



LICENSED CHILD CARE NETWORK MEETING (VIRTUAL)

March 29, 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; Sontai Sem

Barb Jackson called the meeting to order.

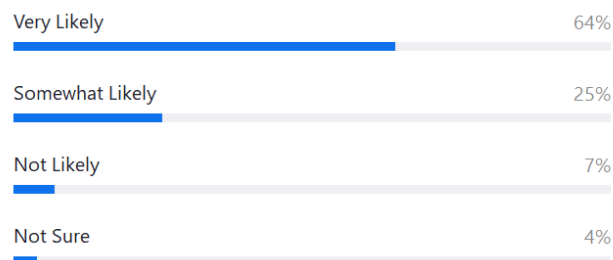
Indigenous Land Acknowledgement.

This session is being recorded.

1. POLL QUESTIONS:

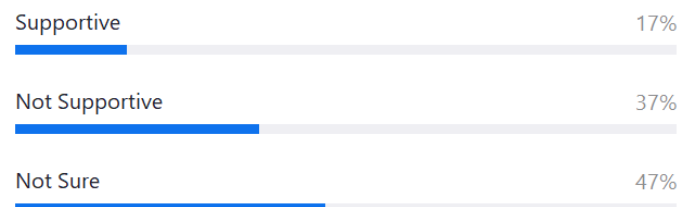
Child Care Agreement

1. At this time, how likely is it that your organization will enroll in the Canada-Wide Early Learning and Child Care Agreement? (Multiple Choice) *



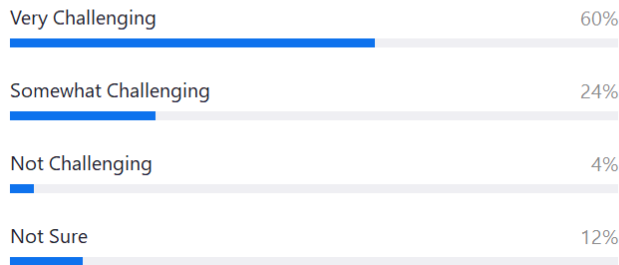
Workforce Plan

1. What have been your employees' reactions to the workforce plan for Ontario? (Multiple Choice) *



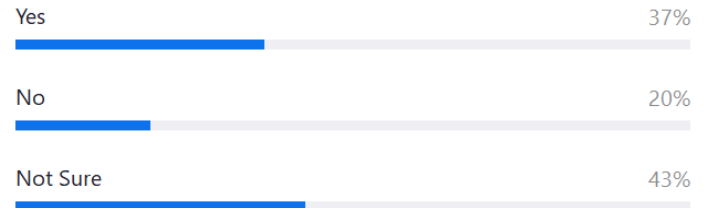
Wage Support

1. Will it be challenging for your organizations to offer wage increases above the \$18 dollar wage floor offer wage increases above the wage floor or maintain wages above the wage floor without additional Municipal, Provincial or Federal financial support? (Single Choice) *



Workforce Leaving

1. Do you anticipate any of your current employees leaving the profession in the next 1-2 years based on their knowledge of the proposed wage grid? (Multiple Choice) *



2. MUNICIPAL AND PROVINCIAL UPDATES – TREVOR FOWLER, ANNE RAE

Canada Wide Early Learning and Child Care (CWELCC)

- Historic moment
- We all have questions on implementation
- Waiting on guidelines from Province (emphasis was on getting deal done in March)
- In the meantime, organizing, mobilizing team

May 26 save the date – Child Care Providers Meeting

- Reminder to save said date and provide agenda items

Workforce Strategy Update

- supports to this update include: Anne Rae, Meaghan McDonnell, Joe Winsler
- Priorities of the Workforce, Recruitment and Retention:
- 2 Paid Day Professional Development days for all child care and EarlyON eligible staff
- Expect information this week with on how to seek compensation for educators to attend or your centre to close for PD.
- Acknowledge and support operators to identify the best way for them to support these two professional days that meet the needs of their centres and staff
- Future system-wide date in Fall to be announced
- Additionally, working with Strive to identify additional learning opportunities that will be eligible for the same types of supports.

