

Licensed Child Care Network meeting (Virtual)

January 25, 2021

9:30 a.m.

Present: Kara Pihlak; Nicole Buteau; Anne Rae; Tina McAllister; Lee-Anne Cross; Pakinam, CCFL; Jennifer Noel – Nshwaaasangong; Breanna Piccolotto; Sheri Nicol; Acorn accounting; Barbara Jackson; Heather Bywaters; Shari Carter; Jo-elle Rinker; Christa Mitchell; Joanne C.; Janet, Jennifer – YMCA; Diane Gordon; Jan Tomlinson – MLHU; Lisa Wilson; Paul Van Dyk; Pattie, Dana Hansen, Kathy Harris, Cheryl-Grand Ave, Stella, Sandra Lusting; Julie Keens, Amanda Strive; Michelle Brooks; Adrienne Small. City of London; Tina - Montessori Academy; Cristin Hildenbrand; Joe Winser - County of Middlesex; Kinderville; Nicole Blanchette, La Ribambelle; Charlene Grainger; Donna Jean Godfrey; Bright Beginnings, Heather; Kelly Smith; Meaghan MacDonell; Jamie; Jean-Baptiste; Pauline (Blossoms); Edna Asamaka; Diego Beltran; Tracy Hanstein; Tamara Blaney; Fiona David; Pinetree

Barb Jackson called the meeting to order.

Indigenous Land Acknowledgement

Barb shared with the committee the following learning opportunity from Pillar Non-Profit Network:

The Local Indigenous Learning Series provides access to learning opportunities, sharing circles, and resources that explore the history, heritage, cultures, rights and perspectives of Indigenous peoples in the three nations surrounding London - Chippewa of the Thames, Munsee-Delaware Nation and Oneida of the Thames, as well as the urban Indigenous population within the city.

The series is designed to serve as a tool for gaining awareness and understanding of the original peoples of this land and explores the themes of recognition, respect, relationships, and reconciliation. We do this by examining both historical and current day events, location, law, legislation, and policies that have contributed to being separated, isolated, segregated and marginalized from mainstream society. The building of trusting and respectful relationships will occur through awareness, comfort, confidence, and much improved communications. Participants will be expected to develop a community call to action towards reconciliation.

<https://pillarnonprofit.ca/event/local-indigenous-learning-series-february-2022/pillar-nonprofit-network>

This training is two parts. Monday February 7, 2022 and Monday, February 14, 2022 9:30 am-12:00 am

1. Municipal and Provincial Updates
City of London Updates
Rapid Antigen Tests - Adrienne

The City of London distributed over 12,000 tests one day. Thank you to the child care centres for planning within constrained resources to pick these up from community locations. The City's role is to distribute these tests. If a centre received a different allocation than what was anticipated, please follow up with the licensing branch program advisor or contact the helpdesk. The city will review the process for next shipments and the province will work with the City on the delivery.

Emergency Child Care- Paul Van Dyk

Thank you to the centres who operated Emergency Child Care for this past school closure period and all the other school closure periods. It is your hard work and commitment that supported essential workers during these school closures.

Fee Subsidy – Paul Van Dyk

Please continue to use an 'o' on the billing forms for any Covid related absences. There is currently no waitlist so eligible families who apply will be placed immediately. A letter will be sent out in the next couple of weeks to all families with Junior Kindergarten children (born in 2018). The City of London will support Before/After school and non-school school closure days in September 2022.

Middlesex County Updates – Kelly Smith

Fee Subsidy

Please continue to use an 'o' on the billing forms for any Covid related absences. Middlesex will continue to offer child care fee subsidy for anyone who is applying (no waitlist). A letter will be sent out in June to all families with Junior Kindergarten children (born in 2018). If the letter is sent out too early parents and caregivers do not always know what type of care they will need in September. The County of Middlesex will also support Before/After school and non-school school closure days in September 2022 for those Junior Kindergarten children.

Closures

One Nursery School has closed for an extended period and one child care centre has closed until January 31, 2022. Both closures are due to staffing shortages.

New Program

Welcome to Pinetree Parkhill Preschool. This is a new centre in Parkhill, and we are excited to have them come aboard.

Emergency Child Care

Thank you to the 5 centers who operated the Emergency Child Care for this past school closure period and all the other school closure periods. It is your hard work and commitment that supported essential workers during these school closures.

