

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

**Name of Center:** Kessel Kids Child Care & Learning Center      **Enrollment:** 189      **License ID No. (Reapplications):** 19073

**Street:** 1135 Canterbury ST      **City:** Cresco      Iowa      **Zip:** 52136      **County:** Howard

**Mailing Address:** 1135 Canterbury ST, Cresco, IA, 52136

**Director's Name:** Melissa Vobr      **Phone Number:** 641-330-0371

**On-Site Supervisor(s):** Melissa Vobr      **E-Mail:** kesselkids@iowatelecom.net

**Date(s) of Visit:** 02-07-2020

**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**      X      **State**      **Local**      NA      **Is Fire Inspection Approved?**      X      Yes      No      NA

**Date Inspected:** 12-14-2018

**Comments :**

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

**Financial Type:**      Profit      X      Non-Profit      NA

**Accreditation:**      Accredited      NAEYC      NSACA      Other      X      NA

**Program Serves:**      X      Infants (0-23 mo.)      X      2 Years      X      Preschool-Age      X      School-Age

Get-Well      Evening Care      Special Needs

**SCHEDULE:**      X      Year-round      School-Year      Summer Only

<b>HOURS:</b>	<u>Year-round</u>	<u>School-Year</u>	<u>Summer Only</u>
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LICENSE CAPACITY	Infants	2 Years	Preschool	School-Age	Capacity
General	28	15	51	43	137
Summer					0

**QRS Rating:**   N/A

<b>RECOMMENDATION FOR LICENSE:</b>	
X	<b>FULL</b> license from 03-01-2019 to 03-01-2021
	<b>PROVISIONAL</b> license from
	<b>DENIAL</b> of initial application
	<b>SUSPENSION</b> of license
	<b>REVOCACTION</b> of license

Licensing Consultant: Becky Frost

Date: 02-12-2020

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

N/A

**II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:**

On 02/07/20 I made an unannounced off year licensing visit to Kessel Kids Child Care and Learning Center in Cresco. I met with Melissa Vobr, the director. Ms. Vobr has been the director since 2008. She has a BA in psychology and business administration. She was an assistant director for two years at the center prior to becoming the director. Ms. Vobr has received her National Administrator Credential (NAC). She is also a NAEYC member. Heather O'Brien is the assistant director and is in charge when Ms. Vobr is away from the center. She has been with the program since August 2012. There is 40 staff members employed at the center.

Kessel Kids Child Care and Learning Center operates out of a free standing building. The program operates Monday through Friday from 5:00 am until 6:00 pm. They care for infants through school-aged children. The program started in 1993 and they moved to their current location on 06/02/08. The building was a partnership between the Howard-Winneshiek School District, Head Start, HAWC and Keystone AEA. There are currently 189 children enrolled.

The center operates out of the following rooms: two infant rooms (one for mobile and non-mobile children), a room for one-year-old children, a room for two-year-old children, a room for younger three-year-old children, a room for older three-year-old children, four and five-year-old room, and a school-aged room. An inspection of each room was completed. Windows provide natural lighting. The rooms are decorated with multiple pictures of the children and their families, 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 are areas for circle time.

The centers observed on the day of the licensing visit include library, Lego/blocks, table toys, games, puzzles, transportation, puppets, art, dramatic play, Play Doh, Ipads, 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.

The program uses the Creative Curriculum and a variety of other resources to create lesson plans. Activities are based on themes. The length of the theme depends on the topic. Each teacher prepares their own lesson plans. Newsletters are prepared monthly by each room and provided to the parents.

There was a phone with emergency numbers in each of the classrooms. Emergency fire and tornado procedures and emergency evacuation diagrams were posted by the main program and outdoor exits. A daily schedule was posted and lesson plans were available for review 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 January 2020 and is good for two years. Results were not back yet, but the previous radon test results were within EPA guidelines. The entire building is electric so the fuel burning inspection and the carbon monoxide detector are not required. Outlets were protected. The fire marshal inspection occurred on 12/14/18, with compliance on 12/19/18.

The parent information is located on a bulletin board 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 center participates in the Child and Adult Care Food Program (CACFP). Lunch is prepared by the Howard-Winneshiek School district year around. The center prepares breakfast and the morning and afternoon snack for the children. The center recently hired a cook. The center dishes food out on the plates and serves them to the younger children at the table and the center serves the older children family style. The meals and snacks are served in the rooms. The kitchen area has an industrial refrigerator and freezer. Thermometers were present. There is also a small refrigerator in the infant room and a thermometer was present in the refrigerator and freezer. An industrial dishwasher is used for dishes. The kitchen staff washes the dishes by hand before running the dishes through the dishwasher. Dishes are then allowed to air dry.

The center provides formula, jar food and cereal to the infants. Parents are allowed to bring their own formula for the infants if they want a different brand. The parents provide the bottles and they are left at the center and put through the dishwasher. Food was stored according to NHSPS guidelines.

Breakfast, lunch and snack menus are posted in the kitchen and in each of the rooms. Allergies are confidentially posted.

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

In the Little Explorers (12-24 month olds) there was a two-year-old child in the room. Two-year-old children cannot be in the same room as children under the age of eighteen months. The child only recently turned two. I discussed a diaper change with the staff member in this room. She leaves her gloves on through the entire process. Gloves are considered soiled and must be removed prior to putting on the new diaper and dressing the child. There was not a pattern of disregard as the other rooms are doing it correctly so this will not be cited.

The daily sheets in the Speed Racer (one-year-olds) needs to add a spot to document activities. They recently started a new sheet and did not add this. The daily sheets in the infant rooms need to add a spot for disposition and activities.

In the Locomotives room (two and three-year-olds) the children should begin practicing better handwashing skills.

### **III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:**

Ms. Vobr states they have a core group of teachers who have been with the center for seven to ten years. The staff longevity has provided them consistency in classrooms.

Ms. Vobr states they are switching the program over to using the Brightwheel app. They will use it for daily sheets and communication with parents. They will also use it for billing and other administrative duties.

Ms. Vobr states they are going to do some work on their natural playground this spring.

The classrooms and hallways are decorated with children's art projects and their pictures.

The program has a waiting list.

There are pictures of staff members in the entrance.

Ms. Vobr has her National Administrator Credential (NAC) and she is a NAEYC member.

The program installed cameras in each of the classrooms in August 2018.

### **INTERACTIONS:**

Ms. Vobr is an amazing director. She is organized and does a terrific job with the staff members, the children and the families. She maintains a positive attitude and provides the staff members with positive reinforcement frequently.

Staff members had great interaction with the children. They maintained positive conversation with the children. They sat on the floor with the children and played and introduced them to activities. Several rooms had child friendly music playing.

### **WORKFORCE STABILITY:**

Ms. Vobr states to find new staff members they typically use word of mouth. They also use the Indeed website.

To maintain staff members they offer them flexibility. They try to work around their children's activities and other

schedules. Once a staff member is with the program for three years they have a simple IRA they can match up to three percent. They provide staff members a bonus if they have any surplus funds at the end of the year. They work hard to keep it a fun and family environment.

**WORKFORCE SKILL DEVELOPMENT:**

Ms. Vobr states making people realize the greatness of working in child depends on the culture you create. She wants her staff members to have fun and they have an inter-generational group who does potlucks as well as activities outside of work.

Ms. Vobr states they have worked at becoming more involved in the community. She states the employees love when they are out and about and a parent thanks them or talks about how much their children enjoy their class.

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

N/A

**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.

\*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.