Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: It Takes A Village Childcare, LLC

Provider No.: 50667

Address: 3631 W 9th ST, Waterloo, IA, 50702

County: Black Hawk

Director's Name: Ginny Stroschein

On-Site Supervisor: Ginny Stroschein

Phone Number: 3192292931

E-Mail: vstroschein@fvrc.com

HHS Visit Date: 07/14/2026

Licensing Period: 08/01/2025 to 08/01/2027

Fire Inspection:

Date Inspected: 10/14/2024

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	5:30 AM to 7:30 PM		
Tuesday	5:30 AM to 7:30 PM		
Wednesday	5:30 AM to 7:30 PM		
Thursday	5:30 AM to 7:30 PM		
Friday	5:30 AM to 7:30 PM		
Saturday			

Program Population Served:

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

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	34	18	48	0	100
Summer					0

1. Basic Overview

On 07/14/26 I made an unannounced off year licensing visit to It Takes A Village Childcare in Waterloo. I met with Virginia “Ginny” Stroschein, the director for the program. Ms. Stroschein started at the program as the director in March 2026. She has a BA in an unrelated field. She has been employed in the childcare field for 26 years and has previously been employed as a director. The program employs 24 staff members. Florence Miller is the assistant director and Brenda Laslo is the office coordinator. Alexis Sapp requested the on-site supervisor role but she does not meet the qualifications.

Friendship Village, a retirement community, built a childcare center on their campus. They were given permission to open on 07/15/19. The program can operate 24 hours a day, seven days a week and serves infants through children five-years-old. They are currently only operating from 5:30 am until 7:30 pm. They are no longer offering weekend care and only operate Monday through Friday because there has not been a need for weekend or overnight care. There are currently 59 children enrolled. The center has the capacity to care for 100 children in the childcare center.

Friendship Village partially made the decision to build a childcare facility to assist employees they hire at Friendship Village with childcare for all three shifts. The program also has a partnership with Mercy One Hospital and is open to the community.

The program operates out of five rooms: younger infants (Purple 1 room), older infants (Purple 2 room), one-year-olds (Teal room), two-year-olds (Blue room), three-year-olds (Green room) and four and five-year-olds (Red room). An inspection of each room was completed. 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. All rooms were within ratio during my visit.

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The centers observed on the day of the licensing visit include library, Lego/blocks, table toys, games, puzzles, transportation, art, dramatic play, writing, math, science/discovery, sensory table and music. Centers were arranged in a manner that allowed easy movement between activities, but it also all0wed 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.

In the two year old room there are several empty shelves. There should be more activities for the children in the classroom. If children become bored it leads to disruptive behaviors.

The center uses the Creative Curriculum and a variety of other resources to develop lesson plans. Activities are based on themes. The program uses the Ages and Stages Questionnaire (ASQ) as an assessment tool. The program has parent/teacher conferences when the child starts, each spring and before the child transitions to the next room. The center sends a monthly newsletter home to the parents to keep them updated on center activities. Lesson plans were available for review in most rooms. The preschool room must develop written lesson plans that show the plan of activities for the day. It should be specific to what they are doing and not a generalized plan, as seen in a daily schedule.

ProCare is used to complete the required daily sheets for the children under the age of two. The app is also used to communicate with all families.

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

Cots and cribs are used to nap. In the Infant 1 room are being made to nap at the same time on a strict schedule. This is not developmentally appropriate. Children should be allowed to sleep on demand. There are children of various stages of development in the room and not all children require the same amount of sleep. As children age, they require less sleep, but typically until approximately nine months a forced schedule should not be made. Additionally, while you can dim the lights in the classroom while children nap, the room should not be so dak that a staff member cannot maintain visual supervision of the children sleeping and the children who are awake.

I reviewed documentation of monthly fire and tornado drills. I reviewed documentation of monthly playground inspections. The radon test was completed in July 2024 and is good for five years. Results were within EPA guidelines. Next time radon testing is completed you are required to test every program room. There are no fuel burning appliances in the center. A carbon monoxide detector was on site in the hallway near the kitchen. Outlets were protected. The fire marshal inspection occurred on 10/14/24.

Some classrooms use Purell Professional Surface Disinfectant on the food tables and changing tables. Other classrooms use the Purell on the changing tables and Quaternary Sanitizer on the food tables. The program uses Chem Work Quaternary Sanitizer to wash dishes.

I observed and/or discussed diaper changes in the classrooms and procedures are followed in most rooms. In the two year old room the staff member was leaving the gloves on throughout 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 so this will not be cited.

There are bathrooms inside the classrooms for the children two-years-old and older. Each bathroom has a toilet and sink and there were changing tables in some of the bathrooms. Handwashing and diaper changing procedures were posted. I talked with staff members about removing the cloth strap on the diaper pad in the three year old room. This strap cannot be disinfected.

I observed first aid kits in each classroom. Remove the Neosporin and the Benadryl cream from the first aid kit in the preschool room. These items require a parental signed medication authorization form. We recommend cleaning an injury with soap and water and putting a Band-Aid on it.

The program does not participate in the Child and Adult Care Food Program (CACFP). The center is required to follow the CACFP guidelines. The center provides the children with breakfast, lunch, supper and a morning, and afternoon snack. Breakfast, lunch and supper are prepared by a Friendship Village chef and delivered to the center. Friendship Village

provides the snacks, but the center prepares them. Menus are prepared by Friendship Village, who has a nutritionist on site. There are a series of menus for spring and summer and a series of menus for fall and winter. Menus were posted. Food items are stored according to NHSPS guidelines. Menus and allergies were posted in each room and the kitchen. Family style is being used in the preschool children and the younger children are served their food. When serving children a snack, the food item should not be placed directly on the table. I would recommend placing it on a paper towel.

