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

Name of Center: Grin and Grow Ltd-West 4th ST **Enrollment:** 54 **License ID No. (Reapplications)** 30419

Street: 608 West 4th ST **City:** Waterloo Iowa **Zip** 50702 **County:** Black Hawk

Mailing Address: 608 W 4th ST, Waterloo, IA, 50702

Director's Name: Meghan Smith & Ed Gruenwald **Phone Number:** 319-236-2063

On-Site Supervisor(s): Mary Neisen **E-Mail:** trebion@grinandgrowchildcare.org
ed@grinandgrowchildcare.org

Date(s) of Visit:

Licensing Visit **Unannounced Visit** **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: 11-16-2021

Comments :

LICENSE TYPE: X **Child Care** **Preschool (ages 3-5 meets three hours or less per day)**

Financial Type: Profit X Non-Profit NA

Accredition: Accredited NAEYC NSACA Other X NA

Program Serves: X Infants (0-23 mo.) X 2 Years X Preschool-Age 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	15	23	60	0	98
Summer					0

QRS Rating: 3

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 08-01-2021 to 08-01-2023
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Becky Frost **Date:** 02-21-2023

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

N/A

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

On 07/05/22 I made an unannounced off year licensing visit to Grin & Grow Ltd.-W. 4th Street in Waterloo. I met with Mary Neisen, the on-site supervisor/program coordinator. She has mostly been with the program since 1995. Ms. Neisen left the center in May 2019 but returned in January 2020. Ms. Neisen has her CDA. Trebion Wade is the co-director/director of education. She started with the program on 07/13/20. She has a BS in child development and previous experience in child care. Ms. Wade was not present during my visit. I also met with Ed Gruenwald, the co-director/director of operations and development for the center. Jaymee Lough is the assistant program coordinator There are 22 staff members employed by the center.

The center is located inside the First Congregational United Church of Christ, but the program is not affiliated with the church. The program operates Monday through Friday from 6:00 am until 6:00 pm. It serves children who are infants until they start Kindergarten. Grin & Grow was founded in 1943. There are currently 54 children enrolled.

The program utilizes the following classrooms: infant room (Little Ducklings), toddler room (Cardinals), two-year-old room (Penguins), younger three-year-old room (Parrots), three and four-year-old room (Bluejays) and a four and five-year-old room (Flamingos). An inspection of each room was completed. Windows provide natural lighting. The rooms are decorated with the children's art projects, and posters to assist the children with the learning process, such as the alphabet, shapes, colors and numbers. The children's birthdays were posted. There is an area for circle time in the rooms for the older children.

The centers observed on the day of the licensing visit include library, Lego/blocks, table toys, games, puzzles, transportation, art, dramatic play, writing, math, science/discovery, woodworking, sensory table 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. The materials are located at child level so they were easily accessible to the children.

There are two bathrooms in the hallway on the upper level that are used by the children. The boy's bathroom has one toilet, two urinals and two sinks and the girl's bathroom has two toilets and two sinks. There is also a changing table in the girl's bathroom. Handwashing and diaper changing procedures were posted.

The program uses Creative Curriculum and a variety of resources to develop their lesson plans. Activities are based on weekly themes. Each teacher prepares their own lesson plans. The preschool children receive ASQ assessments. Lesson plans were available to review in each room. The program offers free preschool for three and four-year-old children for the families who qualify through ECI-Cedar Valley Promise. This is a state grant. Free preschool is on Tuesday, Wednesday and Thursday 9:00 am until 1:00 pm. Preschool is offered Monday through Friday for all children. Michele Taylor is the preschool teacher for the younger three-year-old children. Tashiana Stringer is the teacher for the older three and four-year-old children. Maite` Kalaah is the teacher for the four and five-year-old children.

There was a phone with emergency numbers in the classrooms and the kitchen. Emergency fire and tornado procedures and

evacuation diagrams were posted by all the program doors and outdoor exits. Put the evacuation diagram near both doors in the Flamingo room. Daily schedules were posted in each room.

I reviewed documentation of monthly fire and tornado drills. I reviewed documentation of monthly playground inspections. A radon test was completed in July 2021 and must be repeated in two years. The test was only completed in the toddler/two-year-old room and the results were 4.0 pCi/L. EPA guidelines mandate if the results are 4.0 or larger additional steps must be taken. You should perform another short-term test and each program room must be tested. If the results remain 4.0 you should perform a long-term test.

