Health and Human Services

Iowa Department of Health And Human Services

CHILD CARE ANNUAL EVALUATION

Business Name: Tammy K Phillips

Provider Name: Tammy K Phillips

Provider No.: 31773

Address: 123 Sabrina CIR, Waterloo, IA, 50703

E-Mail:

County: Black Hawk

Phone Number: 3192902271

- [ ] Pre-Inspection Date:
- [ ] Approval Date:
- [X] Annual Visit Date: 9/3/2026

Program Type:

- [ ] Registered Child Development Home A (guidelines for ratios on all categories)
- [ ] Registered Child Development Home B
- [ ] Registered Child Development Home C
- [X] Registered Child Development Home C1
- [ ] Non Registered Child Care Homes accepting CCA

Program Population Served:

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

1. Basic Overview

Tammy has been a registered childcare provider since 2010. She is not a participant of the IQ4K quality rating system. She does participate in the Food program. Currently Tammy has 6 children enrolled and noted that she does not plan to take any more. She currently has a young group of infants and toddlers only. Tammy does not provide childcare in the summer. Tammy primarily uses the lower level of her home for childcare. The children do eat meals on the main level. Tammy has a large yard with outdoor play structures for the children. Tammy does not have any pets. Tammy does not have an approved substitute or assistant.

2. Identify Observed Strengths Of The Program

Tammy had 4 children in care on this date. All four were under the age of 2. The children were having breakfast when I

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arrived, and Tammy did transition them into play on the lower level of the home while this worker was present.

Tammy has a variety of toys and activities for the children. She had music for the children while this worker was present.

Tammy had the children's files organized into a file box with individual folders for easy review.

3. Identify The Aspects That Fall Below The Standard

110.8 (1) r : Certificate of registration is displayed in a conspicuous place.
Tammy did not have her current certificate of registration displayed. The certificate she did have displayed had expired.
*Tammy needs to locate her current certificate of registration and display it in a conspicuous place.

110.9 (1) b : Documentation from the Department confirming record checks have been completed and authorizing or limiting the person's involvement with childcare.
Tammy could not locate this current document.
*Tammy should try to locate this document and keep it with her other required documentation.

A re-check is not needed at this time. The above corrections should be made within 3 weeks (by 9/24/26) and will be reviewed at the next annual compliance check.

If you have questions, you may contact me at 319-429-0749 or via email at christy.weber@hhs.iowa.gov

Thank you for your service in providing childcare in your community.

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

NA

5. Special Notes/recommendations

Notes:
Tammy shared that she does not transport the childcare children.
Tammy shared that she does not ever use a swimming pool for the childcare children.
We did discuss safe sleep policies.
We did discuss the number of children she is allowed to care for at one time as a Category C1 provider.

As part of the 2026 Targeted compliance the Emergency Preparedness Plan was thoroughly reviewed. Tammy was in compliance with her EPP.
She was encouraged to review it at least yearly to ensure that no changes need to be made.

Recommendations:
As of 7/1/25 providers are expected to notify all parents in writing that the state does allow parents to submit an exemption for immunizations (either religious or medical) in lieu of the immunization record for each child. We did discuss at last year's annual inspection and Tammy had agreed to get that documented accordingly. However, she did not yet have that language added to her documentation. She had typed something up but noted she had not yet added it to her policies or provided it to her parents. Tammy will need to do that and ensure it is provided to all the parents accordingly.

As noted above Tammy did have a file box with individual folders for the children's files. This made it easy to review that documentation while she continued to care for the children. Her other required documentation however was a bit scattered, and this worker would recommend that she maintain that in one location a well.

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HHS Child Development
Home Compliance Worker: Christine Weber Date: 9/3/2026

Non-compliance with any of the mandated regulatory requirements listed above may lead to the cancellation or revocation of your Child Development Home Registration. Please take whatever steps are necessary to completely address each of the violations noted above. It is essential you correct all above-mentioned violations.

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 I encourage you to work with Black Hawk County Child Care Resource and referral at 319-233-0804 if you have any ongoing compliance or training needs.