



LICENSED CHILD CARE NETWORK MEETING (VIRTUAL)

Sept. 27, 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, Joe Winser, Kelly Smith, Pakinam Ghaly; Diane Gordon; Jean-Baptiste; Lee-Anne Cross; Cheryl Read; Maureen Kilworth Children's Centre; Heather Bywaters; Trevor Fowler; Adrienne Small; 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; Tiny Hoppers

Land acknowledgement

National Day for Truth and Reconciliation

- Sept. 30th – Orange shirt day

Introduction: Andrea Gonsalves, Community Engagement Coordinator from Atlohsa Healing Services.

- Fundraising department would like to thank you for the contribution you all have made. We have large corporations make donations but it's very inspiring when communities come together to support another community.
- Knowing the impacts are ongoing and aren't limited to the 60s scoop. Intergenerational trauma continues to cause food/housing insecurity, struggles with mental health and physical/spiritual/cultural wellness. These experiences are tied directly to the residential school system and colonization.
- Atlohsa promotes the wellness of the individual and promote their strength and resilience to combat those impacts. Thus with this campaign and your support we are better to be able to provide programs that can address these issues.
- Sept. 30th – Lighting of the Fire – Wortley on The Green at 7am
- Upcoming events: <https://atlohsa.com/pages/event-calendar>
 - Oct. 3 – 6pm-8pm: ReconciliACTION: An (Un)Learning Series

Announcement: Selection Committee has officially selected Nicole Blanchette, Executive Director of La ribambelle as the new LCCN Co-Chair.

1. MUNICIPAL & PROVINCIAL UPDATES – JOE WINSER, KELLY SMITH FOR THE CITY/COUNTY

CCEY Operators meeting

- Reminder the meeting is scheduled for Thursday, November 3 at 4:30
- The meeting will be virtual
- Please send agenda items you'd like to include to childrensservicesadmin@london.ca

CWELCC update

- London Updated numbers Opt-In/Out Confirmation received from **99/204** (or **48.5%**) Centre-Based Sites
 - **96.9%** of those who have submitted their response have "Opted-In" to the CWELCC System
- Middlesex Updated numbers Opt-In/Out Confirmation received from **6/24** (or **25%**) Centre-Based Sites
 - **5** of those who have submitted their response have "Opted-In" to the CWELCC System
- Keep the questions coming – we are here to support
- New guidelines released. Please note the changes to the fee subsidy payments for families are aligned with OCCMS bill payments.
 - Reminder:
 - If you would like support completing the application, we have resources available
 - If you would like to include a sustainability request, please include supporting documentation with your application. Sustainability requests should reflect costs that have occurred outside of your pre-determined 2022 budgets. Or costs that were projected in 2022 that were to be paid for by City/County approved rate increases after April 1. These should be a 1 time cost.

National Day for Truth and Reconciliation (Sept 30)

- CCEY office with the City of London will be closed
- Middlesex County will remain open that day

October 24: Only One You Professional Learning Opportunity

- This will be the second sector-wide professional learning day for licensed child care and early years staff in the community
- This opportunity will bring the London-Middlesex child care and early years system together to reflect, learn, grow, and celebrate the invaluable contributions early years professionals make each day in service to children and families across the region
- Based on the feedback received from May 9 *Heartwork and So Much More* and after consulting with professionals and key stakeholders across the London-Middlesex child care

and early years community, Educator Mental Health and Well-Being was identified as a pressing local priority.

- Mina B. will be virtually joining us in the morning to talk about the power of building micro habits to combat stress and enhance personal wellbeing
- In the afternoon, organizations are encouraged to focus on their individual team building and wellness goals by choosing from several afternoon sessions, including a curated list of activities to enjoy as a team
- Organizations will be compensated for lost revenue and wages through a similar attestation process used at the May 9 Professional Learning opportunity

November 9: Kind Leadership with Darci Lang

- In keeping with the important theme of sector-wide wellness for child care and early years professionals in the community, Darci Lang will be in London on Wednesday, November 9 from 10am to 12pm with a follow up to her presentation in June, "Embracing the 90%"
- This presentation has been designed specifically for directors, supervisors, and other leaders in the sector with the goal of supporting you in supporting your staff and teams
- Her presentation on leading with compassion, confidence, and kindness will offer additional tools and strategies to develop a kind attitude towards yourselves and build upon your existing leadership skills
- There is no cost to participate in the event and breakfast will be provided

San'yas Online Indigenous Cultural Safety Training

- Child Care and EarlyON providers are invited to access the San'yas Online Indigenous Cultural Safety Core Foundations Training as an option to participate in the two paid Professional Learning days supported by the Workforce Strategy funding
- This 8-module online learning opportunity has the following learning goals:
- Strengthen participants' knowledge, awareness, and skills for working with and providing service to Indigenous people and communities
- Work more safely and effectively with Indigenous people
- Begin considering participants' roles in correcting, rebuilding, and transforming systems to uproot Indigenous-specific racism
- This course is online and consists of 8 interactive and participatory modules completed at the learner's own pace within 8 weeks
- An email will go out to all child care and early years operators by the end of September with instructions on how to register

