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

Name of Center: Waukee KinderCare **Enrollment:** 87 **License ID No. (Reapplications)** 51530

Street: 1155 SE Kettlestone BLVD **City:** Waukee Iowa **Zip** 50263 **County:** Dallas

Mailing Address: 1155 SE Kettlestone BLVD, Waukee, IA, 50263

Director's Name: Jodi Neal **Phone Number:** 515-422-3945

On-Site Supervisor(s): Brittany Day **E-Mail:** jodi.neal@Kindercare.com

Date(s) of Visit: 06-12-2025

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

LICENSING VISITS

New Application X **Re-Application** **NA**

Signed Application (470-0722) Received X **Yes** **No** **NA** **Date Signed:** 05-05-2025

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

Date Inspected: 10-24-2024

Comments : Waukee Fire Department.

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

Financial Type: X Profit Non-Profit NA

Accredition: 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

HOURS:	*Year-round*	*School-Year*	*Summer Only*

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Age	Capacity
General	48	24	40	25	137
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 07-01-2025 to 07-01-2027
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Nate Knepper **Date:** 06-17-2025

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

N/A.

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

A licensing inspection visit was conducted on 6/12/25. The director was present throughout the visit and the on-site supervisor for portions of the visit.

All areas of the program were observed. These areas observed consisted of classroom observations and activities, ratios, nutritional practices, health and safety practices, playground observation, field trip and transportation practices, and administrative review.

Waukee Kindercare opened for business on 11/1/21. The center is owned by the nationwide corporation, Kindercare Education. There are several Kindercare centers in the Des Moines metro. This consultant licenses three of these programs. The director of this program as of 10/2024 is Jodi Neal. Jodi has a CDA and past experience working in child care which includes being a director at another center in the past. Brittany Day is the current on-site supervisor. Brittany also has past experience being a director and meets the qualifications to be an on-site supervisor. Courtney Oltjenbruns is the district manager of this program and other Kindercare programs in the Des Moines metro.

This center serves children six weeks in age through 12 years in age and they use a Kindercare Curriculum with children. There are eight classrooms currently in use and a total of 11 classrooms. The center is open year - round.

During the visit, children were observed in a variety of activities which included tummy time and napping in cribs in the infant rooms, washing hands, eating lunch, and getting ready for afternoon naps. Staff were observed cleaning up after lunch and interacting with children. Staff and children questioned gave specific answers as to where they relocate to for monthly fire and tornado drills.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

There is a secure entrance into the building.

The center was clean and has a lot of natural light.

The director and on-site supervisor are organized.

Staff photos are posted by the main entrance.

The center uses a Kindercare app for increased communication with parents.

The center employs a full-time cook.

There is an indoor gym when weather doesn't permit outdoor play.

The center utilizes CCR&R and their nurse consultant on a regular basis.

This is one of several Kindercare centers in the Des Moines metro. The handbooks are the same and the centers can share staff between the programs as needed.

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

109.7(5): Training plans are developed for staff that supplement educational and experience requirements and enhance staff's skill in working with the developmental and cultural characteristics of children served.
Kindercare Corporation needs to have their in-house training curriculum for staff approved by HHS. Otherwise, staff will need to get six to eight professional development hours (10 hours first year) through the HHS Training Registry or other entities previously approved.

109.10(15)a: The center shall have written emergency plans and diagrams for responding to fire, tornado, flood, and plans responding to intoxicated parents, and lost or abducted children. Shall have guidelines for responding or evacuating in case of blizzards, power failures, bomb threats, chemical spills, or other disasters that could create structural damage to the center or pose health hazards. If center is within 10 miles of nuclear power plant, center shall have evacuation plan. Emergency plans shall include written procedures including plans for- Evacuation to safely leave the facility- Relocation to a common, safe location after evacuation- Shelter in place to take immediate shelter when the current location is unsafe to leave due to the emergency issue- Lock down to protect children and providers from an external situation- Communication and reunification with parents or other adults Responsible for the children which includes emergency telephone numbers- Continuity of operations- To address the individual children, including those with functional or access needs.
The center has written plans, but they also need an Emergency Preparedness kit.

109.10(15)b: Emergency instructions, phone numbers, and diagrams for fire, tornado, and flood shall be visibly posted and documented at least once a month for fire and tornado. Records shall be maintained for current and previous year.
A few fire and tornado drills were missed in 2024 (this is before the current director was in place).

V. SPECIAL NOTES/RECOMMENDATIONS:

Radon testing was last conducted 6/26/23 - 6/29/23. All classrooms came back with radon levels below the 4.0 cutoff. Because levels were below 4.0, the center can move to testing for radon at least every five years now. So long as radon levels remain below 4.0, they can remain on a five year plan. If at the next testing, levels in any classroom come back 4.0 or higher, the center will have to have a mitigation plan, retest, and at least temporarily move back to testing every two years.

The annual HVAC inspection was completed on 9/10/24.

The carbon monoxide detector is built into the building system.

The center does not transport or take field trips. The center will bring in different agencies into the center for presentations for children.

IQ4K was discussed at the inspection visit. The center director has had conversations with CCR&R about starting this process.

I - Power was discussed at the visit. All staff need to have I - Power profiles and be uploading training into their profiles. Any staff no longer employed at the center should be unlinked from the center in I - Power.

Information on how to get Kindercare in-house training approved was sent to the director and the district manager after the visit concluded.

When it comes to napping, children cannot be forced to nap and/or to remain on their cots if they do not nap. Children should be allowed to be able to get off their cots and do a quiet activity at a table if they so choose. If they choose to do this quiet activity on their cot, they can also do so.

Children four years of age and older can be combined and ratio can be determined by the majority age of the children.

The center needs to have an Emergency Preparedness kit. A list of items that could be included was emailed to the center after the visit concluded.

It was noted there was one loose piece of equipment on the climbing wall. This piece will need to be tightened.

A new, full, two-year license is recommended.

*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.