The annual fuel burning inspection was completed and no concerns were noted. A carbon monoxide detector was on site in each of the classrooms. Outlets were protected. The fire marshal inspection occurred on 11/16/21.

The program is using the Brightwheel app to communicate with parents but also completing paper daily sheets.

I discussed diaper changing procedures with staff members who must perform them and proper procedures are followed.

In the Flamingos room the staff members must write the specific time when sunscreen is applied to children. They are currently only writing "AM" and "PM". In the Bluejay room you must remove the medicated ointments from the first-aid kit. They cannot be used on children without a signed medication authorization form.

The center participates in the Child and Adult Care Food Program (CACFP). The center provides breakfast, lunch and a morning and afternoon snack. Marissa Vivians is the cook. She uses a five-week rotation of menus and the menus change with the seasons. Menus are posted outside each of the classrooms on the parent board. Ms. Vivians states the program is making all homemade foods and not serving any processed food to the children.

The center provides formula, cereal and baby food for the infants. Bottles are prepared in the class and returned to the kitchen to be cleaned and sanitized.

The kitchen was observed. The children's dietary special needs were posted. There is one refrigerator and thermometers were present. There is an additional refrigerator and upright freezer in the basement and thermometers were present. An industrial dishwasher is used to wash dishes. There are also two sinks available. The pantry is located off the Bluejay classroom. Food items were stored according to NHSPS guidelines.

There are refrigerators in each child care room and thermometers were present.

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

The parent information is located inside the entrance. The mandatory reporter, child care consultant and the handbook availability were posted. The license was conspicuously hung. A no-smoking sign was posted at the entrance.

The playground area needs some work. There are several thistles and weeds in the area that need to be removed. The area needs some additional woodchips or you should have someone rake them because they are very compact. There is a small slide on the grass. The fall height at the highest point is more than 18 inches so the slide must be placed on your fall surfacing. There are some broken toys in the area that should be removed.

Staff members were observed to have terrific interaction with the children. Staff members were on the floor engaged in activities in all the rooms. Staff members maintained positive conversations with the children and provided them with praise. Positive redirection was used when necessary. Staff members assisted children with handwashing. They introduced activities to the children and used play as an opportunity to teach the children about colors and counting. Staff members encouraged the children to use their imaginations. The children seemed to enjoy and feel comfortable in the program.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

The center has a Quality Rating System (QRS) level of 3 that expires on 03/31/24.

The program is in a secured building and there are cameras in each room. The cameras can record.

The center has a diverse group of children they care for and a diverse group of staff members.

Mr. Gruenwald and Ms. Neisen state they have a great group of teachers who work well together and who love the children.

Mr. Gruenwald states they are in the "trust business". He states they look at how they can promote trust with the parents.

Part of that is having cameras in the rooms.

Ms. Neisen states the parents love the communication through the Brightwheel app.

The hallways are decorated with several art projects.

The rooms have been painted and they were observed to be cleaner and less cluttered. They were nicely decorated and child friendly.

Mr. Gruenwald states they have increased their employee starting wage last year and there are increases for being a lead teacher or having a degree.

Staff members receive child care benefits for working at the center. After one month of employment, they receive 100% discount off their oldest child, 50 % off their next oldest child and 25% off the next oldest child during the hours the employee is working or while they are on paid time off.

The program has fantastic administrative staff members. Ms. Wade, Ms. Neisen, Ms. Lough and Mr. Gruenwald have a great working relationship. They get along with each other and they have each other's backs. They bounce ideas off one another and support each other. They lead by example. Mr. Gruenwald states they are in child care for the right reasons.

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

109.11(3)a: Center shall ensure that: Facility and premises are sanitary, safe, and hazard free. Adequate indoor and outdoor space is provided. The outdoor area shall include safe play equipment and area of shade. Sufficient space provided for dining. Sufficient lighting shall be provided. Sufficient ventilation. Sufficient heating. sufficient cooling. Sufficient bathroom and diapering facilities. Equipment, including kitchen appliances, are maintained so as not to result in burns, shock, or injury to children. Sanitation and safety procedures for the center are developed and implemented to reduce risk or injury or harm to children and reduce transmission of disease.

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.

An administrative change is being made to name Meghan Smith as a director for this program. Ed Gruenwald will remain a director also. Trebion Wade has left the program. Ms. Smith's start date is 01/23/23. She has an AA in education and several years of experience in childcare. She has a plan to complete the 12 hours of administrative training.

*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.