Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: CAM Cubs North

Provider No.: 13192

Address: 709 McIntyre DR, Anita, IA, 50020

County: Cass

Director's Name: Brittani Richards

On-Site Supervisor: Marcie Peterson

Phone Number: 7127460472

E-Mail: camcubschildcare@gmail.com

HHS Visit Date: 04/16/2026

Licensing Period: 03/01/2026 to 03/01/2028

Fire Inspection:

Date Inspected: 11/13/2024

Comments:

Report Visit Type:

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

License Type:

- [X] Full
- [ ] Provisional

Quality initiative:

Quality Rating: 2

- [ ] Accrediation

Program Duration:

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

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HOURS:	*Year-round*	*School-Year*	*Summer Only*
Sunday			
Monday	7:00 AM to 5:30 PM		
Tuesday	7:00 AM to 5:30 PM		
Wednesday	7:00 AM to 5:30 PM		
Thursday	7:00 AM to 5:30 PM		
Friday	7:00 AM to 5:30 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	12	21		24	57
Summer					0

1. Basic Overview

An unannounced licensing visit was made to CAM Cubs North on 4/16/26. CAM Cubs North is located in the old Anita Elementary School building located at 709 McIntyre, Anita, Iowa. Brittani Richards became the director in May 2025. Marcie Peterson is the on-site supervisor. Brittani has an associate's degrees in business and an associate's degree in Early Childhood Education. She is working on her bachelor's degree which is leading to a teaching license. There are 32 children enrolled in the center. Thirteen children were present during my visit. Child care is offered to children six weeks of age to 12 years old. The hours of operation are 7:00 AM to 5:30 PM. The center utilizes three programming areas.

Observation of Rooms:
The center moved to the newer part of the elementary school building at the end of February 2025. The gym area has been renovated and has two programming areas: toddler room and school age room. Cubicle walls are used for separation in the gym area for toddlers and school age children. The infants have their own room. There are also a kitchen and an office. The new area looks great. The rest of the elementary school has been demolished. The infants and toddlers were present during my licensing visit. The school age children were in school and not present during my visit. The rooms looked nice and had a fun variety of age and developmentally appropriate toys and equipment. The rooms were in ratio and they had lesson plans/activities for the infants and toddlers. There were no lesson plans for the school age students, but Marcie reported they have lesson plans during the summer. Lesson plans are needed year-round. The lead teacher makes lesson plans for the infant room and Marcie makes the lesson plans for the toddler room. Marcie makes the weekly theme. This week the theme is "Week of the Young Child". The children were observed during nap time. Brittani is at the Anita site two days a week and three days a week at the Massena site. Marcie provides Early Learning Programming on Tuesdays and Thursdays from 8:30 AM to 11:00 AM at the Anita site. The Early Learning Program is for four- year-old children who do not meet the school cutoff for four-year-old preschool. Some of the children are from the center and some are from the community. Staff

were attentive to the needs of the children. Brittani has requested four four-year-old children be combined with the toddlers on no school days. They will have a minimum of two staff and will have curriculum for both toddlers and four-year-old children. The center uses the Brightwheel child care app. The daily sheets are on the Brightwheel app and looked good. The toddler diaper changing area is in the entry of the girl's bathroom.

Nutrition:
There are two different staff that prepare the meals throughout the week. Brittani will prepare the meals, if necessary. The center provides breakfast, lunch, and snack. Menus were posted. The center is on the federal food program. Proper food storage was not being used. There were crackers and cereal that were not sealed in airtight containers after opening. Please seal and date all food in airtight containers after opening. The center does not have a dishwasher/sanitizer. They hand wash all dishes and use the three-step process. They wash with soap and water, rinse with water, and then rinse them in sanitizer. The thermometer in the freezer was broken.

