during the visit. Several classrooms were observed to have paint missing from spots on the walls and some sheetrock visible. This is unusual for this center and the director indicated they are working to address the missing paint and damage to the walls. The paint and damage to the walls is closer to the floor and accessible to younger children.

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Nutrition: There is an on-site kitchen and dedicated kitchen staff--who crafts the menu, which is in line with CACFP guidelines and rotates every 4 weeks/seasonally. The children have meals/snacks in their classrooms, served family style. The center offers breakfast, lunch and afternoon snack.

Playground: The playground is large and offers large shade structures and a variety of play equipment all appearing in good repair. This playground has separate areas for different ages/developmental abilities and is enclosed.

Transportation:
The center does/not provide transportation.

2. Identify Observed Strengths of the program

This center has attained IQ4K (quality assurance) Level I.

Childserve continues to be an approved training organization for professional development.

The center participates in the food program (CACFP).

The center can provide speech therapy, physical therapy and occupational therapy on-site if needed.

The center uses AEA as well as CCR&R regularly.

There is a secure entrance into the building. Parents are given a code to gain access into the main center areas. All other visitors have to ring a doorbell and be let in by staff.

3. Identify the aspects that fall below the standard

109.7(1): All staff (within first three months of employment):Iowa's training for the mandatory reporting of child abuse.At least one hour of training regarding universal precautions.Certification in First Aid infant, child, and adult cardiopulmonary resuscitation (CPR) or equivalent certification approved by the Department. A valid certificate indicating the date of training and expiration date shall be maintained.Certification in infant, child, and adult first aid that uses a nationally recognized curriculum or is received from a nationally recognized training organization including the American Red Cross, American Heart Association, American Safety and Health Institute, or MEDIC First Aid or an equivalent certification approved by the Department. A valid certificate indicating the date of training and expiration date shall be maintained.Minimum health and safety trainings, (Essentials) approved by the Department. If significant changes occur to content, the Department may require the training be renewed.

109.11(3)a: Center shall ensure that:Facility and premises are sanitary, safe, and hazard free.Sufficient lighting shall be provided.Sufficient ventilation.Sufficient heating.Sufficient cooling.Equipment placed in the program area is maintained so as not to result in injury to the children.

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

109(1): All staff (within first three months of employment): shall complete ....CPR/First Aid.
-A staff file reviewed indicated that a staff had not completed the mandatory trainings specifically for CPR/First Aid in this instance
-The interim director indicated the center is working to develop in-house opportunities to complete mandatory trainings. There was a second staff file noted not to have CPR/First Aid completed, however that staff person was within 90-days of hire.

109.11(3)a: Center shall ensure that:Facility and premises are sanitary, safe, and hazard free.
--Several classrooms were noted to have indentations into the walls of sheetrock, and missing paint and/or peeling paint in several areas. The areas of the wall with indentations and missing paint were close to the floor and accessible to young

children. This is unusual for this center and the center had refreshed painting in 2025. The center is working to update wall materials and paint per the director.

5. Special Notes/Recommendations

Radon testing was completed in July 2023 and results indicated rooms were with in recommended levels.

Targeted Assessment: Behavior Management
I discussed with the center director their oversight of behavior management related to helping childcare staff: 1) Understand expectations, 2) managing frustrations, 3) monitor performance. The director indicated that there are several trainings for staff to help develop behavior management techniques. There are times teachers utilize team members, including the director to assist with behavioral difficulties. The center has worked with AEA and CCR&R in the past to assist with classroom behavior management.

Date: 07/17/2026

HHS Licensing Consultant: Maggie Gibson, SWIV

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**.