Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: Cadence Academy Preschool - Clive

Provider No.: 25879

Address: 14300 Hickman RD, Clive, IA, 50325

County: Polk

Director's Name: Allyson Naberhaus

On-Site Supervisor: Karl

Phone Number: 5159872137

E-Mail: director.clive@cadence-academy.com

HHS Visit Date: 04/22/2026

Licensing Period: 05/01/2026 to 05/01/2028

Fire Inspection:

Date Inspected: 05/05/2025

Comments: Fire inspections due at least every three years; completed by Urbandale Fire Dept.

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

- [X] Accrediation

Comments: NAEYC Accredited : National Association for the Education of Young Children

NAEYC is the professional association advancing high-quality early childhood education for children from birth through age 8

Program Duration:

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

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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:

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

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	16	12	50	24	102
Summer					0

1. Basic Overview

An unannounced full licensing visit was completed 4-22-26; with director Allyson Naberhaus present for the entire vist.

This center opened in 1997 and was a part of the Apple Tree organization which has centers located throughout the metro area. In 2013 these centers were purchased by Phoenix Children's Academy which is now called Cadence Education. The center name has changed to Cadence Academy Preschool.

Each center has a director that meets the 100 point requirements, and every assistant director/on-site supervisor meets the 75 point requirement. Allyson Naberhaus became director at this center 6/2005. Allyson brings with her education and many years of child care experience.

This center continues to operate in a wing of the Heartland Presbyterian Church. They rent the space from the church; there is no religious affiliation or financial support from the church, however they have a strong partnership.

Hours of operation are 6:30 am-6:00 pm.

Room observations/activities: This center is using the Ascend Curriculum along with the Kaymbu application to communicate with parents. . The staff were observed to be responsive to the children and to maintain structure in the rooms with nurturing responses to the children and children were content. The classrooms do offer a good variety of toys and play centers for each age level. The staff observed leading a group activity or involved in art projects with the children in the classrooms. The children were content and freely approached teachers when needed.

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Nutrition Practices: There is an on-site kitchen and dedicated kitchen staff. The center offers breakfast/AM Snack, lunch and afternoon snack prepared on-site and fresh daily.

Playground: This playground is divided by ages; and enclosed with chain link and wood-privacy fencing. A new shade structure has been ordered.

Transportation/Field trips: NA

2. Identify Observed Strengths of the program

The center has their NAEYC accreditations. The center has been NAEYC accredited for over twenty years.

The children who attend pre-school at this center are prepared and ready for Kindergarten.

The center partners with the TEACH program. T.E.A.C.H. (Teacher Education and Compensation Helps) is a comprehensive scholarship program that provides the early childhood workforce access to educational opportunities and is helping establish a well-qualified, fairly compensated and stable workforce for our children.

The center has a secure entrance.

The center now has cameras in every classroom that record.

3. Identify the aspects that fall below the standard

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.

109.7(2): Center directors and all staff have the required contact hours of training.

109.9(1)b: 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.

109.10(13)c: Center shall develop procedures for annual staff and volunteer training on emergency plans.

109.10(13)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.

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

109.6(4)c: Center repeats Iowa record checks--some staff files needed updated/repeated Iowa Criminal Background checks.

*The directed logged into the SING system to repeat the necessary checks during this visit; no further actions required.

109.7(2): Center directors and all staff have the required contact hours of training: several electronic and physical files were absent training certificates.
*The director indicated that the director has begun to review files; and will ensure staff are completing yearly training hours by offering more resources to the staff to access low/no cost trainings that would fulfill this requirement

109.9(1)b: All files contain a pre-employment physical exam: At least two staff files did not contain physical forms
*The director indicated that the director would approach staff, and have them obtain physical forms, that failure to do so, could result in further internal discipline.

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*The director stated that the director has begun a process to track when staff files need updated

109.10(13)c: Center shall develop procedures for annual staff and volunteer training on emergency plans.--The center does have an emergency plan that is detailed in employee orientation packet.
*The director indicated that at the next staff meeting; there will be an actual training on this centers emergency plan (off site evacuation specifically)

109.10(13)b : monthly tornado and fire evacuation drills must be completed and documented. The center has missed several months of practice drills.
*The director indicated re-instituting this policy and ensures there is at least one fire and one tornado drill completed and documented each month. The director had already begun documenting and completed the emergency drills for this month.

5. Special Notes/Recommendations

Radon testing is now due every five years if testing is under 4.0 cutoff. The last radon testing was completed between February and April of 2021 and is due again now. The director had the testing kits and would complete the testing, emailing the results to this worker.

The menus reflect the center is following CACFP guidelines.

Targeted Assessment: Behavior Management
I discussed with the center director their oversight of behavior management related to helping childcare staff: 1) Understand expectations, 2) managing frustrations, 3) monitor performance. The director indicated that she and the teachers complete training designed to enhance behavior management strategies for staff to utilize. The director and teachers also discuss concerns, documenting those concerns. The director has rearranged rooms and had children graduate to the next room. The center has and continues to be willing to work with AEA. The director reminds staff to utilize breaks and is willing to step in to assist if needed.

Date: 04/23/2026

HHS Licensing Consultant: Maggie Gibson, SWIV

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**.