Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE CENTER ANNUAL EVALUATION

Name of Center: HACAP Head Start-Urban

Provider No.: 25056

Address: 1328 2nd Ave SE, Cedar Rapids, IA, 52403

County: Linn

Director's Name: Lacy Blackhawk

On-Site Supervisor: Lisa Nagel

Phone Number: 3193667632

E-Mail: agoddard@hacap.org
cregan@hacap.org

HHS Visit Date: 08/24/2026

Licensing Period: 09/01/2026 to 09/01/2028

Fire Inspection:

Date Inspected: 01/12/2026

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

Program Population Served:

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

LICENSE CAPACITY	Infants	2 Years	Preschool	School-Aged	Capacity
General	4	16	20		40
Summer					0

1. Basic Overview

HACAP is a community action agency currently providing head start services throughout 9 Iowa counites. HACAP began in 1968 serving families in Johnson, Jones, and Linn Counties. From 1973-1981, HACAP expanded to provide services in Benton, Iowa, and Washington Counties. Then, in fall of 2020, HACAP again expanded to provide services in Delaware, Dubuque, and Jackson Counties. Specifically, this license and report pertain to HACAP Head Start (HHS) - Urban. HHS - Urban is located inside a building which also provides community services. This program operates year-round, M-F 7:30am-5:30pm offering early head start (EHS) and head start (HS) to older infants through preschool-age children. Total enrolled children were reported to be 21 on 8/24/2026.

Multi-site HHS early childhood program executive director is Christi Regan. Ms. Regan has a BA degree in elementary education with early childhood reading, has experience working with children and participates in professional development. Specific director of HHS - Urban is Lacy Blackhawk. Ms. Blackhawk has been a director since December 2020. Ms. Blackhawk has a BA degree in early childhood education, has experience working with children, and participates in professional development. Specific on-site supervisor (OSS) of HHS - Urban is Lisa Nagel. Ms. Nagel has a BA degree in elementary education, has experience working with children and participates in professional development.

On 8/24/2026, program space was observed. Primary programming occurs age-defined early headstart and headstart classrooms. The program has access to sufficient restrooms with handwashing sinks to accommodate capacity. The program has access to an outdoor play area as well as on-site kitchen with space for food storage. While foods offered to the children are contracted, various on-site food and kitchen tasks are happening daily. Food service staff is experienced having been with the program for 3 years. Since the last review, child hand washing sinks were replaced. Evidence of summer's gardening activities was observed in outdoor garden boxes. On the day of this monitoring visit, the area of study

included "What names do we need to know at school?". Activities observed included breakfast completion, center play experiences, and large gross motor play outdoors. Curriculum allowed for a variety of experiences that were observed to pique child interest as well as encourage social emotional growth, innovation, the use of social graces and child choice. Routine transitions observed included indoor-outdoor movements and water breaks. On 8/24/2026, staff were observed to be in ratio, offering positive redirection when needed and actively engaged in programming. It was noteworthy that staff was observed providing reassurance and comfort to a child attending the program for the first time. Children appeared comfortable with staff and to be enjoying their day.

2. Identify Observed Strengths of the program

HACAP's mission and goal is "...helping people develop skills to become successful and build strong communities..." and "...to bring about a greater degree of social competence in the young children..."

HHS has the following website for families and the community to learn more about the program: https://www.hacap.org/headstart.

As of 8/24/2026, HHS locations continue to be overseen by a board of directors. The program's management team (e.g. Ms. Regan, Ms. Blackhawk, Ms. Nagel) are invested in the community and are mentors helping connect families and children with various community resources and events. The management team continues to have a system of organization in place to help ensure administrative items are completed and maintained in a secure manner. The management team remains knowledgeable of licensing guidelines as well as their own program's policies and procedures. In reviewing staff files, it is clear HHS staff participate in professional development that exceeds licensing requirements. Staff are seasoned with staff celebrating 27 years, 11 years, 6 years, and 4 years of employment with head start.

On 9/24/2026, HHS - Urban was found to be maintaining most required posting, maintaining a parent-staff-program information area, utilizing technological communication resources, and offering family programming activities. HHS programs have a Parent Committee, Policy Council, and family support workers. Curriculum continues to include Creative Curriculum, teacher-inspired ideas and regular program-family conferences.

As of 9/24/2026, HHS childcare locations continue to have and update as needed policies and procedures that include those for safety, daily health checks, hand washing, cleaning, sanitizing and disinfecting. On the day of this monitoring visit, staff discussed how they help ensure the children's space is sanitary and hazard free each day by following their current policies and procedures as well as maintaining checklists for cleaning and maintenance. Staff continue to report having supports from the HHS board and the HHS maintenance persons as to daily building and grounds conditions and repairs.

HHS locations including HHS - Urban each have emergency plans, policies, and procedures. HHS childcare locations have successfully navigated through flooding events (2008 historic Linn County flood), relocation situations, 2019 winter Polar Vortex, 2019 health (covid-19) pandemic, 8/10/20 Derecho Storm, 2021 food supply issues, 2022 infant formula shortages, air quality alerts (2023, 2025, 2026), technology outages (7/19/24 global technology outage, 10/10/2025 AWS outage, 10/29/2025 Microsoft outage) and 2026 nationwide cyclosporiasis outbreak.

3. Identify the aspects that fall below the standard

None noted.

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

Not applicable.

5. Special Notes/Recommendations

On the outdoor play area, remove weeds and thistles and power wash the climbing equipment. Remedy the gap around the bottom of the outdoor shed as it currently creates an insect and/or vermin hazard.

Replenish and replace dilapidated child furnishings and child materials (e.g. sensory bins, tables with chairs, shelving, books, soft corners, blocks, home living materials, baby dolls with clothing, play foods, dress-up) throughout the

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classrooms.

Increase indoor loose large gross motor materials (e.g. low to ground stepping/balance materials, romper stompers, push toys) and outdoor loose large gross motor materials (e.g. riding toys, hula hoops, push toys, balls, sensory table).

During this monitoring visit, various items in the building (e.g. flooring, classroom cabinets including hinges and hardware, counter tops) were noted as needing increased attention. Remedy.

To help with items noted in the special notes/recommendations section, please apply for the "Growing Iowa" fund (https://www.iowaccrr.org/child-care-providers/iowa-child-care-funding-opportunities/) designed to support childcare in Iowa by connecting with CCR&R.

Targeted Assessment: Behavior Management
Prior to this inspection, licensing has discussed with various HHS management persons oversight of behavior management related to helping childcare staff: 1) understand expectations, 2) manage frustrations, and 3) monitor performance. Management has shared how they are present in the center talking with staff, scheduling extra staff whenever possible, ensuring staff have breaks, establishing child behavior plans, communicating with families and exercising required polices for enrollment and discharge of children as needed. Management has talked about how staff have orientation and on-going professional development opportunities focusing on behavior strategies and PBIS.

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

Date: 09/03/2026

HHS Licensing Consultant: Amy Lyons

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**.