Recruitment and Retention Strategy – Adrienne Small



LCCN Recruitment
and Retention Strat

Adrienne took the committee through the Recruitment and Retention slide deck on behalf of Chris Blain.

Kathy Harris commented that Early Childhood Educators do not need more professional development. London is rich with PD opportunities through Strive. There must be dollars attached to the Early Childhood sector for incentives.

The City of London is looking nationally as well as other municipalities for ideas. It is unclear where the Professional Development direction is coming from.

2. Middlesex-London Public Health Unit – Jan Tomlinson

The Early Years Team presented information on Covid.

The 2 guiding documents are:

Ministry of Health COVID-19 Integrated Testing & Case, Contact and Outbreak Management Interim Guidance: Omicron Surge Version 2.0 – January 13, 2022

(https://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/contact_mgmt/management_cases_contacts_omicron.pdf)

Ministry of Health COVID-19: Interim Guidance for Schools and Child Care: Omicron Surge Version 1.0 – January 10, 2022

(https://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/school_childcare_guidance_omicron.pdf)

Cohorts

If the symptomatic individual attends group settings (e.g., childcare, school, in-person work), generally, contacts in those settings (e.g., the classroom cohort) would not be considered close contacts due to the health and safety measures in place in these settings.

However, specific individuals in those settings may be identified by the case as close contacts based on their prolonged, unprotected, close interactions with the case either in or outside of the setting (Page 10)

Containment is no longer an effective prevention strategy

30%

Process is being finalized –

The same letter template is being used for both Southwest Public Health and MLHU – childcare AND school.

Child care facilities are to notify the MLHU when the facility absenteeism reaches 30% above baseline but are not required to report daily if this rate remains above the triggered value. A link to an on-line form will be provided via the Early Years Outreach eUpdate (this week). Upon completion of the on-line form, you will be provided a link to a fillable PDF letter that can be filled out, saved/printed, and shared with families and staff at your centre. Once absenteeism drops below the 30% threshold for reporting absenteeism. The facility will be required to report to the MLHU if the absentee value reaches above 30% above baseline again. This reporting procedure is intended to eliminate the need for daily reporting for facilities that remain at or above the 30% absenteeism for consecutive days. Letter will be available in French.

Closures

Any dismissals or closures of a school or child care will be contingent on operational requirements determined by the school board, school and/or child care operator. (Page 7 – child care doc).

Screening

<https://covid-19.ontario.ca/school-screening/>

Have you been identified as a “close contact” of someone who currently has COVID-19 and been advised to self-isolate?

If public health guidance provided to you has advised you that you do not need to self-isolate, select “No.”

Select no – when a childcare exposure

Select yes – if exposure was in a social context (e.g., play date/sleep over/family gathering)

Unvaccinated staff

Following a work-related exposure within a cohort unvaccinated staff are NOT required to isolate for 10 days.

Self-monitor 10 days – mask when outside of the home and do not visit highest risk settings or vulnerable individuals

RAT frequency

An individual with confirmed COVID-19 on a molecular or rapid antigen test may resume asymptomatic screening testing after 30 days from their COVID19 infection (based on the date of their symptom onset or specimen collection). If there is uncertainty about the validity of the COVID-19 infection (e.g., asymptomatic infection with high cycle threshold value result), they may resume asymptomatic screening testing immediately (page 7 – Omicron)

Household Contacts

All household members of the individual with COVID-19 symptoms, regardless of vaccination status, should self-isolate only while the individual with COVID-19 symptoms is isolating, regardless of ongoing exposure.

If additional household members develop COVID-19 symptoms, they should follow isolation directions for symptomatic individuals and if eligible for testing, they should seek testing. Any other household members who are still well and have not developed COVID-19 symptoms should extend their self-isolation until the last symptomatic (or COVID-19 positive if applicable) person has finished their self-isolation period. The initial household member(s) with symptoms of COVID-19 do not have to extend their self-isolation period based on other household members becoming ill. (Page 10 Omicron)

3. Nshwaasngong Child Care and Family Centre – Jennifer Noel

All staff have been hired. Prior to the opening the staff went on a cultural onboarding retreat. The opening was November 15, 2021. Currently the centre is at ½ capacity – partially due to delays and partially due to pandemic. Same struggles as all centres. Looking forward to having tours in the future. There are many programs taking place such as food security programs, community gardens, and virtual language classes. Currently working on developing a partnership with Fanshawe for families.