Professional Learning - 1st Opportunity

Save the Date for May 9th virtual professional learning opportunity.

- Options for accessing recording, post event
- “Heartwork and so much more!”, is an opportunity to celebrate the valuable contributions CCEY Practitioners make each day in service to children, families and communities across Ontario while recognizing and bringing visibility to value of the profession and its advocates.

- Tentative Speakers include: Armine Yalnizyan , Kerry McQuaig, Emis Akbari, Jean Clinton, Rumeet Billan, Jim Greives
- Includes: reflective activity
- Currently 12 CMSMs are participating in this full day online event
- Should operators choose to close for the day, messaging will be available for families to draw on.

Fee Subsidy

- No changes
- In a billing cycle and appreciate if you can submit your bills as soon as possible. Reach out to your CSA or Paul if you have questions before you submit your bills

WEG Funding

- 2021 Attestation Review occurring currently. Stay tuned for updates
- 2022 WEG Applications due on April 29th. Please reach out if you have any questions

Rapid Antigen Tests

- Thank you to those who have informed the CMSM that they would like to pause their distribution. The City has requested a pause in distribution and will be moving towards monthly shipments. CMSM is working with Province to pause or reduce shipments. If your program is experiencing a need for tests that is beyond what you have available to distribute to families, please reach out to Adrienne Small and Lindsay Wilcox.
- Reminder to those who received confirmation via letter for an April 5th pick up that today is the day! Thank you for making arrangements to pick them up.
- Please continue to distribute to families as appropriate

CCEY Data Request

- We recently sent out a data request to operators regarding use of 2021 and 2022 one-time GOG funding. Thank you very much to those that have taken the time to respond. If you have not yet responded but have information to share, we would greatly appreciate the information.

CCEY Survey

- In the near future we will be distributing a link to a survey to supported Agencies. The purpose of the survey is to help us understand how our operators have felt about remote service support (i.e., remote/virtual meetings etc.) and preferences moving forward. A separate survey is also being shared with families who access Child Care Fee Subsidy – also to understand experiences and preferences around service delivery models.

3. MIDDLESEX COUNTY UPDATES – JOE WINSER, KELLY SMITH

- We are working with London closely on the National Child Care Agreement.
- Working with Anne on the 2022 WEG application. Deadline is the same for Middlesex on April 29th. Please submit to Kelly when completed.

- For the rapid antigen testing, our kits were supposed to be delivered on Friday last week and will be going out tomorrow. We also paused with this as most of our sites are in abundance of kits. They will follow the same schedule as London with that pause.
- Fee subsidy applications has been quite busy for the last few weeks.

4. MIDDLESEX-LONDON HEALTH UNIT- EARLY YEARS TEAM UPDATE

- LAURA DUECK, HEATHER BYWATERS

- Welcome to Laura, as this is her first meeting with us. She has been with the Early Years outreach team for several months now and is replacing Jan.

COVID UPDATE:

- Provincially - Chief Medical Officer of Health has removed a lot of the directives and instructions for childcare, that also went into the community as we have seen with the reopening of Ontario. By the end of April, many of those guidance and requirements will also be gone in the community.
- For childcare centres, there should be more operational guidance coming with specific recommendations from any of the ministries. We have yet to hear so we are still waiting regarding further guidance. That may come depending on what's happening with cases within the community, whether the Ministry of Health needs to step back in and provide some more structure or whether we can move forward. And whether the Ministry of Education has some further guidance for ongoing requirements for childcare.
- Locally, masking is no longer required but is strongly recommended for indoor environments and that continues for childcare centres.
- Reminder, that you have many tools you have been using over the last 2 years and we would encourage you to continue to utilize them and find ways to integrate them into your own practices/policies and into your everyday reminder to families and staff - *stay home if you are ill, support and encourage vaccinations, hand hygiene, respiratory etiquette, environmental cleaning, optimizing ventilation, holding activities outdoors when they can be etc.*
- Screening is not required but it is recommended that there will be some symptom screening being done prior to bringing people in the centre.
- Reminder to reference the Safe Healthy Children manual as it has some of that guidance and information for you.
 - <https://www.healthunit.com/uploads/safe-healthy-children-a-health-and-safety-manual-for-childcare-providers.pdf>
- If you are going to discontinue some of the public health measures, do it gradually and don't rush it as we really need to see how cases go the next few weeks.
- Number of cases are swelling currently but that is normal when public health measures are lifted. We do want to see a spike and more hospitalizations jump up. So, if we can keep some precaution in place we can get through this swell.

