

LCCN Meeting

Date: May 25th, 2021

Location: Zoom

Attendees (41) Kara Pihlak, Diane Gordon, Barb Jackson, Celine Bourbonnais-MacDonald, Amber Price, Alexis Rancourt, Alicia Vanderwerf-McNeil, Elizabeth Gough. Kelly Smith, Heather Bywaters, Tina Sarori, Paul Van Dyk, Trevor Fowler, Amanda Seabrook, Pattie Kelsey, Lee-Anne Cross, Anne Rae, Bre Piccolotto, Meaghan MacDonell, Jan Tomlinson, Heather Turnbull, Julie Keens, Paul D' Hollander, Nicole Blanchette, Lisa Wilson, Charlene Grainger, Cristin Hildenbrand, Donna Jean Godfrey, Pakinam Ghaly, Sue Mills, Lori Tsanoff, Cheryl Read, Jamie Monaghan, Dana Hansen, Pauline Neable, Shelby Bilyea, Zichen Li, Michaela Jardine, Barb Nowicki, Nicole Buteau, Tamara Blaney

Municipal and Provincial Updates

Anne Rae

- **2020 Federal Restart and 2021 Provincial Reinvestment Funding – Attestations and Reconciliation**
 - Elizabeth will be reviewing all submissions this week and will reach out with any questions.
 - If an agency is in a position of repayment, meaning they did not expand all funds provided, they should expect to receive an email communicating the amount due and the details around the process by the end of May.
- **Emergency Child Care**
 - Currently have 18 approved providers and 30 centre-based sites across both London and Middlesex providing care for 544 children. Licensed home child care providers are also providing emergency care.
 - Reporting requirements and materials were sent out last week. Please reach out directly to Anne and Elizabeth (London providers) or Joe and Kelly (Middlesex providers) if you have any questions.
 - Interim Recovery Payment option was provided for the first three weeks of services provided. Reports and invoices were due date Friday May 21.
 - We will reevaluate once we know more about how long the remote learning direction will continue. Should it go until the end of June, we may offer another interim recovery payment submission window. If you are experiencing financial pressures, please reach out.
 - If you are interested in applying to provide emergency child care, please reach out to Anne and Elizabeth (London providers) or Joe and Kelly (Middlesex providers) as there are still 500+ children looking for care.
- **Wage Enhancement Funding – process and timelines**

Status of the Wage Enhancement Grant:

 - Typically, WEG is reconciled for the previous year in the current year (i.e. 2020 for 2019) and adjustments are made to allocations. Due to the pressures of COVID-19, the reconciliation for 2019 has not yet been completed and therefore we will be reconciling both 2019 and 2020 this year.
 - All agencies can expect to receive their agency specific 2020 Attestation forms plus the generic WEG application for 2021 this week. Please watch for these

emails. Both the 2020 Attestation and the 2021 Application are due by June 18, 2021. We understand agencies are eager to reconcile their 2020 books and as such, encourage you to submit your information as soon as possible. As always, we welcome any questions you may have to be directed to Anne Rae.

Please also note that Agencies that applied for WEG/HCCEG in 2020 are still required to apply again in 2021.

- The 2021 Wage Enhancement Application email will contain the following materials:
- Bulletin #1: 2021 Wage Enhancement Grant (WEG)/Home Child Care Enhancement Grant (HCCEG) ~ English and French
- Bulletin #2: 2021 Wage Enhancement Grant (WEG) ~ English and French
- Bulletin #3: 2021 Home Child Care Enhancement Grant (HCCEG) ~ English and French
- 2021 Wage Enhancement Grant Application Workbook
- 2021 Home Child Care Enhancement Grant (HCCEG) Application Workbook
- 2021 Child Care and Early Years Wage Enhancement Funding and Reconciliation Guidelines

New this year:

- Wage caps have increased to \$28.31/hr for WEG. This wage cap has increased to align with adjustments to the salary and wages of the school based ECE grids in accordance with the education sector central collective agreements.
- Daily caps have increased to \$283.10 for full HCCEG and \$169.86 for partial HCCEG.
- The Ministry of Education's definition of 1 FTE = 1,754.5 hours worked for the entire year (approximate number of working days in the year less 2 weeks' vacation x7.25 hrs/day). Previous definition of 1 FTE = 1,827 hours worked, including 9 general paid public holidays.