4. National Early Years Framework Prototype Update – Reported by Barb Jackson for Céline Bourbonnais-MacDonald

National grant application

The connections project will be reviewed during February, and we will know in March the status of grant application.

Currently there are 2 employer participants who will be interviewed in the next two weeks.

The ECL students have shared with their peers through an ‘elevator speech’ (a five-minute presentation on the research with their peers). There is a lot of interest, and this is seen as key to the current situation faced in Ontario.

There is a request from Institute of Technology Sligo, Ireland, for access to the 2nd annual Town Hall video for the Early Years Leadership and Advocacy Masters program. They are interested in adapting the Town Hall process with their own Early Years sector.

We are starting analysis of interviews to begin to find the areas of focus of our participants. There will be more details next month.

5. Child Care Advisory Committee – Diane Gordon and Julie Keens

Information was sent prior to meeting.

Julie and Diane made a presentation to the group to consider dissolving the City of London Child Care Advisory Committee.

There is a lot of overlap between Licensed Child Care Network and Child Care Advisory Committee, although London Licensed Child Care Network has a broader group representation.

One of the considerations would be to see if it is possible for LCCN to get some City administrative support if LCCN is the primary early years/child care committee. Adrienne Small will follow up to see if that is a possibility.

Also is it possible for LCCN to make a presentation to Council if the need arises? Diane will follow up with Trevor Fowler.

There were no objections from LCCN, so Diane and Julie will determine what the next steps are to dissolve Child Care Advisory Committee.

6. Skills Advance Ontario (SAO) Project – Meaghan MacDonell

SAO Project Manager, Paulette Desjardins has accepted the Executive Director position at the CCFL. Project Coordinator, Manon Guillemette has assumed the Project Manager role. The project has received Ministry approval to amend a portion of their original project parameters, specifically related to service region for Francophone job seekers and incumbents. For Francophone cohorts, they are now able to engage participants from Woodstock to Windsor. This will hopefully support Francophone recruitment.

Incumbent Training - Organizational Leadership In Early Childhood Education Program:

Training started on January 11, 2022:

11 Anglophone incumbents

12 Francophone incumbents

Participants have all been paired with mentors and they have already gathered for their first community of practice as a cohort.

Job Seeker Training:

Graduated 2 job seeker cohorts in December 2021 (7 Anglophone, 2 Francophone)

There are still 6 Anglophone and 1 Francophone graduates waiting to move onto the professional work experience portion of the program.

If you have identified vacancies your support of these job seeker candidates would be most appreciated. Contact our Employment Consultant / Job Developers at:

Adnan Osman : Adnan.Osman@cclondon.ca

Augustin Irie: Augustin.irie@cclondon.ca

Financial incentives are available for eligible employers.

2 new job seeker cohorts (1 Anglophone/1 Francophone) starting January 2022.

12 Anglophone job seekers.

6 Francophone

EmployerOne Survey

The Workforce Planning and Development Board are conducting their annual EmployerOne Survey in partnership with a wide range of organizations who will use the results of the survey to inform the work they do to help employers find the employees that they need. While we are receiving responses from across a variety of sectors, we would encourage as many responses as possible from those sectors that are experiencing hiring issues. This will give us the full scope of the problem, which will then be used to identify the sectors needing the most support from various levels of government.

Please complete and share the survey link out to your members (families, colleagues, staff) so that we ensure their voices are included in the results that will be shared across the London Economic Region.

The survey is open for the month of January.

https://www.surveymonkey.com/r/EOS2022_London

7. Advocacy Subcommittee Update – Kara Pihlak

The Advocacy Committee continues to meet weekly every Thursday at 10 am. There have been multiple media appearances in CBC, CTV and The National this month surrounding our Covid Challenges. Next week there will be a meeting with Councilors Ana Hopkins and Maureen Cassidy to talk about what is happening in child care. We look forward to continuing to build the relationship between LCCN and Council. This Thursday, we will be meeting with Minister of Education Stephen Lecce, to discuss the childcare challenges in London. We also hope to gain an update around Ontario's negotiations for the National Childcare Plan. Thank you to our LCCN Advocacy Team Members for their continued commitment and dedication to the group. If you are interested in joining us, please email Advocacy Chair Kara Pihlak at oakpark1@bellnet.ca

8. All Kids Belong Update – Lee-Anne Cross

All Kids Belong continues to use a modified service delivery model. We can visit one program per day in person and are trying to visit outdoors as much as possible.

