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

Name of Center: Harvest Christian Daycare and Learning Center **Enrollment:** 159 **License ID No. (Reapplications)** 24307

Street: 4070 22nd Ave SW **City:** Cedar Rapids Iowa **Zip** 52404 **County:** Linn

Mailing Address: PO Box 8355, Cedar Rapids, IA, 52408

Director's Name: Katie Warner **Phone Number:** 319-390-4077

On-Site Supervisor(s): Kimberly Budak, assistant director **E-Mail:** katiewarner@harvestchristiandaycare.com

Date(s) of Visit: 01-03-2023

Licensing Visit X **Unannounced Visit** X **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: 04-19-2022

Comments :

LICENSE TYPE: X **Child Care** **Preschool (ages 3-5 meets three hours or less per day)**

Financial Type: Profit X 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*

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Age	Capacity
General	39	18	75	76	208
Summer					0

QRS Rating: 4

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 02-01-2022 to 02-01-2024
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Amy Lyons **Date:** 01-04-2023

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

Not applicable.

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

Harvest Christian Daycare and Learning Center (HCDLC) has been in operation since January 2009. The program did undergo an expansion of space into the Family Center building in 2013. HCDLC is located inside the Spirit of Faith Family Church and operates as a non-profit Christian organization. Pastors of the church are Jay and Debbie Eberly. HCDLC operates year-round Monday through Friday 6:30am to 5:30pm. The program serves children age infant through school-age. HCDLC offers a variety of full-time and part-time (including private preschool programming) learning experiences to help meet the needs of children and families in the community. Current enrollment is 159.

The founding and current director of HCDLC is Katie Warner. Ms. Warner has a bachelor's degree from the University of Iowa in Business. She has much experience in child care and business. Ms. Warner has received the National Administrator Credential through the National Child Care Association. Assistant director/on-site supervisor is Kimberly Budak. Ms. Budak has an ophthalmic assistant certificate and much experience in child care and business. Ms. Budak has remained the assistant director of HCDLC for several years.

On 1/3/2023, program space was observed.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

HCDLC is a well-established program offering many different early learning opportunities (e.g. learning enrichment tutoring camps, academic tutoring, kindergarten readiness camp, virtual learning, themed vacation Bible school) to help meet the needs of families and children throughout the community. HCDLC is located in a residential neighborhood of a predominantly urban community. The program accepts a variety of funding sources.

HCDLC has the following website for families and the community to learn about the program: https://harvestchristiandaycare.com/.

The mission of HCDLC is "…to affect our community by providing children with excellent care in a safe and Godly atmosphere. We plant seeds in each child through teaching Biblical lessons in a creative way. This yields positive growth spiritually, intellectually, physically, emotionally and socially. We are "Nurturing Today's Soil for Tomorrow's Growth!"..." In January 2023, HCDLC celebrates their 14-year anniversary of providing childcare to children and families in the community. Congratulations!

HCDLC has a history of participation in quality initiatives including a local quality initiative , QRS and CACFP. HCDLC achieved QRS 4-Star.

Ownership and management of HCDLC has remained consistent. The program's experienced management team (including Ms. Warner and Ms. Budak) is professional and organized, and in turn, the program is well-structured and experiences smooth day-to-day operations. Management has systems of organization in place to help ensure administrative items are completed as required and maintained in a secure manner. Management is knowledgeable of licensing guidelines as well as

their own program's policies and procedures. Ms. Budak discussed how during this reporting period there has been an increased need for her to step into classrooms and the kitchen. Ms. Budak talked about how management continues to be extremely open to hearing about and making changes whenever possible that bring joy to their staff as well as ease the daily rigors of childcare.

HCDLC continues to retain a seasoned core team of employees. Throughout the classrooms, staff reported celebrating 14 years (since having opened), 11 years, and 3 years with the program. Management discussed being proud of staff longevity and their continued success of displaying excellence in childcare. HCDLC work culture is built upon "12 Rules of Respect" and encouragement to pursue professional growth (e.g. staff professional growth hours exceed license requirements; obtain degrees in education, early childhood credentials, and/or CDAs). Management supports staff participation in the TEACH program and sponsors staff professional development days. Ms. Budak discussed how the church pastors continue to provide support and appreciation towards staff including offering additional paid hours (e.g. new annual paid shut down week, paid inclement weather days) and increased compensation for their childcare experience and immense efforts. HCDLC also rewards staff for their work and dedication through gestures of appreciation, holiday party, referral bonus, an “Eye on Excellence" program, and the "staff of excellence wall".