New/Updated Guideline Documents

- There was a new 'COVID-19 Integrated Testing & Case, Contact and Outbreak Management Interim Guidance: Omicron Surge' guideline that came out March 9th.

- https://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/contact_mngmt/management_cases_contacts_omicron.pdf
- There was an amendment on March 28 – no significant changes
- This is the main guidance and has replaced the COVID interim guidance for schools and childcare document and the COVID guidance school case contact & outbreak management document.
- New in March, COVID-19 Safety Guidelines for: Camps
 - https://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/guidance_for_camps.pdf
 - Some changes – pretesting is no longer required, masking and distancing outdoors not required, masking is required indoors at camps, cohorts can mix with limits, updated guidance around sports and music
- Cleaning and disinfection – default is going back to the Safe Healthy Children manual. It has instructions around bleach concentration levels, tips on infection and prevention control and practices.
 - https://www.publichealthontario.ca/-/media/Documents/nCoV/factsheet-covid-19-environmental-cleaning.pdf?la=en&sc_lang=en
- The screening tool has been updated, families can still use and encouraged to still be using prior to attending care.
 - <https://covid-19.ontario.ca/covid19-cms-assets/2022-03/COVID-screening-schools-child-care-en-V4.6-2022-03-21.pdf>

Stakeholder Webinar

- Reminder that there is a stakeholder webinar today at 12:30pm that people can access. Invitation emails go out every Tuesday morning. Great opportunity to hear from Dr. Summers regarding the key messages and to ask your questions as he really tries hard to answer all of them. There will be a chat box in MS Teams. This will be recorded and can be accessed on our website.
 - <https://link.upkne.com/c/443/2863e414fb666b4a9a186225af429c541127882cf3b7764d31e1481b05980f0b>

5. NATIONAL EARLY YEARS FRAMEWORK PROTOTYPE UPDATE

– CÉLINE BOURBONNAIS-MACDONALD

-
- We have 4 new summer interns: Amanda Beatty, Jaden Albert, Jennifer Sun, and Emily Foster will be joining the research side of their internship and supporting community members.
 - They will be meeting via zoom with interns from last summer to meet their peers and discuss next steps within the research.
 - They are eager to start but they are busy with finishing their coursework and assignments as it is end of semester.
 - The students involved with the research last summer will be sharing their research projects with their peers and via zoom. 2 will be sharing tomorrow and 2 will be sharing next week.
 - Hoping to have the students join LCCN or the Advocacy Committee and share what they have found themselves with everyone directly.

- We are looking at May-June to conduct focus groups so we will have the first prototype based on the research that was conducted last summer. Within the focus groups, people (parents, early years professional, childcare providers, employers) will be given the opportunity to disassemble and basically reconstruct. That will lead to the prototype that we will basically build from that information. This will occur July-August so when we get into September, the student interns/researchers will then work at the organization. So, as we get more of the prototypes aligned, I am hoping to share those with everyone along the way.

6. SKILLS ADVANCE ONTARIO (SAO) PROJECT – MEAGHAN MACDONELL

Alexandra Bioso, has been hired as the new Project Coordinator for the SAO project. Alexandra has been with College Boreal for 7 years in a variety of capacities, namely pre-apprenticeship and the immigration services program. Her broad portfolio of skills and experience profile make her an ideal candidate for the role. Welcome, Alexandra.

