



MINUTES

LCCN Meeting via Zoom November 30, 2021

Attendees: Kara Pihlak, Amber Price, Anne Rae, Keely Smith, Barb Jackson, Heather Bywaters, Jan Tomlinson, Julie Keens, Tina Sartori, Adrienne Small, Christopher Blain, Diane Gordon, Alexis Rancourt, Janet Foster, Barb Nowicki, Amanada Seabrook, Maureen McKenna, Tamara Blaney, Meaghan MacDonell, Zichen Li, Donna Jean Godfrey, Lee-Anne Cross, Celine Bourbonnais- Macdonald, Kathy Harris, Pattie, Jingyi Chen, Brooke Babington, Cheryl Read, Kimpa, Pinetree, Breanna Piccolotto, Jamie Monaghan, Jean-Baptiste, Pakinam, Fiona David, Bright Beginnings, London, Shelby Secoura

1. Middlesex-London Health Unit- Early years Team Update- Heather Bywaters and Jan Tomlinson

- Case Count in London Middlesex, continue to be ok there hasn't been as many cases recently.
- More cases in vaccinated people: why bother? - The small portion of vaccinated people who test positive are just a very small amount of all those vaccinated. The vaccination is helping it just cannot be 100%.
- New Variant identified in South Africa, there is still much to learn. Information is evolving but will be shared.
- Boosters are coming up soon- Keep on radar, but 2 vaccines is still considered fully vaccinated as of right now
- Staff that have travelled, especially from South Africa, it is important that they know it the health unit may contact them to take a test.
- Travel outside of Canada, even for less than 72 hours, children unvaccinated can still not come to childcare or school for 14 days.
- Children aged 5-11 can now be vaccinated

Questions:

1) With winter weather now here, mask and goggles/face shields are very hard to manage outside for the educators with how fast they get wet and how cold they become on your face. Currently CCEYA regulations still says face protection is required outside if children are unmasked. Being what the transmission rate is in London, is the face protection still required?

Answer: 1. Dr Summers during recent seminars said that goggles can be removed for childcare workers however masks will still be necessary. 2. Ministry of education says that you should still wear goggles.

2) Do prescription glasses act as protective eye gear?



Answer: No, they have a lot of openings, so it does not replace goggles. There are some glasses clips that rap around with glasses. Uline offers many good options.

3) Can we get a written statement of what you shared about Dr Summers?

Answer: We will look into it and try to send something else, however advisors will vary on their specific rules and regulations

2. Municipal and Provincial Updates

Child Care Fee Subsidy Billing (Anne Rae)

- All agencies need to complete the attendance regardless of if they were open or not.
- Please continue to use the comment section of the Web Record of Attendance to record when a child is away for COVID related reasons.
 - Please use “O” for any covid related days away; these absences will not affect the child’s paid days away for 2021.
 - Please do NOT use “O” for children who must self isolate due to leaving the country (vacation).

For November billing in December 2021:

- Please complete and submit your bill to our office **NO LATER THAN** December 7th, 2021. To pay Agencies for November billing prior to year end, all Child Care Fee Subsidy bills need to be submitted and completed by our Team no later than Dec 13th at 11:00am
- Any bills not completed will be paid in January of 2022

For December billing in January 2022:

- Please complete and submit your bill to our office **NO LATER THAN** January 7th, 2022. To pay Agencies for December billing, all Child Care Fee Subsidy bills need to be submitted and completed by our Team no later than January 17th at 11:00am
- Any bills not completed will be paid in February of 2022 and goes towards our 2022 budget vs our 2021 budget.

Middlesex County Update (Kelly Smith)

- Still meeting monthly with our child care providers and the main discussion is around Recruitment.
- Through the MCSN (Middlesex Children’s Service Network), a subcommittee has been formed around Recruitment and Retention. We are currently working with Michelle



Sands from Community Employment Choices to put together a presentation for high schools in the area.

- Have connected with guidance counselors in the high schools in Middlesex and they are eager to have this presentation and looking at late Jan, early Feb 2022 to present this. Several child care sites are on this committee but are including all child cares in this presentation and getting feedback from all the centers
 - Sat Nov 13, a Middlesex Child Care Conference was held virtually from 9-1 and approx. 61 educators were in attendance. 3 speakers spoke throughout morning around wellness and mindfulness and a speaker presented around Art Therapy. Conference bags were provided to all educators in Middlesex County as we realize not everyone could participate on a Saturday but appreciate all that were able to join. Thanks to Strive Meagan and Breanne who helped with this conference.
3. Community Input for Recruitment and Retention – Adrienne Small & Christopher Blain
 - Incumbent Training and Retention PowerPoint: written information to be sent out on completion.
 4. National Early Years Framework Prototype Update – Céline Bourbonnais-MacDonald
 - Fanshawe and students involved: we are near end of term
 - National policy framework: we have completed 15 interviews, coding and deep drive of data will occur in the next semester (new year)
 - Still seeking Employers!
 - Thank you: Kyra and Lexy, they have been planning ahead for the focus groups that is planned from next year (summer). This will lead to the 3rd annual Early Years Town Hall.
 - Thank you: Kara, for moderating the Town Hall
 - Thank you, Students, their solutions course is now coming to an end, they may be around once in a while but will be focusing on their studies.
 5. Skills Advance Ontario (SAO) Project – Meaghan MacDonell

Job Seeker Training:

2nd job seeker cohort will be completing their 10-week training in the coming weeks. As of December 17, there will be 8 Anglophone candidates looking for professional work experience placement sites.

