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

Name of Center: Lily Pad Day Care & Preschool **Enrollment:** 49 **License ID No. (Reapplications)** 23736

Street: 6880 Council St NE **City:** Cedar Rapids Iowa **Zip** 52402 **County:** Linn

Mailing Address: 6880 Council St NE, Cedar Rapids, IA, 52402

Director's Name: Carrie Jakoubek **Phone Number:** 319-393-0823

On-Site Supervisor(s): Carrie Jakoubek **E-Mail:** acjakoubek@hotmail.com

Date(s) of Visit: 04-15-2025

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

LICENSING VISITS

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

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

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

Date Inspected: 01-03-2024

Comments :

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*
Sunday			
Monday	6:30 AM to 5:30 PM		
Tuesday	6:30 AM to 5:30 PM		
Wednesday	6:30 AM to 5:30 PM		
Thursday	6:30 AM to 5:30 PM		
Friday	6:30 AM to 5:30 PM		
Saturday			

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Age	Capacity
General	22	12	40	10	84
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 04-01-2025 to 04-01-2027
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Amy Lyons **Date:** 04-28-2025

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

Not applicable.

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

Lily Pad Day Care & Preschool has been in operation since 1987. The program offers a variety of full-time and part-time early learning/childcare options to help meet the needs of children and families throughout the community. Lily Pad Day Care & Preschool operates year-round Monday through Friday from 6:30am to 5:30pm. The program serves infant through school-age children. Current enrollment is 49

Owner and director of Lily Pad Day Care & Preschool is Carrie Jakoubek. Ms. Jakoubek has been the childcare's owner for 18 years. Ms. Jakoubek has an associate degree, over 30 years of experience working with children, and continues to participate in much child development related training.

On 4/15/2025, program space was observed.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

Lily Pad Childcare & Preschool offers a variety of early learning opportunities and childcare options to help meet the needs of families and children throughout the community. The program is located in a predominantly urban area and accepts a variety of funding sources. In 2025, Lily Pad Childcare & Preschool is celebrating their 38th year of business with 18 years of ownership under current owner/director Carrie Jakoubek. Congratulations!

The primary goal of Lily Pad Childcare & Preschool is to "…provide a safe, clean, stable, caring and loving environment…a home away from home for your child".

Lily Pad Day Care & Preschool has the following website for families and community to learn about the program: http://www.crlilypad.com/. The program also sponsors a private social media page for enrolled families and current staff.

Lily Pad Day Care & Preschool continues to participate in quality initiatives including local quality initiatives.

Owner/director Ms. Jakoubek is a local entrepreneur invested in the city of Cedar Rapids and surrounding community. Ms. Jakoubek is a childcare mentor, has established relationships with other childcare management/directors, and has a history of being a childcare evaluator for a local quality initiative. Ms. Jakoubek is knowledgeable of licensing guidelines as well as her own program's policies and procedures. Ms. Jakoubek is organized and has noteworthy systems of organization in place to help ensure administrative items are completed as required and maintained in a secure manner. As a result, the program experiences smooth daily operations.

Since the last monitoring visit, the program has retained almost all seasoned employees as well as obtained a few new ones. Staff reported celebrating 28 years, 19 years, 5 years, 3 years, and 2 weeks employment with Lily Pad. The center cook

reported celebrating an impressive 30 years of providing culinary delights to the childcare children! Staff longevity is inspiring! Ms. Jakoubek discussed being grateful for her core team of employees, being proud of their loyalty over the years and about the way they all get along. Ms. Jakoubek talked about staff achievements, having confidence in their seasoned abilities, rewarding staff as much as possible (e.g. notes, small treats, holiday celebrations, monetary), and supporting professional development through annual in-service professional growth days.

Lily Pad Day Care & Preschool has emergency plans, policies, and procedures in place which are annually reviewed and updated as needed. This program has successfully navigated through the 2008 historic Linn County flood, 2019 winter Polar Vortex, 2019 health (covid-19) pandemic, 8/10/20 Derecho Storm, 2021 food supply issues, 2022 infant formula shortages, 2023 air quality alerts and 7/19/24 global technology outage.

Lily Pad Day Care & Preschool continues efforts at optimal communication between the program/staff and families. The program has organized parent-staff/program information centers, offers regular program newsletters, utilizes technological communication resources, and supports family programming activities. Family programming activities have included parent/program conferences, annual preschool graduation ceremony, off-site field trips, fundraising efforts, and successful summer experiences. Ms. Jakoubek discussed the positive family feedback the program has received including families continuing to return for childcare after having multiple children.

Building and grounds are well-maintained. Ms. Jakoubek has several persons who assist her with routine repairs and building/property updates. Since the last review, classrooms were re-arranged in a thoughtful manner with learning at the forefront. Children's accomplishments (e.g. artwork, milestone work) are displayed throughout the program space. Materials are accessible to children. Staff communicate with children verbally, through picture cues, with sign language and in Spanish. Curriculum includes a combination of learning strategies along with teacher-inspired ideas with an emphasis on literacy and phonics experiences. Curriculum additionally incorporates off-site field trip experiences, on-site guest speaker events (e.g. local fire department, the Easter Bunny, Santa Claus, lama gram, local librarian), and themed days (e.g. clever Hawkeye Pep Rallies). Ms. Jakoubek discussed future goals including outdoor playground enhancements.

Lily Pad Day Care & Preschool collaborates well with community agencies including the local school districts, local businesses, CCR&R and health professionals.

Each child is engaged in a daily health check upon arrival for early detection of apparent illness, communicable disease, or unusual condition or behavior which may adversely affect the child or the group. The program has policies and procedures in place for hand washing, diapering, cleaning, sanitizing and disinfecting. Cleaning checklists and daily sanitation reminders are posted in various areas of the center.

On the day of the monitoring visit, children were observed to be dressed in their finest for spring picture day! It was very much noted that staff and children were in no way derailed from fun and learning all while some deviations to the day's regular routines/schedule were happening for spring photos. This week's areas of study included the oval shape, the color purple, and season of Easter with a visit from the Easter Bunny himself! Activities observed were many (e.g. infant cares, center play experiences, small group work, book reading, crafts, seashell listening, lacing activities, indoor bowling). A unique large marshmallow-egg decorating experience was happening in the 3yo room. Small group book reading with "I Spy" game was happening in the lower level preschool room. Children had access to an array of materials (e.g. books, imaginative play options, building materials, crafts, puzzles, sensory items) that encouraged innovative play. Staff provided a companionable presence allowing children to have many choices in their play experiences. Staff were overheard providing children with meaningful discussion, using positive redirection when needed, and encouraging the use of social graces. Children responded well to staff and appeared to be truly enjoying their day.

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

None noted.

V. SPECIAL NOTES/RECOMMENDATIONS:

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

*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.