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

Name of Center: Cadence Academy Before and After School - Oviatt **Enrollment:** 80 **License ID No. (Reapplications)** 27966

Street: 713 School AVE **City:** Norwalk Iowa **Zip** 50211 **County:** Warren

Mailing Address: 8800 N Gainey Center Dr Ste300Attn: Accounts Receivable, Scottsdale, AZ, 85258

Director's Name: Teresa Hoskins **Phone Number:** 515-981-5404

On-Site Supervisor(s): **E-Mail:** norwalk@cadence-academy.com

Date(s) of Visit: 08-04-2023

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

LICENSING VISITS

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

Signed Application (470-0722) Received X **Yes** **No** **NA** **Date Signed:** 07-25-2022

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

Date Inspected: 08-04-2020

Comments : Fire inspections are due at least every three years.

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: Infants (0-23 mo.) 2 Years 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				81	81
Summer					0

QRS Rating: N/A

RECOMMENDATION FOR LICENSE:	
X	**FULL** license from 08-01-2022 to 08-01-2024
	PROVISIONAL license from
	DENIAL of initial application
	SUSPENSION of license
	REVOCATION of license

Licensing Consultant: Maggie Gibson, SW4 **Date:** 09-05-2023

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

N/A.

II. IDENTIFY THE AREAS OBSERVED ON THE VISIT:

An unannounced, off-year visit was conducted on 8/4/23. Director Teresa Hoskins was present through the entire visit.

Cadence Academy Before and After School/summer program (Oviatt) has been in operation since June, 2004. Cadence Academy has several sites in the Des Moines Metro area, and is owned by Cadence Education, located in Arizona. They provide child care before and after school along with summers for children ages 5 to 12. The program operates during the school year Monday through Friday 6:30 AM-8:00 AM and 2:45 PM - 6:00 PM with summer hours being Monday through Friday 6:30 AM to 6:00 PM.. The program is located at Oviatt ELEM school in Norwalk. Teresa Hoskins has been the director since the inception of the program in June, 2004. The director is Teresa Hoskins. She has a college degree in a non-child related field. She started working for Apple Tree/Cadence in 1990 and became a director in 1992. She left the field for a few years but returned to Apple Tree (now known as Cadence) and opened this program in 2004. She has been the only director at this location since it opened. She meets has the necessary qualifications for director. The program is looking to add an assistant director as well.

All areas of the program were observed. These areas observed consisted of classroom observations and activities, nutritional practices, health and safety practices, playground observation, field trip and transportation practices, and administrative review.

Room Observation:
This program is operated from the cafeteria (capacity of 81) in the Oviatt ELEM school. Children are divided by ages at different tables/areas of the room. When this visit was conducted, the children were at individual play centers with staff involved in maintaining the structure of the room while also being interactive with the children. The program was in ratio. The program has a "secret agent' theme for this summer program. The program has a variety of age/developmentally engaging activities and centers.

The program has access to a smaller kitchen that provided some refrigeration; storage of snack items and also kept secure medications. The cafeteria was clean and nicely-organized.

Nutrition:
The school provides the center with Lunches and then AM/PM snacks. The food is prepared in the school lunchroom by the school cook and provided to the children by staff. Schools maintain a menu rotation that is set by federal guidelines.

Health and Safety--
The medication is securely stored in the small lunchroom and administered by certain medication management certified staff.

Posters for correct handwashing were posted with ready access to sinks to complete necessary hand-washing. The center keeps stocked first aid kits. Emergency plans were conspicuously posted and drills documented having been completed. The heating/cooling is provided and maintained by the school. This program space was kept well-organized and free from

obvious health/safety concerns while accommodating a good number of children.

Playground-
The school provides access to the school playground for this program. The school also maintains this playground, which was observed in good condition with fall zone surfaced with wood chips. The program does document having checked playground safety, however.

Transportation:
Transportation is provided by the school; in a school bus with a school bus driver. Vehicle Maintenance is also kept current by the school.

Administrative Records:
Postings for mandatory reporter, handbook, consultant contact, License, fire/tornado emergency plans and non-smoking signs were conspicuously posted.

This is a well-established program with readily available and effective policies and procedures.

Eight child files were reviewed. Four files needed immunization records; one needed parental consent for emergency care; and one needed an annual update.

Seven employee files were reviewed; two files were in need of repeated SING checks (Iowa DHHS criminal/child and DA abuse); four files needed to have FBI (national and fingerprint checks) completed; 2 missing updated CPR and First aid trainings; and two needing to update mandatory reporter training.

III. IDENTIFY THE OBSERVED STRENGTHS OF THE CENTER:

The program has developed and maintained a strong working relationship with the school district and school personnel, that includes on-going communication day to day between staff and school personnel.

There are many long term staff at this program, with staff having 4-10+ years of experience. The staff work well together as a team and view this as a career and not just a job.

The director has been with Cadence for 25 years and brings strong leadership and experience to the program. The Director is organized and is caring/nurturing toward staff and children.

The children appeared content and to be responsive to a good structure maintained by experienced staff.

The program continues to have a strong reputation in the community.

The program is a part of a larger corporation and receives support from other Cadence centers in the metro area and from management.

The program has good relationships with community partners.

The program will do a theme every summer which the children, parents and community enjoy. This summers theme having been "secret agent".

The Cadence corporation sends out surveys to families three times a year and this program always receives high scores for parent satisfaction. The director has received two awards for the center this summer at a Cadence conference, these were Achievement awards for good staff retention and a good place to work and customer service.

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

109.6(6)c: Center repeats Iowa record checks at a minimum of every two years or when aware of additional child abuse or criminal history that occurs.
Two staff files were in need of repeated SING checks.

SING checks are completed upon employment; and repeated every two years subsequent.

109.6(6)d: Center repeats national criminal history checks at a minimum of every four years or when aware of additional history that occurs. FBI national/finger print checks are completed upon hire and then repeated every four years. Both

checks also need repeated if a known incident has occurred. Four staff were in need of repeated FBI/National checks.

109.9(1)e: All files contain documentation to indicate that ongoing staff training requirements are met, including current certifications in first aid/CPR and mandatory child abuse training.
Number not in compliance: 2
CPR and First Aid training is valid for two years and must then be repeated. Mandatory reporter training is required within three months of hire and then repeated every three years thereafter. 2 staff needed CPR/First aide updated. 2 staff were needing updated Mandatory reporter training.

109.9(2): All files are updated at least annually and when a change occurs.
one child file needed an annual update. One child file reviewed needed an annual update.

109.9(2)b: All files contain sufficient information and authorization to allow the center to secure emergency medical and dental services at any time child is in center's care.
Number not in compliance for medical: 1
Information lacking: One file missing parental permission to obtain emergency care

109.9(3): Signed and dated Iowa immunization certificates are on file for each child enrolled.
Number missing: 1

V. SPECIAL NOTES/RECOMMENDATIONS:

The director indicated she would be updating the necessary staff criminal and child abuse checks.

The director is working hard to ensure all staff have their required training completed on time.

This program and staff appeared to be organized and working well to maintain a structured environment to which the children responded positively

*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.