Professional work experiences are for a minimum of 3 weeks and there is financial incentives available for eligible employers.



Therefore, if you are an employer with identified vacancies your support of these job seeker candidates would be most appreciated. Please contact Job Developer, Augustin Irie at augustin.irie@ccflondon.ca

Additional job seeker cohorts are being planned for January 2022. In both French and English.

Incumbent Training - Organizational Leadership In Early Childhood Education Program:

With a short-term and coordinated effort through social media, we have heard from well over 40 interested incumbents, exceeding our target of 12 incumbents. A waiting list has been established and those on the waiting list will hear about future programming before its made public. This program will be offered again in the Spring of 2022 though a start date has not yet been determined.

Employer-mentors are so far being very supportive and willing to help, so thank you. The ideal and intended outcome is for the mentor to come from within the incumbent's current organization and so we encourage the interested incumbents to ask their leadership to participate. However, if that's not possible, we may be reaching out to LCCN members in the near future to see if there are members who would like to mentor staff from an organization other than their own.

This has obviously tapped into a huge need in terms of retention priorities and succession planning in our region. Beyond London-Middlesex, we have had inquiries from Kenora, Perth St. Thomas, and beyond.

We have also had current leaders ask to participate as incumbents as they feel they could benefit from the skill development and knowledge covered through this program. Unfortunately, due to current funding parameters, unfortunately those in existing leadership positions are not eligible. However, we are noting that this is an additional candidate pool in need of support and we are actively considering how this may be addressed in the future.

Efforts are underway to develop a similar Francophone incumbent program that will run at the same time as the English program. We will share any promotional materials for that program when they become available.

6. Advocacy Subcommittee Update – Kara Pihlak

- The Town Hall was Wednesday. Thank you to everyone who came. It was so impactful to hear the panelists stories.
- The video is now live on the Advocacy page- LCCN website
- Encouraging government to sign the Childcare Agreement

7. All Kids Belong Update – Lee-Anne Cross



- Thank you for returning Program Assistant legal agreements

 - we have reviewed all requests for Program Assistant supports for the first part of 2022. The number of PA hours requested greatly exceeded our budget for this time period. We've reviewed all applications carefully and have done our best to distribute all available hours as equitably as possible. We understand this is frustrating at a time when many staff and programs are especially stressed. If additional resources become available we will distribute them as quickly as possible. Please continue to work with your Resource Consultant to try to develop additional strategies to meet the needs of children. We encourage you to work closely with your Resource Consultant to make the best use of your hours. While the hours need to remain within the month they were designated for, and within the program they were designated for, you can be flexible in when you utilize the hours throughout the week.

 - Our rate of pay for Program Assistant hours is not consistent with the new minimum wage. We are currently evaluating this and will let you know as soon as an update on rate of pay is available.

 - Thank you to supervisors and coordinators for participating in service reviews; the Resource Consultants will use these as a basis for how they work with each centre in the coming year, and I'm reviewing for any overall trends or improvement suggestions. The feedback is greatly appreciated.

 - We've developed our draft 2022 plan which will go to our Advisory Committee in December. We have carefully selected activities that focus on increased flexibility for professional learning, modernizing some processes for paperwork and record-keeping, ongoing quality improvement (including the area of in-classroom supports), and development of resources to support supervisors in the area of special needs resourcing (especially in the areas of orienting new staff and in enrolling new children with special needs.) As we plan for this year we are aware that the licensed child care community is experiencing many challenges; as we move into the new year we will do our best to be sensitive and responsive to community capacity, priorities and needs when working with your staff.
8. Strive Update – Amanda Seabrook
- Trivia Night: Celebration and fun to end the year
 - December will be taking a break just the Trivia Night, January everything is expected to go back to normal schedule.
 - There are recorded and online webinars available during the time off
9. Information Sharing



- LCCN Advocacy: Wondering if LCCN agrees to share Coalition and AECEO messages for the national plan?
- LCCN continues to want to include everyone, for-profit, homecare, etc. We just want to ensure we can share and not overstep.
- AECEO and Coalition have been supporting us, we want to support them as well and use a collective voice for our province.
- For-Profit Operator: Yes, ok with sharing

Next Meeting: January 25th