Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: KCE Champions LLC @ Hoover Community School

Provider No.: 51879

Address: 4141 Johnson AVE NW, Cedar Rapids, IA, 52405

County: Linn

Director's Name: Paul Pressler

On-Site Supervisor: Leila Sabre, Dawn O'Brien-Munis

Phone Number: 3194889028

E-Mail: paul.pressler@discoverchampions.com
ssous@discoverchampions.com

HHS Visit Date: 01/28/2026

Licensing Period: 02/01/2026 to 02/01/2028

Fire Inspection:

Date Inspected: 09/08/2025

Comments:

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

- [X] Accrediation — Comments: Corporate Accreditation from Cognia a global leader in advancing excellence in education through accreditation

Program Duration:

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

Health and Human Services

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HOURS:	*Year-round*	*School-Year*	*Summer Only*
Sunday			
Monday	6:30 AM to 6:00 PM		
Tuesday	6:30 AM to 6:00 PM		
Wednesday	6:30 AM to 6:00 PM		
Thursday	6:30 AM to 6:00 PM		
Friday	6:30 AM to 6:00 PM		
Saturday			

Program Population Served:

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

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General				111	111
Summer					0

1. Basic Overview

KinderCare Learning Companies, Inc. was founded in 1969 and has grown to become one of the largest providers of childcare in the United States. KinderCare Learning Companies, Inc. is currently primarily owned by Partners Group a Swiss private equity firm as well as other shareholders and investors. KCE Champions LLC is a division of KinderCare Learning Companies, Inc. and included as a core brand along with KinderCare Learning Centers and The Creme School. Specifically, this license and inspection report pertains to KCE Champions LLC @ Hoover Community School which commenced operations on 8/22/2022. This location includes childcare for school-age children outside of school hours including the option to provide full days of childcare on no school days and extended school breaks including winter, spring and summer breaks. Total enrolled and attending children were reported to be 50 on 1/28/2026.

KinderCare Learning Companies, Inc. has a regional manager named Setara Sous. Ms. Sous has a BA in criminology, has experience working with children and continues to participate in child development related training. Ms. Sous qualified for an Iowa director role in January 2024. KinderCare Learning Companies, Inc. has an area manager named Paul Pressler. Mr. Pressler qualified for an Iowa director role fall of 2023. Mr. Pressler has a MA degree in educational leadership, has experience working with children and continues to participate in child development related training. Mr. Pressler is not only the director of this specific KCE Champions LLC location as he is also the director of several other Iowa locations. As a result, this location is required to have at least one Iowa qualified on-site supervisor (OSS). Leila Sabre has been in the Iowa qualified OSS role for this location since August 2022, has experience working with children and continues to participate in child development related training. According to various postings and business cards on-site, KinderCare Learning Companies Inc. has Leila Sabre completing additional duties including field coaching and talent admin. As a result, this location has a second site-specific Iowa qualified OSS. In March 2025, Dawn O'Brien-Munis qualified as an Iowa OSS for this location, has experience working with children and participates in professional training.

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On 1/28/2026, program space was observed. Primary programming occurs on the school stage, in the school gymnasium, and in the school cafeteria. The program also has access to the outdoor school play areas. Sufficient restrooms including hand washing sinks are available to accommodate total capacity. All foods offered to the childcare children are stored and prepared by the Cedar Rapids Community School District in the on-site school kitchen. On 1/28/2026, staff were observed warmly greeting children as they arrived to childcare after their school day. Areas of study included maps and more maps. After school events were many and included arrival with attendance, snack rituals in the school cafeteria, small group work on the school stage (e.g. writing/craft noting favorite car rides, individual book reading, building bricks creation), and indoor large gross motor activities in the school gym. One child was observed hugging the highly coveted classroom pet stuffy known as "Mr. Cutie Pie". Staff discussed how this simple stuffy has increased children's comfort while supporting sensory needs. One noteworthy activity occurred when staff read a chapter from the book "Scary Stories 3" and some children enjoyed it so much they were overheard asking if the program could obtain other books in the "Scary Stories" book series. Curriculum allowed for a variety of experiences that were observed to pique child interest as well as encourage social emotional growth, innovation, good sportsmanship, the use of social graces and child choice. On 1/27/2026, ratio and routine transitions were observed. Children appeared comfortable with staff and to be enjoying the afternoon events.

2. Identify Observed Strengths of the program

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 LLC @ Hoover Community 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/.

As of 1/28/2026, KCE Champions LLC programs remain for profit and operate under a board of directors having several Chief Operators including ones specific to operations, finance, curriculum and branding. The local management team (e.g. Ms. Sous, Mr. Pressler, Ms. Sabre, Ms. O'Brien-Munis) remains primarily consistent. Management is knowledgeable of licensing guidelines as well as their own policies and procedures.

On 1/28/2026, KCE Champions LLC @ Hoover Community School has an area for required postings as well as other KCE Champions LLC information. Curriculum continues to focus on six content areas that research shows enhance children’s growth and development as well as help build the essential skills needed to be successful in 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. Extended school break curriculum continues to be enhanced with guest speaker events and off-site field trips. On the day of this monitoring visit, evidence of previous days' curriculum included work mapping one's own bedroom and mapping of one's New Year's resolutions. It was also noteworthy that there were several areas acknowledging and reinforcing the positive actions of the children enrolled (e.g. Hawk Awards, Be Kind Photo Wall, Red Ticket Goal).

