Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: Community United Child Care Centers-Nordic Drive

Provider No.: 22887

Address: 5109 Nordic DR, Cedar Falls, IA, 50613

County: Black Hawk

Director's Name: Jay Mattson

On-Site Supervisor: Leah Seible

Phone Number: 3192664477

E-Mail: admined@cuccc.org

HHS Visit Date: 10/05/2026

Licensing Period: 11/01/2025 to 11/01/2027

Fire Inspection:

Date Inspected: 01/05/2026

Comments:

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

- [ ] Accrediation

Program Duration:

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

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HOURS:	*Year-round*	*School-Year*	*Summer Only*
Sunday			
Monday	6:00 AM to 6:00 PM		
Tuesday	6:00 AM to 6:00 PM		
Wednesday	6:00 AM to 6:00 PM		
Thursday	6:00 AM to 6:00 PM		
Friday	6:00 AM to 6:00 PM		
Saturday			

Program Population Served:

- [X] Infant(0-<24 Months)
- [X] Toddler
- [X] PreSchool
- [X] School Age
- [ ] All Ages

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	92	52	102	38	284
Summer					0

1. Basic Overview

On 09/05/26 I made an unannounced off year licensing visit to Community United Child Care Center (CUCCC)-Nordic Drive in Cedar Falls. I met with Leah Seible, the on-site supervisor/program director. Ms. Seible has been working at another CUCCC site since August 2006 and started her new position as the on-site supervisor at this site in August 2026. I also briefly met with Samantha Brophy, the assistant program director. She is in charge when Ms. Seible is away from the center. She started at the center in July 2015 and became the assistant program director in August 2026. Ms. Brophy has a BA. Jay Mattson is the executive director of Community United Child Care Centers (CUCCC). The non-profit corporation operates three childcare centers in the Waterloo-Cedar Falls area. CUCCC was formed on 07/01/93 and all the sites are handicap accessible. There are 58 staff members employed by this center.

The program is in a free-standing building. The program operates Monday through Friday from 6:00 am until 6:00 pm. It serves infants through school age children. There are currently 141 children enrolled, but it has the capacity to serve 284 children. CUCCC-Nordic Drive is NAEYC accredited, which expires 06/01/28.

The center operates out of the following rooms: two infant rooms (Butterfly and Caterpillar), two rooms for 12–24-month-olds (Firefly and Bumble Bee), two rooms for two-year-olds (Beach and Lady Bug), two rooms for three-year-olds (Zoo and Farm), two rooms for four and five-year-olds (Frog and Outback) and one school age room (Jungle). An inspection of each room was completed. All rooms were within ratio.

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. The rooms are decorated with pictures of the children and several had pictures of the families. There is an area for circle

time in the rooms.

The centers observed on the day of the licensing visit include library, Lego/blocks, table toys, games, puzzles, transportation, computers, art, dramatic play, writing, math, science/discovery, Play-Doh, 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 are easily accessible to the children.

There was a phone in each of the classrooms. Emergency numbers and the center's address and phone number were posted in all rooms. Emergency fire and tornado procedures and evacuation diagrams were posted by the main program doors and outdoor exits throughout the center. A daily schedule was posted in each room.

The center uses the Creative Curriculum to develop lesson plans. Staff members in each room do GOLD observations. DECA assessments are completed on children who are three years old and older. Brigance assessments are completed on all children. Activities are typically developed around weekly themes/studies, but they may last longer depending on the topic and the children's interest level. Lesson plans are developed by the lead teachers in each classroom. A lesson plan was available for review in each room.

Daily sheets are maintained for children under the age of two.

I reviewed documentation of monthly fire and tornado drills. I reviewed documentation of monthly playground inspections. The radon test was completed in March 2025 and is good for five years. Results were within EPA guidelines. The center was made completely electric when they added the addition and made the renovations to the older part of the center so a fuel burning inspection and a carbon monoxide detector are not necessary. Outlets were protected. The fire marshal for the new addition was completed on 01/05/26.

The program participates in the Child and Adult Care Food Program (CACFP). Sidney Wilkening is the cook. The center provides the children with breakfast, lunch and a morning and afternoon snack. The program uses a four-week rotation of menus. The children are being served their meals. Menus were posted and allergies/dietary needs were posted.

The kitchen was observed to be clean and organized. The center uses an industrial dishwasher. The program primarily uses disposable products in the classrooms. There are three refrigerators, two upright freezers and a chest freezer. There were thermometers present. There is one handwashing sink and handwashing procedures were posted. Food items were stored according to NHSPS guidelines in the kitchen.