Job Seeker Training:

- A new cohort of job seekers (8 Anglophones and 4 Francophones) just completed their 10-week training and are ready to move onto the professional workplace experience portion of the program. There are additionally a few still awaiting workplace experience opportunities from previous cohorts.
 - If you have identified vacancies, your support of these job seeker candidates would be most appreciated.
 - Contact the Employment Consultant / Job Developers at:
 - Adnan Osman: Adnan.Osman@ccflondon.ca ([Anglophone Inquiries](#))
 - Augustin Irie: Augustin.irie@ccflondon.ca ([Francophone Inquiries](#))
 - Professional workplace experiences are a minimum of three weeks. Financial incentives are available for eligible employers.
- The next job seeker cohorts will be in September 2022. Over the summer, the project team will be evaluating the curriculum and training schedule.

Incumbent Training - Organizational Leadership In Early Childhood Education Program:

- The incumbents have finished their 12-week program.
- A survey/evaluation is being developed to gather participant feedback and adjustments to the curriculum will be made as needed.
- This program has been incredibly well received by both the incumbents as well as their mentors/employers. Positive impact to practice has been widely reported.
- A second cohort of the program is currently underway.

7. ALL KIDS BELONG UPDATE – LEE-ANNE CROSS

- AKB can now visit up to two centres in person per day (three if one is a school age program on site with a childcare program). We'll lift all limits at the end of April but will continue to respect program preferences and protocols. We'll continue with masking until further notice.

- We're receiving quite a few referrals for children who are entering school in the fall. Sometimes this is because families have been hesitant to seek out supports, preferring to take a "wait and see" approach. There's little that AKB can do for families who are so close to school entry, as the deadline for therapy referrals has already past and there's not adequate time for us to get to know the child well enough to support the transition to school. We're going to work on an approach to address this that will promote earlier referrals and identify some appropriate supports for families and children in this situation.
- Program Assistant contracts have been approved and are being distributed by the Resource Consultants. We approved hours for May through August for childcare, but only May and June for school age programs. We've set aside hours for summer camps and the Resource Consultants will accept requests for these programs as soon as they know which camps will run and who will attend. As always, we had to make very difficult decisions. The number of requests continues to increase, and we continue to prioritize and be as fair and equitable as possible. We continue to seek out better solutions. We meet regularly with the City of London to keep them informed of program needs.
- A few centres are now actively testing our courses on Teachable. Please watch for a flyer that outlines the courses and how to enroll staff. We'll be asking for feedback via Survey Monkey.
- We are launching "Coffee Time With AKB." These will be informal monthly Zoom sessions where educators can meet with AKB Resource Consultants in a relaxed and supportive environment to talk about AKB services, how they can work with us, their challenges, and successes, and how we can support them. Participants are encouraged to bring their questions and ideas; we want these sessions to be participant-driven. We're asking people to send us an email to indicate that they would like to attend, and anything they would like to talk about. We know that it's often very difficult for educators to talk with AKB because they can't leave the floor and are trying to focus on the children while also interacting with us. We hope that Coffee Time will give them another opportunity to interact. For the moment we're keeping the sessions focused on AKB services and how we can all support inclusion; we want participants to have the opportunity to let us know what they need to talk about. We will carefully track the topics that come up and will see if there is interest in further developing this opportunity. Watch for the Coffee Time with AKB flyer.

8. STRIVE UPDATE – MEAGHAN FOR AMANDA SEABROOK

PHYSICAL LITERACY: A JOURNEY WE TAKE TOGETHER

Tuesday, April 12

6:30 – 8:00 pm

Via Zoom

- Facilitated By: Angela Balcom H.BA, Resource Consultant with [All Kids Belong](#).
- This session will take participants on a journey through what it means to be physically literate while we explore and connect being active to our mental health, and overall well being of the whole child.
- Topics covered will include:

- What is physical literacy?
- Inclusion around physical literacy
- Our own preferences and bias
- Being a role model
- Connecting physical literacy to mindfulness, self-esteem and physical health
- Creating accommodations and adaptations to materials
- Removing "I can't" from our vocabulary

SUPPORTING GENDER CREATIVE KIDS

Tuesday, April 19th

6:30 – 8:00PM

Via Zoom

- Facilitated by: Allison Preyde, Public Education Coordinator at Anova
- While gender creativity in children isn't new, the idea that gender can be more than a pair of check boxes may seem confusing.
- In this session, we will discuss the differences and overlaps between sex, gender, and gender expression; we will reflect on the many ways gender roles are taught to our youngest friends; and we will explore the importance of normalizing for all children the many ways of being a "he", "she", or "they".

