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

Name of Center: KCE Champions LLC @ Pierce Elementary School **Enrollment:** 30 **License ID No. (Reapplications)** 51884

Street: 4343 Marilyn DR NE **City:** Cedar Rapids Iowa **Zip** 52402 **County:** Linn

Mailing Address: PO Box 186, Van Horne, IA, 52346

Director's Name: Stacy Jones **Phone Number:** 319-488-9028

On-Site Supervisor(s): None **E-Mail:** Stacy.Jones@discoverchampions.com

Date(s) of Visit: 09-15-2023

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: 02-16-2022

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 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				180	180
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 08-23-2022 to 11-01-2024
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Amy Lyons **Date:** 10-03-2023

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

Not applicable. This site commenced operations on 8/23/2022.

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

KCE Champions LLC operates multiple school-age childcare programs within the Cedar Rapids Community School District. Specifically, KCE Champions LLC @ Pierce Elementary School is located inside Pierce Elementary School which is part of the Cedar Rapids Community School District. The program primarily operates Monday through Friday before and after school hours 6:30am to 6:00pm. 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 @ Pierce Elementary School serves only school-age children. Current enrollment is 37.

Stacy Jones became a Champions multi-site director in July 2023. Ms. Jones has a year experience working in childcare at Champions, a MBA in business administration and participates in child development related training. As of the 2023 annual monitoring visit and report, this program does not have a qualified on-site supervisor.

On 9/15/2023, program space was observed.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

KCE Champions LLC @ Pierce Elementary School 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 @ Pierce Elementary School 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.

Since the last review, the program obtained a new multi-site director Stacy Jones. Ms. Jones has been employed with Champions for over 1 year and is working to build systems of organization as the new director. Management continues to become familiar with licensing guidelines as well as their own policies and procedures. Ms. Jones discussed future goals related to increasing enrollment and increasing sports activities.

KCE Champions LLC management discussed how they provide professional staff hiring and onboarding as well as holds regular staff meetings to review policies and procedures while offering support to staff. KCE Champions LLC management discussed how they have a great team of employees that are willing to travel to different sites and help out in various capacities as needed.

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. On 8/16/2023, KCE Champions LLC sponsored a "Champions Family Night" at Morgan Creek Park with food, face painting and more to welcome new and returning families to the upcoming school-year.

KCE Champions LCC school-age curriculum focuses on six content areas that research shows enhance school-age children's growth and development as well as help build the essential skills needed to be successful in elementary 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, healthy eating, and homework assistance (as needed) are part of the program's operations. There are additional opportunities offered for enrichment clubs and Junior Counselor leadership roles for older school-age students. Summer/extended breaks curriculum is also enhanced with guest speaker events and off-site field trips.

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

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 access to products for cleaning, disinfecting and sanitizing.

On the day of the monitoring visit, staff warmly greeted families and children as they arrived for the day. Activities observed included before-school greeting/gathering, crafts, daily routines, breakfast rituals, and games. Staff were observed to be actively engaged in programming with the children encouraging learning through play (e.g. building materials, reading, imaginative play experiences, board games). Uniquely fall-inspired crafts (e.g. paper sack scarecrows, acorn person) were observed to be enjoyed by several children!

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

109.4(3)a: Postings required.
- Numerous postings were either missing or not updated including the program's license, mandatory reporting procedures, and food menu.

109.6(2) On-site supervisor. The on-site supervisor is required to be present when the program has multiple sites or when a director is not routinely present for six hours daily.
- This program currently has no qualified on-site supervisor.
- Signage posted on-site indicated the program had an on-site supervisor (EV). However, credentials for EV have not been submitted and/or reviewed by licensing to determine if EV is qualified for the on-site supervisor position. Licensing also did not find a profile for EV in i-PoWeR.

109.6(237A) Personnel. The board or director of the center shall develop policies for hiring and maintaining staff that demonstrate competence in working with children and that meet the minimum requirements.
- Staff file reviewed (EK reported hired in July 2023) lacked documentation of a physical exam with TB screening and/or testing.
- On the day of the monitoring visit, no staff present had documentation of current first-aid and CPR certification.

109.10(1)b. For each child five years of age and older and enrolled in school, the child care center shall require, prior to admission, a statement of health status signed by the parent or legal guardian that certifies that the child is free of communicable disease and that specifies any allergies, medications, or acute or chronic conditions. The statement from the parent shall be submitted annually thereafter.

- Four child files (BS, ES, TT, JS) reviewed lacked an updated annual health statement signed and dated by the parent.
- Five child files (BS, ES, TT, JS, ES) reviewed lacked a complete annual update of the file with parental signature and date.
- Staff denied having a current list of all enrolled children to ensure each had required paperwork on file.

109.10(3) Medications. The center shall have written procedures for the dispensing, storage, authorization, and recording of all prescription and nonprescription medications, including the following: a. All medications shall be stored in their original containers, with accompanying physician or pharmacist's directions and label intact and stored so they are inaccessible to children and the public. Nonprescription medications shall be labeled with the child's name. b. For every day an authorization for medication is in effect and the child is in attendance, there shall be a notation of administration including the name of the medicine, date, time, dosage given or applied, and the initials of the person administering the medication or the reason the medication was not given. c. In the case of medications that are administered on an ongoing, long-term basis, authorization shall be obtained for a period not to exceed the duration of the prescription. d. A child care staff member shall not provide medications to a child if the staff member has not completed preservice/orientation training that includes medication administration.
- Child file reviewed (BS) found child medication to be on-site with no current signed and dated medication authorization.

V. SPECIAL NOTES/RECOMMENDATIONS:

Please note - Staff EK verbally reported being hired in July 2023 with no specific date of hire provided to licensing. Staff EK has 90 days to obtain first-aid, CPR, MCART, UP and Essentials. Documentation in staff file reviewed (EK) on 9/15/2023 and documentation reviewed in i-PoWeR, support that EK is either currently not compliant or very close to the end of the 90 days to be in compliance with code. Remedy.

There are non-childcare children eating school breakfast among the Champions children as well as school personnel present in the school cafeteria during school breakfast. Any Champions childcare child shall transition to their school day after gathering their personal items, hand washing, and moving into the school breakfast line. Licensing observed Champions children returning to the Champions childcare program after school breakfast with only 1-2 minutes before school commenced asking Champions staff to wrap up and save breakfast food items as well as non-Champions children asking Champions staff for assistance (e.g. ratio for childcare children). This was extremely chaotic and taking away from Champion staff's ability to prepare the remaining non-breakfast-eating-children for their school day. Remedy.

Licensing understands the 2023-2024 school-year just commenced and this site has resumed operations again after being closed for the 2023 summer break. However, the lack of program preparation and staff orientation before commencing again is concerning.

Organization of administrative paperwork is completely lacking. Staff files are set up with tabs for required paperwork. However, staff files have some documentation retained in paper form, some documentation retained in i-PoWeR, some paperwork retained in personal emails of current or former staff, and some paperwork just missing. It is the program's responsibility to be able to produce all required documents of any staff file being reviewed during the course of an annual inspection or as any part of a regulation inquiry. Licensing believes the continued lack of organization is going to result in noncompliance simply because you can't locate required documents that need to be reviewed. Remedy.

A referral to Child Care Resource and Referral (CCR&R) for technical assistance has been made. Corrections to this report (e.g. scan/email documentation, photographs) shall be forwarded to licensing in their entirety within 90 days of receipt of this report. Failure to do so may impact the status of your license.

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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.