

Licensed Child Care Network meeting (Virtual)
February 22, 2022
9:30 a.m.

Present: NOTE THIS LIST IS NOT INCLUSIVE - Kara Pihlak, Adrienne Small, Jan Tomlinson, Barbara Jackson, Celine Bourbonnais-MacDonald, Shari Carter, Lisa Wilson, Strive SWO, Kelly Smith, Pakinam Ghaly; Diane Gordon; Jean-Baptiste; Lee-Anne Cross; Cheryl Read; Maureen Kilworth Children's Centre; Heather Bywaters; Trevor Fowler; Tina McAllister; Pattie; Anne Rae; Charlene Grainger; Tamara Blaney; Sheri Nicol; Julie Keens; Tina - Montessori Academy of London; Karen; Cristin; Donna Jean Godfrey; Kimberly Mitchell; Bright Beginnings; Kim Mitchell; Nicole Blanchette, La ribambelle; Lacey Jackson; Kinderville; Diego Beltran; Barb Nowicki

Diane Gordon called the meeting to order.

Indigenous Land Acknowledgement

1. Municipal and Provincial Updates
City of London Updates

City of London – Trevor Fowler

Trevor announced that Adrienne Small has accepted a new position with the City. Her new title is Manager of System Operations (Child Care and Early Years). This position provides program leadership and operational oversight for the delivery of child care and early years system supports to operators and families. Further, the Manager, System Operations leads a team responsible for multiple areas of child care and early years service delivery related to service planning, contract management, reporting, fee subsidy, and special projects. Congratulations Adrienne!

Fee Subsidy – Anne Rae for Paul Van Dyk

The City will continue to support covid related absences. 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.

Rapid Antigen Tests – Adrienne Small

Today is a pick-up day for rapid antigen tests. The city is receiving new shipments every couple of weeks.

Tina Sartori extended her thanks to the city for the administration and distribution of these tests. Adrienne mentioned credit to Lindsay Wilcox who assists with the distribution.

Middlesex County Updates – Kelly Smith

No updates. Information is the same as the City of London report.

Recruitment and Retention Strategy – Trevor Fowler

No updates.

Question: Will the City of London be covering the school closure day (for weather) on Thursday, February 17, 2022?

Answer: Yes, it will be as it was a “closure beyond your control”.

Question: When will we stop reporting capacities?

Answer: Unsure.

Question: When will the WEG applications occur?

Answer: Soon – usually March as we (the City) don’t want to duplicate processes.

2. Middlesex-London Public Health Unit – Jan Tomlinson

Provincial guidance document revisions:

- [COVID-19: Operational guidance for child care](#)
- [COVID-19: Operational guidance for EarlyON Child and Family Centres](#)
- [Before and after school programs kindergarten to grade 6: policies and guidelines for school boards](#)

Key changes

- Reflects Omicron guidance documents and Ministry of Education memos released since Omicron variant surge which helps to streamline communications.
- Provides reference for absenteeism and reporting
- On-line form locally for reporting
- Makes mention of N95 masks whenever talking about medical masks – option for staff based on their preference
- Reminder with the N95 masks, what is important is proper fit. If staff finds these uncomfortable, there is increased risk of touching face and mask and that must be taken into consideration when choosing which mask to wear.
- Singing: Children >6 MUST wear a mask – use large well-ventilated spaces when singing indoors

Eye protection

The recommendation from the Middlesex London Public Health Unit and Dr. Summers is that educators can wear only masks when providing supervision outdoors. However, the Health Unit cannot override any guidance given by the Ministry of Education and those conversations would need to happen with your Program Advisors.

Isolation guidance for recently positive cases

- Individuals who develop new symptoms within 90 days of having been diagnosed with confirmed COVID-19 should self-isolate but can exit self-isolation 24 hours after symptoms improve (48 if GI).
- This is the same for vaccinated or unvaccinated individuals.
- Individuals who are high-risk contacts within 90 days of having been diagnosed with confirmed COVID-19 do not need to self-isolate.
- Individuals who had symptoms of COVID-19, but were never tested, and then subsequently yet again develop symptoms, DO need to self-isolate for the minimum 5-day period (or 10 days if unvaccinated).