WHAT DOES "OUTDOOR EDUCATION" MAKE POSSIBLE AND IMPOSSIBLE?

Thursday, May 5

6:30 – 8:00 PM

Via Zoom

- Facilitated by Meagan Montpetit, PhD Candidate, Western University & Nicole Land PhD, X University
- In this interactive workshop, we discuss the logics that position outdoor education in contrast to curricular practices that unfold in indoor classroom spaces. Taking up a practice of tracing systemic and situated knowledges at play in moments of learning with children and more-than-human worlds, we emphasize questions of how we might activate our pedagogical commitments in everyday moments. We offer possibilities for thinking outdoor education with multiplicity where resisting dominant stories becomes a practice of attending to lively worlds. Participants will engage with examples and work together in small groups.

COMMUNITY HOME CHILD CARE QUESTION & ANSWER PANEL

Wednesday May 18

7:00 – 8:30 PM

via ZOOM

- Facilitated By: London Children's Connection [Community Home Child Care](#) Coordinator Team
- Join us for an informative evening for individuals who are interested in starting a home child care business or those who are currently offering unlicensed care and are considering making the transition to working with a licensed program.
- Attendees will have the opportunity to ask questions to the Community Home Child Care team of Coordinators as well as current Home Child Care Providers. They will be answering

questions on what it means to offer licensed child care, what the role of Community Home Child Care is, what is involved in the approval process, and more!

- Providers from both London and Middlesex County are welcome to attend this engaging virtual event.

VISUAL STORYTELLING 101

Thursday, June 9th

6:30 – 8:00PM

In-Person at Childreach Centre

***As per public health recommendations and Childreach health and safety protocols, a mask or appropriate face covering will be required at all times except while eating or drinking.

- Facilitated by [Emma Richard, illustrator, graphic recorder, and creative facilitator](#).
- Visuals can be a powerful tool for capturing stories, making meaning, and communicating with one another. The good news is, you don't have to be a great artist to be a great visual storyteller.
- If you have attended Winter Rethink over the past several years, you will already have witnessed Emma's unique ability to listen with intention and turn what she hears into a captivating graphic artifact.
- In this session, Emma will lead us in:
 - Developing a visual vocabulary
 - Learning sketch noting basics and building blocks
 - The process of witnessing and integrating what is seen, heard, felt
 - Working with our inner critic
 - Choosing the right materials
 - Navigating a big blank page
 - Integrating visual storytelling into your work
- Together, we will consider how these skills may lend themselves to our professional practice and the ways we reflect on and document children's learning.
- This opportunity will involve sharing stories, learning from one another, and practicing new skills in a playful environment.

For a full list of upcoming professional learning opportunities, visit: [Events - Strive \(striveswo.ca\)](#)

9. SCHOOL BOARD UPDATES – AMANDA BENTON

- No significant updates - families back into our buildings, hopefully that has alleviated some of the stress for the Before & After School programs that have been in the schools.
- If you are looking for community use of space – we have someone new in the position, Sean Macpherson(sp?). He is in the office at 2:30pm to the evening, so if you send him something in the morning, you won't hear back from him until later in the day.
- We are still moving ahead with the childcare at St. Annes, progress is slow but moving.
- Starting to build more EarlyON programs into our schools, we have partnered with Whitehills to have EarlyOn programming at St. Paul. The process has been amazing so if anyone is looking to get space in schools, let me know.

10. ADVOCACY SUBCOMMITTEE UPDATE – KARA PIHLAK

- Advocacy has been our focus after the announcement of the National Childcare framework. We will keep advocating around workforce and wages.
- Barb and I were on CBC radio: <https://www.cbc.ca/listen/live-radio/1-158-london-morning/clip/15903490-more-dollar10-per-day-childcare-plan>
 - Barb spoke on the general childcare deal, I talked about the challenges around retaining and recruitment with the wages.
- Going to keep advocating for London-Middlesex.

