

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

Name of Center: KCE Champions LLC @ Hiawatha Elementary School **Enrollment:** 25 **License ID No. (Reapplications)** 51878

Street: 603 Emmons ST **City:** Hiawatha Iowa **Zip** 52233 **County:** Linn

Mailing Address: PO Box 39, Swisher, IA, 52338

Director's Name: Mona Williams **Phone Number:** 319-504-3408

On-Site Supervisor(s): Bethany Bree Hogue, Shaniece Walker **E-Mail:** monawilliams@discoverchampions.com

Date(s) of Visit: 08-26-2022

X **Licensing Visit** X **Unannounced Visit** **Off Year Visit** **Administrative Change**

LICENSING VISITS

X **New Application** **Re-Application** 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: 03-04-2022

Comments :

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

Financial Type: X Profit Non-Profit NA

Accreditation: 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:	<u>Year-round</u>	<u>School-Year</u>	<u>Summer Only</u>		
LICENSE CAPACITY	Infants	2 Years	Preschool	School-Age	Capacity
General				137	137
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	FULL license from 08-23-2022 to 02-01-2024
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Amy Lyons

Date: 08-30-2022

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:

During 2022, KCE Champions LLC is opening 27 new childcare programs throughout Linn County. Specifically, KCE Champions LLC @ Hiawatha Elementary School is located inside Hiawatha 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 @ Hiawatha Elementary School serves only school-age children. Current enrollment is 25.

Multi-site director Mona Williams has an AA degree, over 15 years experience working with children, and continues to participate in much child development related training. Multi-site co-director Bethany "Bree" Hogue is completing an AA degree in early childhood education, has over 14 years experience working in children, and continues to participate in much child development related training. On-site supervisor Shaniece Walker completed some education in a non-related field, has experience working with children, and continues to participate in much child development related training.

On 8/26/22, program space was observed.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

KCE Champions LLC @ Hiawatha 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 @Hiawatha 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 award 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. Ms. Williams reported future goals include participation in state and local quality initiatives including IQ4K.

The management team (e.g. Ms. Williams, Ms. Hogue, on-site supervisors) is organized. It's evident they are taking great pride in being able to offer new childcare programming throughout the community and in partnership with the Cedar Rapids Community School District. With having commenced operations less than 1 week prior to the license visit being conducted, management has already established noteworthy systems of organization to help ensure administrative items are completed and maintained as required. Management continues to become familiar with licensing guidelines as well as their own policies and procedures.

Management discussed how KCE Champions LLC continues to hire professional staff (e.g. educated, trained, experienced) who have prior experiences working with children and display a strong work ethic. KCE Champions LLC provides professional staff hiring and onboarding and holds regular staff meetings reviewing rules and policies while offering staff supports. Ms. Williams and Ms. Hogue discussed staff's flexibility and willingness to help out in various capacities as needed. Ms. Hogue talked about how Iowa has made Champion history in that Iowa (specifically Linn County) has the largest number of childcare sites Champions has opened in any given state within such a short timeframe. Ms. Hogue expressed much gratitude towards their team of employees as well as feelings of accomplishment in being part of such an endeavor.

KCE Champions LLC has emergency plans, policies, and procedures in place which are annually reviewed and updated as needed. Management discussed having a KCE Health and Safety Team with telephone hotline and acknowledged how each staff is trained on emergency preparedness.

KCE Champions LLC has established and is working to maintain optimal communication between the program/staff and families. The program has organized parent-staff/program information centers, offers regular program newsletters, utilizes technological communication resources, and supports family programming activities. Prior to 21 of the 27 new Champion sites commencing operations in fall 2022, a family night for all Champions locations was held at Morgan Creek Park. Ms. Hogue discussed how an estimated 550 families participated in the welcoming event!

KCE Champions LLC 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. 2022 summer field trips included trips to the local nature center, Bloomsbury Farm, local parks, local swimming pools, bowling, local movie theater, mini golfing, and snap-ology.

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. KCE Champions LLC @ Hiawatha Elementary School has a solid partnership with the Cedar Rapids Community School District. 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. Staff were observed encouraging and engaging in hand washing at all levels. Staff encouraged children to "catch coughs" and "catch sneezes" in elbows. The program has supplies, policies and procedures for cleaning, disinfecting, and sanitizing.

On the day of the monitoring visit, staff were nurturing and attentive to the children's needs. The area of study included "fall". Children had access to an array of materials (e.g. books, imaginative play options, building materials, puzzles, cozy corner, journals, crafts) that encouraged innovative play. Activities observed were many (e.g. family and child greeting/arrival for programming, circle discussion). Staff provided a companionable presence allowing children to have many choices in their play experiences. Routine transitions (e.g. clean-up activities, release to school day) worked smoothly into the program's welcoming and cooperative play environment. Staff were overheard providing children with many words of encouragement, utilizing positive redirection when needed and engaging children in much meaningful discussion. Children responded well to staff and appeared to be enjoying their childcare experiences.

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

109.6(6): Record checks

- One staff file (GT) reviewed lacked documentation of results of an Iowa/SIGN record check.
- Two staff files (SW, GT) reviewed lacked documentation federal record check submitted prior to hire (GT) and results (SW).

109.9(1)d: All files contain a pre-employment physical exam report completed within six months prior to hire and at least every three years. Physical exams shall be documented on form 470-5152, Child Care Provider Physical Examination Report.

- Two staff files (SW, GT) lacked documentation of a physical exam report with TB screening/testing.

109.9(2)a: All files contain sufficient information to allow the center to contact the parent or emergency contact at any time child is in center's care.

- Child file (OC) reviewed lacked documentation of page 1 of School-Age Child Health Form/Parent Statement of Health was not found leading to a lack of doctor information, dentist information and parental permission to treat.'
- Child file (TG) reviewed lacked parental signature/initials in various places of the enrollment agreement.

V. SPECIAL NOTES/RECOMMENDATIONS:

Ensure a daily schedule is posted and lesson plans are filled out with activities listed.

Please ensure documentation of first-aid, CPR, UP and The Essentials is maintained in staff file (SW) on-site. It shall be noted, these items were found in i-PoWeR.

A full license is issued. 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.