Travel

Based on the information provided in the Public Health Agency of Canada News Release that went out yesterday (www.canada.ca/en/public-health/news/2022/02/government-of-canada-lightens-border-measures-as-part-of-transition-of-the-pandemic-response.html) **as of February 28 2022:**

“Children under 12 years old, travelling with fully vaccinated adults, will continue to be exempt from quarantine, without any prescribed conditions limiting their activities. This means, for example, they no longer need to wait 14 days before attending school, camp or daycare.”

Vaccines

Vaccination rates for 5-11 age group continues to be low. If you are working with families who have older siblings, we encourage you to share vaccine clinic information and let them know that they can call with questions.

Similarly, can let pregnant women know that they can call MLHU or their doctor to talk about their vaccination questions if they continue to have concerns.

3. National Early Years Framework Prototype Update –Céline Bourbonnais-MacDonald

- Fanshawe ECL students are currently applying for the internship / student researcher roles with LCCN, Childreach, and Fanshawe for the spring and summer 2022; the focus will be on the focus groups and creation of an Early Years policy framework prototype that will be shared with the community in the late fall of 2022.
- Current ECL 4th year students are busy analyzing data from 15 interviews conducted with key stakeholders (parents, child care providers, EY professionals and parents); they will be sharing their findings with their peers in April and hope that they will be available to share their work with you in March / April 2022.
- A one-page fact sheet is provided based on the analysis of the information shared by our panelists at the November 2021 EY Town Hall; this is based on the panelists’ perspectives and shows the key themes of the conversation; this fact sheet can be used to help you in

your communication with parents, other ECEC professionals as well as in the community; it will also be available in French.



Early Years Town
Hall November 2021

4. Child Care Advisory Committee – Julie Keens

On February 15, 2022, City Council approved to dissolve the Child Care Advisory Committee. Diane Gordon has reached out to the school boards to seek representation on the Licensed Child Care Network.

Anne Rae reported that LCCN will be receiving some administrative support from Sontai Sem beginning March 2022.

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

Job Seeker Training:

There are 7 job seekers (6 Anglophone and 1 Francophone) who have completed their training and are still 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 (Anglophone Inquiries)

Augustin Irie: Augustin.irie@cclondon.ca (Francophone Inquiries)

Financial incentives are available for eligible employers.

2 new job seeker cohorts started in January 2022 with 8 Anglophone and 5 Francophone participants. The classroom portion of their training will conclude at the end of March and then they will also be seeking host sites for their professional work experiences.

Incumbent Training - Organizational Leadership In Early Childhood Education Program:

Training started on January 11, 2022.

11 Anglophone incumbents

11 Francophone incumbents

Great feedback so far from participants, trainers, and mentors.

A 2nd Incumbent cohort will start **April 4, 2022**.

An existing waitlist for Anglophone incumbents was established during the recruitment process for the first cohort and those folks will be contacted first to determine their eligibility. Following

that, there may be room for additional participants. If you are an employer with an identified staff member who would benefit from some leadership focused training and you are able to engage with them as a mentor, you can again reach out to Adnan (for Anglophone inquiries) and Augustin (for Francophone inquiries). The cohorts will be capped at 12 participants. This program is designed around a combination of self-directed learning, on-site mentorship, and a Community of Practice opportunity, and takes place outside of regular working hours.

6. Advocacy Subcommittee Update – Kara Pihlak

Advocacy continues to meet weekly every Thursday at 10am.

We met with Councilors Ana Hopkins and Maureen Cassidy to discuss what's going on in child cares in London. We look forward to continuing to build the relationship between LCCN and Council. The meeting was successful, and with the support of Trevor Fowler, we submitted a delegation to London City Council. If accepted, we will present to City Council, and recommend the Ontario Child Care Deal be signed, with a focus on the ECE workforce.