Paul Van Dyk

- **Summer Camp**
 - City of London summer camps register open on May 26th.
 - Spots expected to go quickly: YMCA and B&G have very limited spots left.
 - Some child care providers will be offering "summer camp" for school age children.
 - Please contact the office/CSA if you require approval for current families that need a summer placement.
- **Child Care Fee Subsidy**
 - As soon as the stay-at-home order is lifted, families who still do not feel safe in returning to care will be offered a break-in-service.
 - Please mark "O" for covid related days away on the monthly billing.
 - We continue to offer Child Care Fee Subsidy to all families who are applying.
 - Our aim is to take action within 5-10 business days.
 - We know this will continue throughout 2021.

Questions: Where do we go to find the Applications?

- Application: Camp Spot: City of London Website & Subsidies/ Funding: Familyinfo.ca

Trevor Fowler

- **City of London Restructuring**

- The City of London earlier this year did initiate a process of restructure to better service the community and bring functions together to better support the plan.
- Bringing together Childcare and Early years
- Transition from separate areas to one: Child Care and Early Years under Social and Health Development, under the direction of Trevor Fowler.
- Many thanks to Paul D'Hollander for his leadership over the years in Children's Services.

Kelly Smith

- **Middlesex County Update**

- In Middlesex County there are 8 Emergency Childcare (ECC) sites – 2 of which are for 4- & 5-year-olds only. Joe and Kelly are meeting with the ECC sites biweekly to touch base and see how things are going, any concerns, issues.
- Fee subsidy is being managed like London and there has a large influx of new applications.
- Summer Camps are mostly full and have very few spaces available.
- New Venture: Middlesex county in partnership with Voyage is offering free shuttle service to Covid 19 vaccinations and other medical appointments for Middlesex County families.

Early Years Team Health Unit

Jan Tomlinson

- Not a lot of childcare or early years updates, in waiting period for Ministry of health and education documents
- Numbers are coming down in London and Middlesex (Covid)
- Importance of remembering pre-pandemic health habits (Hydration, sun protection): Ensure child health signs are not weather related

Heather Bywaters

- Waiting for guidance for day camps (No info yet)
- As soon as Health Unit knows they will be in contact: Feel free to email any questions or concerns

National Framework Prototype Update

Céline Bourbonnais- Macdonald

- New set of Interviews coming up (up to 32 participants) with parents, childcare providers, early years professionals, employees (ECEs)
- In fall 2021, 1st prototype will be made
- Winter months will be deconstructed and constructed with various support groups
- Next summer goal to move toward a Town Hall in Fall 2022

Skills Advance Ontario (SAO) Project Update

Meaghan MacDonell

- We are swiftly approaching the launch of the official launch of Pathways Into a Child Care and Early Years Career. Cohort 1 of job seeker candidates are set to begin their 10-week training June 23.
- Curriculum development is wrapping up and the curriculum delivery team is being assembled.
- The intake process for job seeker candidates has begun. To start an application, contact intake coordinator Danielle McGill at 519-630-8264 or daniellemcgill@ccflondon.ca. No formal landing page or online application process is in place yet however, information, including Danielle's contact, can also be accessed on Strive's website. <https://striveswo.ca/services/advocacy/>

All Kids Belong Updates for LCCN

Lee- Anne Cross

- We are closely monitoring reopening plans and will keep in touch with the Health Units to see when we can start to provide more in-person services. We're having some really good success with virtual classroom visits thanks to some great flexibility and problem solving from Classroom Educators. Don't hesitate to ask your Resource Consultant if you want to pursue this option.

We are in the final stages of drafting a new annual review process to use with programs. This is an opportunity for each program to meet with their Resource Consultant to clarify expectations, provide feedback to AKB, and identify best ways to communicate. We look forward to rolling this out in the fall.

- Summer Camps: Program Assistant contract requests are now being received for summer camp programs. As enrollment progresses, if you think you will need Program Assistant support, please reach out to your Resource Consultant for assistance in completing the request form. If you're not sure who to contact, call Lee-Anne.
- We've been able to purchase access to the Teachable platform which will enable us to provide Knowledge Exchange in an online, self-paced method. We are now actively exploring the use of the system, and so far, it seems to be quite user-friendly. There is a lot of work to be done, but we're looking forward to having a new way of sharing information that will appeal to Early Years Professionals with different learning styles, schedules and locations. There is also a coaching feature that we will explore to see if it could be useful in building capacity with individual staff.

