Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: MercyOne Dubuque Child Development Ctr and PS

Provider No.: 19216

Address: 250 Mercy Dr, Dubuque, IA, 52001

County: Dubuque

Director's Name: Jennifer Ware

On-Site Supervisor:

Phone Number: 5635899680

E-Mail: warejl@mercyhealth.com

HHS Visit Date: 04/23/2026

Licensing Period: 10/01/2026 to 10/01/2028

Fire Inspection:

Date Inspected: 09/26/2025

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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CHILD CARE CENTER ANNUAL EVALUATION

HOURS:	Year-round	School-Year	Summer Only
Sunday			
Monday	5:45 AM to 7:30 PM		
Tuesday	5:45 AM to 7:30 PM		
Wednesday	5:45 AM to 7:30 PM		
Thursday	5:45 AM to 7:30 PM		
Friday	5:45 AM to 7:30 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	66	76	74	10	226
Summer					0

1. Basic Overview

An unannounced licensing visit was completed at this center on 4/23/26. The center director, Jennifer Ware, was present for the visit along with other staff. Jennifer is qualified having a diploma in early childhood education and plans to receive an associate's degree in early childhood education by 5/8/26. Jennifer has worked at the center for 28 years and been the center director since October 2024. This center is attached to the Mercy Hospital and serves children age infant through school age. This is a large center that serves primarily employees of the hospital and clinics and hospital affiliates. The center does now provide care for school age children (up through age nine years) on school days and non school days. The center participates in the Iowa Voluntary Preschool Grant program. The center director states the center uses the Creative Curriculum. The center reports enrollment of 199 children at the time of the visit.

The center consists of the following program rooms: Indigo room (12 to 18 months), violet 2 room (six weeks to 12 months), blue room (18 months to two years), green room (18 months to two years), yellow rooms (two rooms, two to three years), teal room (two to three years), orange rooms (two rooms, three to four years), violet 1 room (six weeks to 12 months), and red rooms (two rooms, four/five year old child care and four year old voluntary prek, school age on non school day). All program rooms are generally organized and are nicely stocked with accessible materials and postings to meet programming needs. Preschool rooms and pre-k rooms are set up with various learning/activity centers. Books are generally displayed nicely for the children in the program rooms. Program rooms with toileting children do have restroom areas adjacent with toilets and sinks. Rooms with children in diapers have appropriate diapering facilities. All program space was observed.

The center serves breakfast, morning snack, lunch, afternoon snack, and dinner. A later afternoon snack is also served in rooms with children under age two. The center does participate in the CACFP. The center contracts meals through the

CHILD CARE CENTER ANNUAL EVALUATION

hospital (IDPH licensed) kitchen with partial preparation done by the kitchen staff person at the center's kitchen area. The kitchen is organized. The lead kitchen staff is ServSafe certified.

2. Identify Observed Strengths of the program

Some of the center staff continue to have been employed at the center for many years, and they work well together. The staff in each room were again observed to be highly engaged with the children in program activities. There continues to be excellent support and resources for the center from the hospital. Program rooms are bright with windows, some at the children's level so that they can look outside. The center appears organized, and children's crafts and projects are posted throughout on display. Staff files and other required licensing documentation were found to be highly organized.

3. Identify the aspects that fall below the standard

109.7(1): All staff (within first three months of employment):Iowa's training for the mandatory reporting of child abuse.At least one hour of training regarding universal precautions.Certification in First Aid infant, child, and adult cardiopulmonary resuscitation (CPR) or equivalent certification approved by the Department. A valid certificate indicating the date of training and expiration date shall be maintained.Certification in infant, child, and adult first aid that uses a nationally recognized curriculum or is received from a nationally recognized training organization including the American Red Cross, American Heart Association, American Safety and Health Institute, or MEDIC First Aid or an equivalent certification approved by the Department. A valid certificate indicating the date of training and expiration date shall be maintained.Minimum health and safety trainings, (Essentials) approved by the Department. If significant changes occur to content, the Department may require the training be renewed.
1. _1_ staff file reviewed does not have evidence of completing Essentials modules 4 through 11 (start date 8/4/25).

109.11(3)a Center shall ensure that: (1) Facility and premises are sanitary, safe, and hazard free.
1. Items that should not be accessible to the children are accessible in one restroom area of the green room.

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.
1. Several program rooms did not have current activity planning posted or available.

109.12(4)b: Each infant and toddler shall be diapered in a sanitary manner as frequently as needed at a central diapering area. Diapering, sanitation, and hand-washing procedures shall be posted and implemented in every diapering area. There shall be at least one changing table for every 15 infants.
1. Review diaper changing procedures as they are posted. Staff did not wash child's hands or clean and disinfect the diaper station after the diaper change. Diaper station surface requires disinfectant, not sanitizer. Remove gloves before putting the clean diaper on the child. Staff did not wash hands after cleaning the diaper station.

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

N/A

5. Special Notes/Recommendations

The center was reminded of allowable age combinations. Two year old children may not be combined with four year old children, and three year old children may not be combined with school age children unless under the very specific rule 109.8(2)h for the very beginning and/or end of the day with only the number of children and staff present at the center as defined by the rule. The center will need to ensure compliance.

1. Ensure at least 18 inches from edge of the hand washing sink for any activity that is required to be sanitary such as food service.
2. Remove items stored in restroom areas. Restrooms shall not be storage areas.
3. A safe stool is needed for the blue and indigo rooms so that children can accomplish hand washing without staff having to hold them over the sink. This has been noted previously.

CHILD CARE CENTER ANNUAL EVALUATION

4. Ensure children do not drink from the hand washing sink at any time.
5. Ensure all record check information remains in the staff files.

The center will continue with a full license. Please address the violation(s) and/or concern(s) noted in the report so that corrections are obvious and ensure that items remain in compliance. This report does not require a written response.

Date: 06/02/2026

HHS Licensing Consultant: Heidi Hungate

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**.