The City of London has purchased 4300 clear masks that All Kids Belong will distribute. The masks are fully transparent surgical masks that are adjustable and anti-fog. They meet the current guidelines for surgical masks and should be great in allowing children to see full facial expressions and communication at times when N95's is not required. We'll send a letter along with the masks to provide further information and any current guidelines for their use. We're now reaching out to programs to plan for delivery. To make good use of the limited supply we may need to focus on programs that are supporting children with hearing impairments and/or speech development challenges.

Program Assistant rate of pay has been changed to \$15 per hour effective January 1st. A notice went out, but we'll check invoices closely to ensure everyone has switched to the new rate.

Our Annual Report for 2021 was endorsed by our Advisory Committee. Despite all the challenges faced by the community in 2021 we met all targets, including the number of children served. The number of new referrals received last year show that our entire community has been busy and seems to show that families of children with special needs have a lot of confidence in our licensed child care system.

Our Annual Plan for 2022 was also endorsed by the Advisory Committee. In addition to targets related to the number of children served, in-classroom supports and knowledge exchange, this year we've set goals around continuing to refine our service model to make the best possible use of existing resources, continuing to build our use of technology to remain current and to offer additional options to programs, and development of new resources for All Kids Belong and community programs to use together as we continue to support programs, children and families.

9. Strive Update – Amanda Seabrook

SAVE THE DATE FOR WINTER RETHINK, SATURDAY MARCH 5!!

COMMUNITY OF PRACTICE: INFANT EDUCATORS

Facilitated by: Paula Dibbits, RECE

Wednesday, January 26 6:30 pm to 8:00 pm via ZOOM

<https://striveswo.ca/events/2286/>

EARLY YEARS OUTREACH WITH THE MLHU: SUPPORTS FOR CHILD CARE PROFESSIONALS

Facilitated by: Heather Bywaters RN PHN

Thursday, January 27th 6:30 – 8:00PM Via Zoom

<https://striveswo.ca/events/early-years-outreach-at-the-mlhu-supports-for-child-care-professionals/>

COMMUNAUTÉ D'ÉCHANGE

Facilitée par Caterina Culum EPEI, Éducatrice des Programmes à l'Enfant et la Famille à la ribambelle.

mercredi, le 2 février 18h30 – 20h00 Via Zoom

<https://striveswo.ca/events/communaute-dechange/>

FETAL ALCOHOL SPECTRUM DISORDER 101 AND 102

Facilitated by the Community Services Coordination Network FASD Service Coordination Team

**Please note, this is two-part series. We ask that by registering you plan to attend BOTH sessions. FASD 101 – Thursday, February 3rd and FASD 102 – Thursday, February 24th.

Thursday, February 3rd and 24th 6:30 – 8:00PM Via Zoom

<https://striveswo.ca/events/fetal-alcohol-spectrum-disorder-101-and-102/>

STRIVE VIRTUAL COMMUNITY MEETING – FEBRUARY 2022

The Strive Committee meets on the second Wednesday of every month, alternating between evening and afternoons.

The Strive Committee engages in meaningful conversations, information sharing, networking, and collaboration. All are welcome to join our community conversations.

Wednesday, February 9 6:30 – 7:30 PM via ZOOM

<https://striveswo.ca/events/strive-virtual-community-meeting/>

SONG, RHYME, AND STORY: SETTING THE FOUNDATIONS OF LITERACY

Facilitated By: Alexandra Ejlerskov, BA, MA

This virtual professional learning session will highlight:

- How language and literacy is acquired through the lens of Child Development,
- The pre-literacy skills that are supported by what ECEs already do in our programs
- Additional ways we can support literacy development within our Play-Based Learning environments
- Equitable literacy support strategies that support every child in our program

Thursday, February 10th 6:30 – 8:00PM Via Zoom

<https://striveswo.ca/events/song-rhyme-and-story-setting-the-foundations-of-literacy/>

STILL, IN CONVERSATION ABOUT CARE

In this follow up conversation to, “In Conversation About Care”, we will continue to dig into the meaning, the place of, and the tensions surrounding Care in Early Childhood Education.