Health and Safety:
The center follows medication management procedures when children are prescribed medications and they use the medication log. Three staff are certified medication managers so there is always at least one person onsite that is able to dispense medications. Radon testing was done in January 2026 and all were in the acceptable range. The center has a radon mitigation system so testing is required every two years to make sure the mitigation system is working properly. Brittani reported that the center has all electrical appliances. The center has properly stocked first aid kits. The center practices and documents monthly fire and tornado drills. Bleach water is used for sanitizing and disinfecting. Make sure you are using the three-bottle procedure 1. Soap/water for cleaning, 2. Water for rinsing, and 3. Bleach water for sanitizing and disinfecting. Three separate bottles are needed for sanitizing and disinfecting. Bleach water must be mixed daily. The first person that arrives at the center in the morning makes the bleach water. Review the mixing directions on the specific bottle of bleach you are using. If the mixing instructions aren't on the bottle, go to the specific product website for mixing instructions. You may want to discuss other products for sanitizing and disinfecting with the Child Care Nurse Consultant. Toys are sanitized twice a day. Cot sheets are taken off the cots daily and washed weekly. The cots are disinfected daily. In the toddler room, there was a shelving unit that was on the floor. It was full of art supplies that were in children's reach. This is a health and safety hazard. These supplies need to be put up and out of reach of the children.

Playground:
The playground area is fenced and has a cement path for riding toys, a grassy area for playing, and one piece of commercial playground equipment with slides. Pea gravel is used for fall surfacing. There are picnic tables and a shade tarp provides shade. The center practices and documents monthly playground inspections.

Transportation:
The program does not provide transportation services.

Administrative Records:
Six children's files were reviewed and were in excellent order. Two staff files were reviewed and both were incomplete. Two were missing current SING background checks, one was missing current CPR/first aid, and one was missing a current physical exam. It was reported that CPR/first aid training is scheduled for the first week in May. Brittani has monthly staff meetings at each site. Brittani has worked with Child Care Resource and Referral in the past. The center participates in IQ4K level 2.

2. Identify Observed Strengths of the program

Brittani became the director in May 2025. She is excited and enthusiastic about the program. The staff were attentive to the needs of the children. The child care center is an excellent resource for the community. The center participates in IQ4K level 2. The center receives grants for equipment and supplies. Brittani identified the strengths as the center has been around for over 20 years, their staffing is consistent, and they have good communication with parents. Marcie has daily contact with staff. Brittani has agreed to work with Child Care Resource and Referral to work on all staff files. They will organize the files and identify which staff need training then come up with a plan to meet the training requirements. Brittani has contacted Amy with CCR&R and has a date set to review staff files.

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3. Identify the aspects that fall below the standard

109.7(2): Center directors and all staff have the required contact hours of training. Two staff files were reviewed and both were incomplete. Two were missing current SING background checks, one was missing current CPR/first aid, and one was missing a current physical exam. SING background checks are required every two years, CPR/first aid is required every two years, and a current physical exam is required every three years.

109.11(3)a: Center shall ensure that: Facility and premises are sanitary, safe, and hazard free. Sufficient lighting shall be provided. Sufficient ventilation. Sufficient heating. Sufficient cooling. Equipment placed in the program area is maintained so as not to result in injury to the children. Art supplies were being stored on a shelf that was accessible to children. The art supplies need to be put up or locked so they are not accessible to children.

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. The school age room did not have lesson plans. Lesson plans are required for all ages all year round.

109.13(5)b: Sanitary and safe methods in food preparation, serving, and storage sufficient to prevent transmission of disease, infestation, and spoilage are followed. Staff preparing food that have injuries on hands wear protective gloves. Staff serving food use clean serving utensils and have clean hands/wear protective gloves. Proper food storage was not being used. There were crackers and cereal that were not sealed in airtight containers after opening. Please seal and date all food in airtight containers after opening. The thermometer in the freezer was broken.

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

5. Special Notes/Recommendations

A full license is recommended for 3/1/26 to 3/1/28.

Targeted Assessment Behavior Management
I discussed with Brittani their oversight of behavior management related to helping childcare staff: 1. Understand expectations, 2. Managing frustrations, 3. Monitor performance. Brittani reported that after one year of employment, staff are required to do Passport training. PBIS is offered to longer term employees. They talk about behavior management at staff meetings. They talk about specific children at staff meetings who have more difficult behaviors. Brittani has an open-door policy. Staff will tag out with each other and will switch rooms if a staff member is having a particularly difficult day with a child.

I have approved Brittani's request for four four-year-old children to be combined with the toddlers on no school days. They will have a minimum of two staff and will have curriculum for both the toddlers and the four-year-olds.

Date: 04/22/2026

HHS Licensing Consultant: Tausha Bottorff

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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**.