The Advocacy Committee also met with the Minister of Education, Stephen Lecce, to discuss the child care challenges in London. At this meeting, we shared with him the importance of investing in the ECE workforce. He shared that they are still in negotiations with the Federal Government for a Childcare Deal. After the meeting, Advocacy shared an open letter to him, regarding our recommendations for a successful child care deal. Here is the letter:

<http://www.lccn.ca/wp-content/uploads/2022/02/LCCN-Open-Letter-to-Minister-Lecce.pdf?fbclid=IwAR09t5Mx3IzvW9I5VGdtkd0uxwiZUh3kGF4UyzXqC3rTZ9E1CODcEgILCM>

On Wednesday Feb.23rd we will meet with MP Karina Gould, Minister of Families, Children and Social Development. Minister Gould is negotiations directly with Stephen Lecce to sign the Ontario Childcare Deal. MP Peter Fragiskatos, MP Arielle Kayabaga, Mayor Ed Holder and Trevor Fowler will be there. We look forward to this engaging discussion and conversation, where we will again highlight the vital importance of investing in the ECE workforce for a successful 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

7. All Kids Belong Update – Lee-Anne Cross

The Resource Consultation services are still being impacted by the pandemic and All Kids Belong is limited in the number of programs Resource Consultants can visit in-person in a day, but will continue to slowly increase our in-person services as guidelines allow. Referrals are coming in steadily, and this is busy time of year with transition to school meetings.

Program Assistant contracts are currently set to expire on March 31st, but All Kids Belong will extend them to the end of April. There's no need to re-apply for April. The next round of Program Assistant contracts will go from May through August, and the Resource Consultants will connect with programs soon to complete applications. This time period is always tricky because it covers the summer months and programs may not have their plans set yet. All Kids Belong will keep this in mind and are prepared to be flexible as summer approaches.

All Kids Belong is doing a test run of courses on Teachable in the next week or two, then will let everyone know the courses that are available and how to access them. The courses will be short; they are intended to provide basic information and to spark further interest and thought in a topic. The first courses to launch will be an Introduction to Inclusion, and an Introduction to AKB Services. These could be used for orienting new staff. All Kids Belong is also launching an orientation course for new Program Assistants, and an orientation/refresher course for supervisors or coordinators related to all processes and expectations related to the use of Program Assistant hours. The next topic we're working on will be an Introduction to Autism Spectrum Disorder. All Kids Belong will be asking for lots of feedback to refine what is being offered.

All Kids Belong for many years has had office space at The Salvation Army Village and has greatly appreciated all their support over the years. All Kids Belong will be moving at the end of March to available space at Merrymount. All Kids Belong would like to thank The Salvation Army; they have been the most gracious, helpful, and generous partners we could ever ask for. Along with the change of office space, All Kids Belong will switch over to the Merrymount phone system, so the Resource Consultants will be sharing their new numbers with all programs and Lee-Anne will circulate a list as well.

8. Strive Update – Amanda Seabrook

COMMUNITY OF PRACTICE: OUTDOOR PLAY

This opportunity invites educators who have a passion or want to learn more about outdoor play to come together and collaboratively reflect on the adventures and challenges that are unique to engaging with children in outdoor spaces.

This month, we are thrilled to be joined by Mavis Lewis-Webber, who will be sharing more about her work in forest schools.

Wednesday, February 23

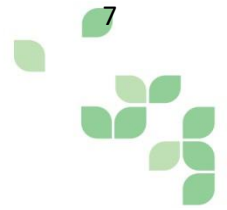
6:30 – 8:00PM

Via Zoom

<https://striveswo.ca/events/community-of-practice-outdoor-play-3/>

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. Tonight until 7 pm. Or they can use their own materials

Thursday, February 24

6:30 – 8:30PM

Via Zoom

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

FETAL ALCOHOL SPECTRUM DISORDER 102

Facilitated by the Community Services Coordination Network FASD Service Coordination Team
In FASD 102, we further explore key concepts in our work with people living with an FASD. This training includes an interactive case study based on the lived experience of members of our community. Participants will apply the skills they have learned in FASD 101 and FASD 102 to the situations and scenarios in the case study. FASD 101 is a prerequisite for this presentation.

Thursday, February 24th

6:30 – 8:00PM

Via Zoom

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

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!

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.

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.