11. FANSHAWE COLLEGE UPDATE – BARB JACKSON FOR JANET FOSTER

- Starting May 2022, Janet Foster will be coordinating the ECE1 program (Sept, Jan, May intake) and the ECE6 fast track students, which is embedded with ECE1 classes.
- Cheryl will be coordinating the ECE1 online delivery (1 cohort in September), ECE7 fast track online, and the child development practitioner apprenticeship program.
- Students who are scheduled for the level 1 May intake will be staying online this year. However, the Level 4 May intake (graduating group) will return to the college.
- Hoping to welcome all students back in September.
- Janet was asked to go on multiple radio shows to discuss the low pay for ECEs as a barrier to entry in the field, what the new \$10 a day means to the field etc.
 - <https://www.cbc.ca/listen/live-radio/1-80-afternoon-drive/clip/15903552-childcare-wages>

12. EMPLOYMENT & SOCIAL DEVELOPMENT CANADA FUNDING APPLICATION

- DIANE GORDON, BARB JACKSON

- In March, Barb and I took the opportunity to provide a letter of support on behalf of LCCN for the Sectorial Workforce Solutions Program proposal submitted by CCFL. This is a federal funding stream that could continue the job seeker and incumbent training beyond the SAO completion. If approved, programs can begin in the fall. We will potentially hear about the success of that proposal in the summer months.
- Planning phase in the fall and then the cohort starting in January (not 100% confirmed)

13. INFORMATION SHARING

- *Question: Has anyone heard anything about the application for the national childcare agreement?*
 - *Answer from the City: Nothing yet. Applications will come through us, and we will do a bit of vetting and send those to the province. But we are waiting on specifics from the province, which we are told will come very soon.*
- *Question: Can you clarify how that WEG works with the wage floor again?*
 - *Answer from the City: We are still waiting on the details from the province so messaging may be a bit off to what will be coming out from the province, but this*

is my best understanding of it now – the wage floor is the final step. There is minimum wage and any kind of supports/benefits (i.e. WEG) stack on top of that and if all of that together is less than the \$18/hr, there's a provincial top up that will bring that wage rate to \$18/hr. So, it's a floor in that no person participating in this program across Ontario will make less than \$18/hr. Which may have significant impact on those in rural communities but less of an impact on those in larger urban centers.

- Discussion on the challenges around the national childcare agreement and the workforce leaving based on the new proposed wage grid. How this is causing mental discouragement and significant impact on employees who have been working 5-10 years, making \$18.95 and the bottom comes up to \$18 but they won't be eligible for the additional dollar. A challenge for operators in retaining them as many are talking about leaving, operators can't afford to lose their value and experience.
 - Advocacy group will continue to meet, please reach out to Kara Pihlak (oakpark1@bellnet.ca) if you are interested in these meetings.
- Toddler playground getting done this week at Oak Park! The playground hasn't been updated in 20 years.
- Chat message from Shelby Secoura:
 - *Hi Guys,
Kinderville is partnering with a super cool small London Business for easter. I have attached the links, so you all can check it out. But for Easter we are doing pastel sheep weaving with our preschoolers!
They have lots of options that are SUPER reasonably priced!
Happy Shopping!*
 - *Edge Workshop is a new small business that specializes in high quality wooden laser cut products for all occasions. We provide large name cutouts, kids threading activities, cake toppers, decorations, and baby gifts.
The link to our FB (Orders can be done there personally, local pickup):* <https://www.facebook.com/edgeworkshop.info>
 - *Etsy (local pickup orders save 15% on Etsy prices, codes PICKUP15 and LONDONPICKUP):* https://www.etsy.com/ca/shop/EdgeWorkshop?ref=shop_sugg
 - *Follow us on Instagram:* <https://www.instagram.com/edgework.shop/>

Next meeting date is Tuesday, April 26, 2022.