Recap of Meetings/Advocacy Involvement

Kara Pihlak

April 29th Stephen Lecce Meeting

- 2 parents offered their story to Lecce
- LCCN spoke a lot to the need for a national child framework
- He spoke on value of childcare and it's expenses

- Committed to the cause: Needs more information to move forward
- Spoke on Tax Credits (Red Flag)

May 21th (Finance Town Hall)

Watch @ <https://parlvu.parl.gc.ca/Harmony/en/PowerBrowser/PowerBrowserV2/20210521/-1/35512?Language=English&Stream=Video> (Start at Middle)

Kara:

- Celine and Kara spoke to Mp's regarding long term professional careers for ECE's, Pay & Turnover Issues

Celine

- We didn't know were some of the questions were headed
- Worry: Perception that parents will NOT have choice
- A Study they brought up, on Quebec Model: **The Long-Run Impacts of a Universal Child Care Program - Baker, Gruber, Milligan (2019) in American Economic Journal: Economic Policy 1 (3) 1-20.**
- Article Shares that Childcare may have poor social emotional impact on children

Jamie Monaghan

- As a possible next step: Create an article like this for Ontario
- Shed light on our model (How Does Learning Happen) to remove perception of of poor social and emotional impact

Celine

- Often it is forgotten that Quebec's model is centered around access rather than quality
- We know that quality care is needed to avoid such problems Quebec has faced

Nicole Blanchette

- Is the Quebec Model being criticized for its Curriculum and Pedagogical view or due to accessibility?
- Be careful with studies as they try to convey differing views

Question: Where Wages Discussed?

Kara Pihlak

- Yes, wages were the main goal to speak on. We explained how we cannot have quality care without quality ECEs, 3-5-year career in not sufficient
- We highlighted the wage grid with a starting pay of \$25

Celine

- We used statistics and stories to give insight on our information regarding raising ECE's Professional image

Strive Update

Meaghan MacDonell

- Strive Intern Welcome: Michaela Jardine, ECE grad 2014: back at Fanshawe for ECL
- A survey concerning the ECE Resource Centre Library housed at Childreach is currently being circulated. We are reflecting on the future and possibilities of that space and looking to put a pragmatic plan in place to that end
- We want to know what is working, what isn't, what you would like to see more of, less of, etc. It will be a breadth of experiences and perspectives that will help give us a fulsome

sense of which direction we should go in, so no matter your level of usage or familiarity with the resource centre, please take a moment to complete the survey.

- Towards the end of June, we will also be looking to engage some folks in focus group style conversations.
- Thank you in advance for lending your voice and insights to the process.
- Survey:
 - For working professionals:
<https://www.surveymonkey.com/r/resourcecentreworkingprofessionals>
 - For parents and families:
<https://www.surveymonkey.com/r/resourcecentreparentsandfamilies>
 - French : Sondage: Centre de Ressources pour professionnel(le)s:
<https://www.surveymonkey.com/r/5K8983Z>

Amanda Seabrook

- **Strive Virtual Community Meeting** Wednesday, June 9 1:00 – 2:00 PM
 - The Strive Committee meets on the second Wednesday of every month, alternating between evening and afternoons.
 - This is an opportunity for information sharing, networking and collaboration through meaningful conversation.
- **Understanding Trauma** Thursday, June 10 6:30 – 8:00 PM
 - Facilitated By: Allison Preyde, Anova Public Education Coordinator
 - Join this live virtual session to gain a better understanding of Trauma Informed Practice. The trauma-informed approach is relevant for anyone who works with children and families, as we never know who has experienced trauma in their lives.
 - Trauma, a normal reaction to an abnormal situation, is unique to the individual, and trauma-informed care shifts the approach from “what is wrong with you?” to “what happened to you?”
 - Repeat offering of the learning opportunity offered in May of 2020.
- **Supporting Children’s Grief During Life’s Big Losses and Changes** Monday, June 14 & Monday, June 21 6:30 – 7:30 PM
 - Facilitated By: Dr. Elena Merenda (RECE) Child and Family Grief Consultant
 - Grief is messy. It’s a multitasking emotion that we don’t ever move on from, so we must learn to move forward with it. This is especially true for children, whose grief is often overlooked.
 - Though the word “grief” is often associated with emotions resulting from the death of a loved one, there are many different changes and losses that children may grieve. For example, divorce, life changes brought on by pandemic, a new baby in the family, and moving schools.
 - In this two-part series, Dr. Merenda will lead participants in an exploration of children’s grief; specifically, what children’s grief can look like, how grief impacts children’s development, and the role of the early childhood professional in supporting children through the grieving process.