KCE Champions LLC continues to have and update as needed policies and procedures that include those for safety, daily health checks, hand washing, cleaning, sanitizing and disinfecting. On 1/28/2026, Ms. O'Brien-Munis acknowledged how their team of staff continue to help ensure the children's space is sanitary and hazard free each day by following their policies and procedures. Staff also talked about having support from the school (e.g. school kitchen staff, school administration, school maintenance, school custodial team) as to daily building and grounds conditions and repairs. School kitchen is inspected by the local health department. There is an AED on-site.

KCE Champions LLC locations including this specific location have emergency plans, policies, and procedures in place which are annually reviewed and updated as needed. The programs have successfully navigated through air quality alerts (2023, 2025), repeated expansion and acquisition events, and repeated technology outages (7/19/24 global technology outage, 10/10/2025 AWS outage, 10/29/2025 Microsoft outage).

3. Identify the aspects that fall below the standard

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

109.6(4)c Center repeats Iowa record checks at a minimum of every two years or when aware of additional child abuse or criminal history that occurs.
- Staff file (DO reported to be hired April 2023) reviewed lacked documentation of current Iowa record check result (expired April 2025).

109.6(4)d Center repeats national criminal history checks at a minimum of every four years or when aware of additional history that occurs.
- Staff file (AS hired March 2025) lacked documentation of current federal record check result.

109.9(1)c All files contain documentation to indicate that ongoing staff training requirements are met, including current certifications in first aid/CPR and mandatory child abuse training.
- Staff file (DO reported to be hired April 2023) lacked documentation of current first-aid and CPR. Staff reported this is scheduled to be renewed on 2/7/2026.
- Staff file (AS hired March 2025) lacked documentation of current physical exam on required form 470-5152. Staff reported this is scheduled for the week of 2/1/26.

109.8(2) Ratio maintained in center as required.
- On 1/27/2025, staff were observed leaving the children unattended to see who was at the program's doorbell located at the school's main entrance/exit. The doorbell was sometimes found to have been mistakenly pushed by various persons not associated with the childcare and sometimes the doorbell was rung by persons arriving to pick-up one of the program's childcare children. When asked, staff reported this happens daily. Licensing supports the installation of a childcare camera-doorbell entry system or staff over ratio.

109.11(4)b Record of monthly inspections of outdoor recreation area and equipment shall be kept.
- There was no documentation found to indicate an outdoor monthly play area inspection had occurred for any month of 2025. When asked, staff denied knowing this was a requirement. On 1/28/2026, staff located a template to begin conducting and documenting a monthly outdoor play area inspection.

5. Special Notes/Recommendations

On 1/28/2026, the school stage was operating over capacity. The school stage has a total capacity of 14 children. The school cafeteria has total capacity of 37. The school gym has a total capacity of 60. This program's total capacity allowed is 111 due to shared space at times as well as restroom access during all hours of operation. Total capacity as well as each area's capacity is required to be followed. Please review the following two rules related to capacity:
109.2(5)b. Determination of capacity. The licensing consultant must determine center capacity by dividing the amount of usable space by the amount of space required per child as specified in subrule 109.11(1). Upon approval by the department, the final determination of center capacity may include evaluation of other factors that influence capacity, as long as physical space requirements per child as defined in subrule 109.11(1) are maintained.
109.11(1) Room size. The program room size must be a minimum of 80 square feet of useable floor space or sufficient floor space to provide 35 square feet of useable floor space per child. In rooms where floor space occupied by cribs is counted as useable floor space, there must be 40 square feet of floor space per child. Kitchens, bathrooms, halls, lobby areas, storage areas and other areas of the center not designed as activity space for children cannot be used as regular program space or counted as useable floor space.

Ensure the dates are posted on the current lesson plans.

Please obtain additional materials to include two child friendly books at the actual request of the program's enrolled children: Scary Stories 1 and Scary Stories 2.

Continue to collaborate with the school district regarding maintenance of the outdoor playground (e.g. sufficient cushion surface depth, chipping/rusting equipment, power washing of outdoor equipment). If any area of the outdoor play space becomes unsatisfactory, the childcare shall refrain from accessing those areas until remedies are made.

On 1/28/2026, there is information noting the qualified on-site supervisor is the "director", "site director" and "Champions

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Field Coach and Talent Admin". There was no information noting there is a second qualified on-site supervisor at this location. Please ensure this location's qualified director and qualified on-site supervisors are clearly communicated in all postings, writings and conversations to help ensure anyone who frequents the program knows who's responsible for overall operations and daily supervision.

109.6(1) Center director requirements. Centers that have multiple sites must have a center director or on-site supervisor in each center. The center director is responsible for the overall functions of the center, including supervising staff, designing curriculum and program administration. The director must ensure services are provided for the children within the framework of the licensing requirements. The center director must have overall responsibility for carrying out the program and ensuring the safety and protection of the children.

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. The center director must identify a person in charge during the on-site supervisor's absence. The on-site supervisor is responsible for the daily supervision of the center and must be on site daily either during the hours of operation that children are present or a minimum of six hours of the center's hours of operation.

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A full license is issued. Thank you for the visit.

Date: 01/29/2026

HHS Licensing Consultant: Amy Lyons

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**.