Une présentation pertinente pour les EPEI de tous niveaux!

Mercredi, le 2 mars

18h30 à 19h30

Via Zoom

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

WINTER RETHINK 2022

In this VIRTUAL event, we will RETHINK the foundation of Expression.

How do we authentically listen to children? And how do we ensure that every child is heard?

Keynote presenter, Karyn Callaghan, will have us consider just that in, Expression: Languages that Make Belonging, Well-being, Engagement and Thinking Visible.

We are also thrilled to have Krista Kankula join us. Krista is a Creativity Coach and Abstract Painter. She focuses on helping adults express their creative and playful sides, so they can feel more joy, fun and fulfilment!

Each participant will receive an Experience Box full of local treats, special gifts, and items to keep us connected throughout the day despite not being physically together.

Please Note: Experience Boxes will be available for local (London, Middlesex, Elgin) pick-up ONLY.

Experience Box distribution will begin February 26.

We are doing a standalone evening of Educator stories on March 24 but registration isn't live yet so they can stay tuned for those details coming soon.

Saturday, March 5

9:00am – 1:30pm

Via Zoom

<https://striveswo.ca/events/winter-rethink-2022/>

STRIVE VIRTUAL COMMUNITY MEETING – MARCH 2022

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

Successful innovation requires partners and a circle of connections that dream together about the possibilities of something new.

The Strive Committee engages in meaningful conversations, information sharing, networking and collaboration.

All are welcome and encouraged to join these community conversations!

Please register in advance so we know to expect you.

Wednesday, March 9

1:00 – 2:00PM

Via Zoom

<https://striveswo.ca/events/strive-virtual-community-meeting-march-2022/>

COMMUNITY OF PRACTICE: OUTDOOR PLAY

Facilitated by: The Outdoor Play Committee

This opportunity invites educators who have a passion or want to learn more about outdoor play to come together and collaboratively reflect on the adventures and challenges that are unique to engaging with children in outdoor spaces.

Tuesday, March 22

6:30 – 8:00PM

Via Zoom

<https://striveswo.ca/events/community-of-practice-outdoor-play-4/>

FOOD NEUTRALITY IN EARLY YEARS ENVIRONMENTS

Facilitated by: Gwen Kostal, Registered Dietitian from Dietitians4Teachers.

This is an opportunity for our Early Years community to explore new perspectives in a safe and welcoming partnership starting with Dietitians4Teachers and continuing with Ginette Blake, Middlesex London Health Unit Public Health RD, and Strive. Gwen will gently open a conversation about changing how we talk about food and bodies in Childcare and Early Years settings.

This session will cover:

What is food neutrality and is it important in early years settings?

How to separate food and nutrition planning from what we teach and say to children.

Practical ideas we can use right away in our programs and classrooms.

WEDNESDAY, MARCH 23

6:30 – 8:00PM

Via Zoom

\$5.00

<https://striveswo.ca/events/food-neutrality-in-early-years-environments/>

COMMUNITY OF PRACTICE: INFANT EDUCATORS

Facilitated by: Paula Dibbits, RECE



This opportunity invites educators who work in and/or support infant programs to come together and collaboratively reflect on the unique joys and the challenges that come with caring for our youngest children.

Participants will share experiences, ideas and resources, offer one another support, listen, and ask thoughtful questions. Topics may include programming ideas, communication, the environment, and much more. Conversations emerging from this group will be ongoing. Have awesome program or activity ideas that you want to share? A challenge you are currently trying to work through? Please send them at any time to Paula at pauladibbits@hotmail.com

Wednesday, March 30

6:30 pm to 8:00 pm

via ZOOM

<https://striveswo.ca/events/community-of-practice-infant-educators-2/>

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/>

9. Information Sharing

The meeting concluded with some informal networking with members regarding allowing parents back in programs, having to close rooms due to lack of educators, staff absenteeism due to Covid, and difficulties with recruitment (with similar concerns in the County and in London).

There was also some conversation regarding work accommodations, flexibility for reduced days/hours and consideration for long-term work balance. This could influence hiring future employees as well.

Next meeting date is Tuesday, March 29, 2022.