- In session one, June 14, participants will be provided with theory related to children's grief. There will also be an opportunity to ask questions.
- The second session, on June 21, will be very practical and hands-on. Participants will engage in play-based activities that can be incorporated in the learning environment. This includes art, storytelling, mindfulness, mediation, and yoga.
- **By registering for this opportunity, you are committing to attending both sessions.
- ** Registration priority will be given to professionals working in Elgin county.
- **Cultural Awareness and Racial Understanding** Wednesday, June 23 6:30 – 8:00 PM
 - Facilitated By: Leroy Hibbert, LUSO's Multicultural Outreach Program Coordinator
 - In this session, participants will be provided with key concepts and terminology related to cultural diversity and race, while critically examining myths pertaining to these areas. Leroy will also share tools and strategies for engaging in positive cross-cultural interactions.
 - Repeat opportunity of the same offering held in Summer 2020.
- **Moving the Cultural and Racial Conversation Forward** Thursday, July 15 6:30 – 8:30 PM
 - Facilitated By: Leroy Hibbert, LUSO's Multicultural Outreach Program Coordinator
 - In this follow-up opportunity to Cultural Awareness & Racial Understanding, participants will have the opportunity to engage in small group discussions around issues of cultural and racial equity. We will discuss impact to practice and participants will be invited to consider what next steps look like for them as individuals and as early learning professionals.
 - **Please note, this is intended as a follow-up opportunity to Cultural Awareness & Racial Understanding. If you have not taken part in that introductory session, we ask that you please do so prior to registering for this one.

Information Sharing:

Kara:

- I have been reaching out to get Ministry guidelines and Covid Update; seeking info on what does the future look like for September? Has anyone heard any updates?

Heather:

- Jan has been asking for ministry guidelines on LCCN's behalf.
- Email Heather and Jan if any other questions or requests that we can share on LCCN's behalf

Nicole:

- When restrictions can be loosed up and educators become vaccinated what will happen when they are fully vaccinated?

Heather:

- No communication to the Health Unit yet: No Canadian plan yet. In the states they have opened things up but Canada has not made any decisions

Nicole:

- Some Educators Waiting or Scared to get Vaccinated; What should/can we do for them

Heather:

- Long Term Care has proposed that employees who are fully vaccinated can work at various centres: This may be translated to the Early years. But no information specific to Childcare has been listed yet
- If you are worried about staff vaccinations, Jan and Heather can come to meetings (Zoom) to shed light on the issue. Let Heather and Jan know if you need any support on this front

Nicole:

- Will vaccines become mandatory?

Heather:

- If it's not mandatory then other advantages may be given to fully vaccinated individuals to support more getting the vaccine

Barb:

I have seen that vaccine uptake in the hospitals is currently sitting at just over 50%.

Heather:

- Stats in London- Middlesex is much higher than that stat; 50% of the community has received 1 dose. Various groups, i.e., older population are at about 80% vaccinated

Jamie:

- Heather (Health Unit) please keep in mind when taking to the high powers that the Daily Job in ECE is becoming hard to handle for employees, we need an easing up on cleaning and play restrictions (i.e., Water Play) as the staff are losing joy in the job and we are seeing employees debating leaving the field. We also have been given 1st dose of vaccine, can this help ease up restrictions?

Heather:

- We are seeking out new protocols for those who can be vaccinated; And will be looking at outdoor play going forward. Interpretation of guidelines may cause some of this stress; reach on to Heather for more clear guidelines if you are struggling. Safe outdoor play and other guideline aspects will be put into our next E-newsletter.

**Summer Holidays: June will be the last monthly meeting until September

Next Meeting: June 29th