The executive program cook reported celebrating a 14-year anniversary as an original staff member when the program first commenced operations. Congratulations! HCDLC food service personnel are consistent, have completed much training including ServSafe, expressed joy in food preparation, and appear vested in their work. In 2019, HCDLC joined the "Healthy Habits" program. In 2021, the program reintroduced NAPSACC to help improve the health of young children through increasing opportunities for physical activity and healthy eating. Unique physical experiences have been incorporated into the program's daily routines and include stretching, moments of movement during transitions with card helpers, and novelty dancing (e.g. Conga Line). School-age children are offered a hot breakfast before transitioning to their school day. HCDLC makes trips to the local food reservoir whenever extra food is available. The food is then placed out on tables for those in need to take. Ms. Budak discussed how HCDLC supports annual holiday/food care packages for those in need. HCDLC continues to increase the use of whole grains, fresh produce, and diverse food items (e.g. pea pods, turkey chili). Ms. Budak discussed how during this reporting period there has been great collaboration on menu revisions (e.g. New child favorite clever ramen bowls!) and food/allergy/preference protocols (e.g. placemats).

HCDLC is a ministry of the Spirit of Faith Family Church and Jay Eberly Ministries. Church administration, church custodial staff, and the board help ensure the program space is sanitary and hazard free each day. The property is spacious, sanitary, and well-maintained. The space is ADA accessible and an AED machine is on-site. Since the last review, building and program area "refreshing" has begun. Refreshers have included updated/new diaper changing stations, room/area rugs, furnishings, and program supplies (e.g. infant room soft climber). The outdoor parking lot has expanded and been resurfaced. The kitchen obtained a new commercial refrigerator. Future 2023 refresher goals including updated flooring and further replacement of diaper changing surfaces.

HCDLC has emergency plans, policies, and procedures in place which are annually reviewed and updated as needed. HCDLC has successfully navigated through the 8/10/2020 Derecho Storm event and 2019 pandemic.

HCDLC 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 events throughout the year have historically included a Thanksgiving Dinner, Christmas Outreach Program, Parents Night Out event, fundraisers, and Annual Easter Egg Hunt (attendance over 250 people). Management discussed how HCDLC continues to sponsor an annual "Hallelujah Party" at Halloween time with carnival games, face painting, costumes and handfuls of candy for attendees. Ms. Budak reported the event brought in 433 people in 2022, with a past record attendance of 750 people! Summer camp 2023 planning and enrollment is just getting underway. Management and staff discussed joyous noteworthy 2022 summer events including a tie-dye party at the park, individual all enrolled pizza making event and school-age balloon water activity. Ms. Budak discussed how during the last reporting period, HCDLC was able to offer families copay forgiveness, and is currently offering from now until the end of the 2022-2023 school-year a $25 weekly discount for all current and new school-age children.

Classrooms continue to be arranged in a thoughtful manner with learning at the forefront. Children's accomplishments (e.g. artwork) are displayed throughout the program space. Materials are accessible to children. Curriculum occurs in a Christian environment incorporating a Bible lesson, academics, and character development with endless opportunities for choice, problem solving and creativity. Curriculum also includes opportunities for physical movement (with Mighty Movers) and daily reading (option to self-read, listen to teacher-read stories, or partner-read with a peer).

HCDLC has a solid reputation in the community. HCDLC collaborates well with community agencies, area access services, local health professionals and a variety of local businesses. The program is able to meet the needs of many families and children by offering to and from school and preschool transportation. The program transports children to multiple schools throughout the community. One of the program's buses has a chair lift. HCDLC continues to promote community service efforts locally and abroad to encourage a community of giving and the spirit of helping others. The church (in which

HCDLC is a housed and a part of) has assisted a fellow church with community outreach in Nigeria as well as supported Mize's international orphan efforts. Ms. Budak discussed a possible upcoming future goal of the church establishing a second childcare location in Kansas City.

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. Staff were observed encouraging and engaging in hand washing at all levels. The program has policies and procedures in place for cleaning, disinfecting, and sanitizing. Cleaning supplies as well as cleaning checklists/reminders were observed onsite.

On the day of the monitoring visit, staff were nurturing and attentive to the children's needs. Children had access to an array of materials (e.g. books, imaginative play options, building materials, crafts) that encouraged innovative play. Throughout the program areas, staff provided a companionable presence allowing children to have many choices in their play experiences. Routine transitions (e.g. clean up activities, snack rituals) worked smoothly into the program's welcoming and cooperative play environment. Staff were overheard providing children with many words of encouragement, offering positive redirection, and engaging children in much meaningful discussion. 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:

The program's license remains in full status. 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.