The daily schedules in some of the classrooms indicate that the times that food is served are not following HHS licensing standards. There must be at least two hours between each time food is served and no more than three hours between each time food is served, unless the children are napping. Please review the daily schedules of each room and make adjustments that meet licensing guidelines.

In the two year old room the staff members did not have the children wash their hands prior to lunch. I informed them this must occur each time before children eat.

Parents provide all formula, baby food and cereal for the infants. The center provides the meals when they are on table food. Bottles are washed in the room using the three-step method.

There is a refrigerator in each room and thermometers were present. There are also three sinks in each room specifically for washing dishes. The three-step method is used. Both infant rooms and the one-year-old room have the three sinks and a dishwasher. Silverware and cups are washed in the classrooms and the other dishes are sent to Friendship Village to be washed.

The kitchen was observed to be clean and organized. There is an industrial refrigerator, and an industrial freezer and thermometers were present.

The program has a fenced-in outdoor play area behind the center. The area is mostly a natural play area. They have slides built into a small hill, a music center, art center and sensory tables. They have pour in place fall surfacing in the area where there are objects with a fall height greater than 18 inches. They have a concrete path through the area. They have tarps for shade and have also planted trees. There is a small area of woodchips. I observed several thistles on the playground. These must be removed immediately.

The parent information is located on a bulletin board inside the entrance. The mandatory reporter, childcare consultant and the handbook availability were posted. The license was conspicuously hung. A no-smoking sign was posted at the entrance.

2. Identify Observed Strengths of the program

Staff members were observed to have good interaction with the children. I observed staff members singing and dancing with children during circle time. Staff members interacted with the children at their level. In the preschool room, the staff member had a child help her set the table for lunch. There was good communication between staff members and good communication with the children. Staff members were actively engaged in play and they encouraged the children to use their imaginations. Child friendly music was playing in the rooms. Staff members reminded the children about handwashing and sang with children as they washed their hands. They were nurturing and attentive. They provided the children with praise but used positive redirection when necessary. Staff members modeled good manners.

Ms. Stroschein states the teachers genuinely love the children.

Ms. Stroschein states that overall, the teachers have good relationships with the parents.

Ms. Stroschein states she is big on relationships, communication and community.

Ms. Stroschein states the program continues to have a partnership with Mercy One and they hold slots for Mercy One's employee's children.

Full time staff members and qualified part time staff members (35 hours or more) receive benefits, such as 401, vision, health and life insurance.

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There is information about each teacher posted outside the classrooms.

The program is in a secure building and there are cameras in the room that can record.

Every Wednesday the grandparents from Friendship Village visit the center to interact with the children. The children visit the grandparents at Friendship Village once each month. There are pictures of the children and grandparents in the hallway of the center.

3. Identify the aspects that fall below the standard

109.10(6): Children's hand washing: Center shall ensure staff assist children in personal hygiene.
In the two year old room the teachers did not wash the children's hands prior to sitting down for lunch. Children's hands must be washed before all food activities.

109.11(4)a: Center must have safe outdoor program area adjacent to the center, with sufficient square footage to accommodate at least 30 percent of the enrollment capacity at any one time at 75 spear feet per child. Outdoor space must:Be free from litter and unsafe materials and free from contamination by the drainage or ponding of sewage or storm water.Include safe play equipment and an area of shade.Include fencing to protect from bodies of water or vehicular traffic.
I observed several thistles on the playground. These must be removed immediately.

109.12(1): Program structure that uses developmentally appropriate practices and written program of activities planned to the developmental needs of children served.Program complements but does not duplicate school curriculum.Schedule of program is posted in a place visible to parents.
In the Infant 1 room are being made to nap at the same time on a strict schedule. This is not developmentally appropriate. Children should be allowed to sleep on demand. There are children of various stages of development in the room and not all children require the same amount of sleep. As children age, they require less sleep, but typically until approximately nine months a forced schedule should not be made. Additionally, while you can dim the lights in the classroom while children nap, the room should not be so dak that a staff member cannot maintain visual supervision of the children sleeping and the children who are awake.
The preschool room must develop written lesson plans that show the plan of activities for the day. It should be specific to what they are doing and not a generalized plan, as seen in a daily schedule.
In the two year old room there are several empty shelves. There should be more activities for the children in the classroom. If children become bored it leads to disruptive behaviors.

109.13(1 and 2): Center shall serve each child a full, nutritionally balanced meal as defined by CACFP guidelines.Staff shall provide supervision at table during snacks and meals.Children at center two hours or longer shall be offered food of not less than two hours and no more than three hours apart unless child is asleep.Menus shall be made available to parents and kept on file with substitutions noted.Avoid foods with high incident rate of causing choking.
The daily schedules in some of the classrooms indicate that the times that food is served are not following HHS licensing standards. There must be at least two hours between each time food is served and no more than three hours between each time food is served, unless the children are napping. Please review the daily schedules of each room and make adjustments that meet licensing guidelines.

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.

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Targeted Assessment: Behavior Management:
I discussed with Ms. Stroschein her oversight of behavior management related to helping childcare staff: 1) Understand expectations, 2) managing frustrations, 3) monitor performance. Ms. Stroschein states she has not encountered this since she started at the center. She states if there are difficult behaviors in the classroom she tries to model for staff members how to handle situations. She uses phrases like, “This is what I hear, try this instead”. She states she will have in-person conversations with staff members about expectations. She has printed out tools for each of the classrooms. She has told staff members if they feel frustrated, they can call the administrative team for help and take a break.

Ms. Stroschein states she monitors the situation by walking through the hallways and visiting classrooms. She also has access to the cameras in the classrooms.

Date: 07/23/2026

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**.