Strive members have exclusive access to a recording of our initial discussion panel conversation available now in the Strive Members Area.

Please join us to address questions from our initial session, to expand on our understanding, and reflect as an Early Years community on and about Care.

Thursday, February 17th 6:30PM – 8:00PM Via Zoom

<https://striveswo.ca/events/still-in-conversation-about-care/>

COMMUNITY OF PRACTICE: BE WELL

Facilitated By: Hailey Tallman MA Art Therapy

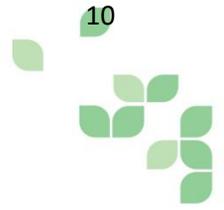
In this session, Hailey will guide you through some meditations where you’ll visualize and appreciate important life areas and times already past and, from that place of gratitude, project forward how you want to live, with intention!

We’ll make very simple mandalas that we’ll collage our intentions onto, all while sharing in a supportive and welcoming group of empowered early years professionals.

****Strive will supply the necessary art materials needed to participate and they will be available for local, London pick-up ONLY. Pick-up days and location TBA.**

Thursday, February 24 6:30 – 8:30PM Via Zoom

<https://striveswo.ca/events/community-of-practice-be-well/>



COMMUNITY OF PRACTICE: COOKS AND DIETARY PLANNERS

Facilitated by: Ginette Blake, Registered Dietitian at the MLHU

This month we will be diving into Reducing Food Waste!

This session will be mostly sharing, so please come prepared to ask questions and share your knowledge and expertise! The success of a Community of Practice relies on shared reflection and the open exchange of ideas, experiences, and knowledge between members. Please come prepared to engage in meaningful conversation.

Wednesday, March 2nd 2:30 PM to 3:30 PM via ZOOM

<https://striveswo.ca/events/copcooksanddietaryplanners/>

LE PROFESSIONNALISME ET LE LEADERSHIP AU SEIN D'UNE PROFESSION RÉGLEMENTÉE

Facilitée par Mélanie Dixon, EPEI est Directrice de l'Exercice Professionnel à l'OEPE.

Rejoignez-nous pour une conversation avec l'Ordre des éducatrices et des éducateurs de la petite enfance au sujet du professionnalisme et le leadership au sein d'une profession réglementée.

Cette présentation s'intéresse aux concepts du professionnalisme dans le domaine de l'éducation de la petite enfance en Ontario.

Parmi les sujets abordés, on compte :

Les normes déontologiques et professionnelles,

Le recours au jugement professionnel,

L'apprentissage professionnel continu et les responsabilités à prendre sur le plan professionnel et en matière de conduite.

Mercredi, le 2 mars 18h30 à 19h30 Via Zoom

<https://striveswo.ca/events/le-professionnalisme-et-le-leadership-au-sein-dune-profession-reglementee/>

ECE APPRENTICESHIP PANEL

Join us for an informative evening about the apprenticeship pathway to becoming an Early Childhood Educator.

If you are a leader supporting professionals through the process, or if you are interested in obtaining your ECE diploma while working in a child care setting, this evening is for you!

Panelists to include:

Sheryl Third, RECE and Coordinator of the Child Development Practitioner (ECE Apprenticeship) program at Fanshawe College.

Amanda Benton, RECE, instructor in the Fanshawe College Apprenticeship program and Early Years Support Specialist at the London District Catholic School Board.

Diane Gordon, RECE and Executive Director at Whitehills Childcare Association.

Shellee Skinner, RECE at Grand Ave. Children's Centre and graduate of the Apprenticeship program.

Alana Hamilton, a current Fanshawe College ECE Apprenticeship program student.



We will also have important information to share on behalf of Mitch Saunders, Employment and Training Consultant from the Ministry of Labour, Training and Skills Development.

Tuesday, April 5th 6:30PM – 8:00PM Via Zoom

<https://striveswo.ca/events/ece-apprenticeship-panel/>

10. Information Sharing

No reports

Next meeting date is Tuesday, February 22, 2022.