In the infant room, the program provides formula, cereal and baby food. Parents can provide a different brand if it is iron fortified. If it is not iron fortified, they must provide a doctor's note. Bottles are prepared in the classroom and washed in the classrooms using the three-step method. There are refrigerators in the Butterfly, and Caterpillar rooms and thermometers were present. There are also freezers in the Butterfly and Caterpillar rooms for breast milk. There were thermometers present.

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

I observed or discussed diaper changes in the rooms where they occur. Proper procedures are followed.

There were numerous bathrooms throughout the center in the classrooms and handwashing procedures were posted in all locations. Diaper changing procedures were posted near all the changing tables.

Cots are used to nap for the older children and cribs for the infants. Bedding was stored appropriately.

The outdoor play area is divided into four separate fenced areas with equipment and there is a fenced-in grassy area for children to use. All four areas with equipment have rubber tiles for surface cushioning. Shade is provided by trees and there were tarp shade structures in the infant/toddlers, two-year-old and school age areas. There are trees for shade in the four and five-year-old area and school age area.

The area for infants and toddlers has a small piece of climbing equipment, tree playhouse and pushing toys.

The two-year-old area has a piece of climbing equipment with slides for the children. There is a picnic table for the children to rest.

The four and five-year-old area has a piece of climbing equipment with slides, rings, monkey bars and a climbing wall. There were sensory tables, blocks and a small grassy area. A picnic table is available for the children to rest.

The area for school-aged children has a large piece of climbing equipment that offers a variety of activities.

The program also has the use of a gym when they are unable to go outside.

The parent information is located on a bulletin board inside the entrance. The mandatory reporter, childcare consultant information and the handbook availability were posted. The license was conspicuously hung. A no-smoking sign was posted at the entrance. There are community resources in this area for parents.

2. Identify Observed Strengths of the program

The leadership of the program is committed to providing a safe environment for the children. Staff members had terrific interaction with the children in each room. They made the learning environment fun and inviting. Staff members are enthusiastic and it came across in how they taught and interacted with the children. They interacted with the children at their level and offered them choices. They were flexible but maintained a routine for the children. Staff members had great teamwork. They each have jobs and roles within the classrooms and know what to expect from one another. Staff members provided easy to understand and clear directions for the children. They provided the children with praise and a calm environment and used positive redirection when necessary. Staff members change out centers routinely so that children do not get bored. Staff members modeled good manners for the children. They included children in activities and encouraged them to use their imaginations. They provided the children with good handwashing reminders and several of them sang with the children as they washed their hands. Children appeared to enjoy their time at the program.

Ms. Seible states they have really good staff members. They have longevity with several staff members and they have a new group who are ready to jump in and help and they come with experience.

Ms. Seible states their lead teachers show up and do their job and they do it well. They are great leaders and mentors for the other teachers in the rooms.

Ms. Seible states they have a great group of families and good children.

Ms. Seible states they have low conflict and low drama in the center.

Ms. Seible states all new employees receive six weeks of orientation with another staff member, either at this site or at another site. The new staff members are taught how to do curriculum, paperwork, etc.

The center is NAEYC accredited with an expiration date of 06/01/28.

During the summer months the school age children take filed trips on Monday and Friday. They have water days on Thursday. They use the center van.

The center has a van. They transport school-aged children to Aldrich Elementary.

The center is in a secure building and there are cameras in the rooms and the hallways.

Each room has a monthly newsletter for parents and each room has a welcome letter introducing the lead teacher and other classroom information.

Staff members leave each other notes in the room so that all the staff members are on the same page within the room.

3. Identify the aspects that fall below the standard

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There are no violations.

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

N/A

5. Special Notes/Recommendations

A full license is issued for the remainder of the licensing period. All HHS licensing standards and procedures must be maintained during the renewal period.

Targeted Assessment: Behavior Management:
I discussed with Ms. Seible her oversight of behavior management related to helping childcare staff: 1) Understand expectations, 2) managing frustrations, 3) monitor performance. Ms. Seible states they always let staff members know that they (the administrative team) are available to help, either by removing the child or stepping into the classroom. Ms. Seible states if they are walking in the hallway and hear children being loud, they will step into the classroom and assist if necessary. She states staff members are good at asking for help. They have an open communication policy and she believes if a staff member witnessed something concerning, they would step in and report it to the office. Ms. Seible states they have a conversation with the staff member. Does the situation require discipline or does it require more education. They hold staff members accountable when it is necessary.

Ms. Seible states to monitor the situation they listen to classrooms when they are in the hallways and they can review cameras if necessary.

Date: 10/06/2026

HHS Licensing Consultant: Becky Frost

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**.