Unsung Heroes Campaign 2022/2023

- The selection committee received 4 applications from the Expression of Interest process and TBK Creative was the successful proponent

- TBK Creative will be developing a marketing strategy that will be most effective in reaching and attracting qualified candidates for a career in the field of Early Childhood Education (ECE)
- A discovery phase will take place this fall to learn more about the sector, the target audiences who would be most likely to choose a career in ECE, and the overall goals of the campaign
- Campaign development will take place in early 2023 and the working group will keep LCCN and members of the sector updated at important milestones development phase
- The campaign is set to launch in late spring 2023 and run throughout the summer

Mentorship Strategy

- I provided a warm introduction to several community partners this week, welcoming Rahnuma to our team and outlining some of the work she will be supporting
- Rahnuma has already booked a few meetings with partners to better understand the support they currently provide educators and to talk more about what a mentorship strategy may look like for our community
- Rahnuma is also doing an environment scan and some research to see what other child care sectors offer in the form of mentorship

Labour Market Study –Employers and Education Sector

- Thank you to everyone who participated in Labour Market Study survey for child care and early years employers and the education sector
- Deloitte is currently preparing a report based on the responses from the 51 surveys that were completed
- The results of this survey will help gauge strengths, challenges, and opportunities to support a vibrant sector and influence how the sector and its workforce can be best supported in London-Middlesex
- The results will be shared with the Child Care and Early Years Labour Market Study Steering Committee in late October and a summary of the report will be shared more broadly at the fall Child Care and Early Years Operators Meeting

Labour Market Study – Stakeholder Interviews

- An email went out to all stakeholders earlier this month letting them know that a member of Deloitte would be reaching out to them in September to schedule a time to talk
- These stakeholder interviews will ask more in-depth questions compared to the employer and education survey to better understand the challenges in recruitment and retention
- The results of these interviews will be included in the summary report with the above survey

Labour Market Study – Educators (in and out of field)

- This survey will seek input from qualified Early Childhood Educators across London-Middlesex, both working and not working in the sector, on a range of issues related to Early Childhood Educators labour retention
- The survey is planned to launch the first week of October and it will be open for a minimum of 3 weeks
- The results will be shared with the Child Care and Early Years Labour Market Study Steering Committee in late October and a summary of the report will be shared more broadly at the fall Child Care and Early Years Operators Meeting

Labour Market Study – Focus Groups

- In late October, a focus group with current students enrolled in an early childhood education program will take place to better understand their outlook on the sector, some of the challenges they may be facing, and any support they may need to help bridge the gap between education and employment
- A second focus group will take place in late October to review the results of the feedback to date from the above engagements and to validate the findings before the Labour Market Study moves into recommending strategies to support recruitment and retention in the sector

Community Conversation on Diversity and Inclusion Recruitment and Retention Practices

- A key outcome of the Workforce Strategy funding is to attract and support the development of an increasingly diverse workforce to reflect the children and families accessing early years and child care programs more effectively
- An invite will be going out later this month to all child care and early years operators for a virtual conversation to learn more about what is working in the sector and what is needed in terms of organizational supports to recruit and retain a more diverse and inclusive workforce.

Enabling Accessibility Fund – Creating inclusive infrastructure to improve access, ensuring the full participation of all Canadians

- Through the Government of Canada's 2022 Call for Proposals (CFP) under the Enabling Accessibility Fund (EAF) Small projects component, not-for-profit, for profit, Indigenous organizations, municipalities, and territorial governments could receive up to \$100,000 for the retrofit, renovation or new construction of accessible facilities or venues.
- Until November 1, 2022, Employment and Social Development Canada (ESDC) is accepting applications for projects that help improve and make facilities in Canadian communities and workplaces more accessible for persons with disabilities. This year, the EAF Small projects component has put a priority on the funding of projects related to shelters for those experiencing violence and gender-based violence, Indigenous organizations, Early Learning and Child Care centres, and workplaces.

- Information sessions for all organizations:
- October 5, 2022 at 1:00 PM to 2:30 (EDT) – English
- October 6, 2022 at 1:00 PM to 2:30 (EDT) – French
- October 19, 2022 at 1:00 PM to 2:30 (EDT) – English
- October 20, 2022 at 1:00 PM to 2:30 (EDT) – French
- Application guide: <https://www.canada.ca/en/employment-social-development/services/funding/enabling-accessibility-fund-small-projects.html>

Two new sites have opened and been licensed in Middlesex County – specifically in Ilderton.

- Koala-T Care – Day care
- Ilderton EYES Childcare
- We welcome both centres to our community

River Heights Child Care Centre

- Trevor sent an email on Holly's behalf about the Call for submissions will
- We in Middlesex are excited to see this project move forward and we are looking forward to working with the successful applicant

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

- TRACEY ASHBY, LAURA DUECK, HEATHER BYWATERS

Last e-newsletter went out last week on Thursday, September 22nd

- Welcome message to try to encourage more individuals to sign up to receive the e-newsletter – it is for everybody
- If we have received a number of questions in our mailbox on a particular topic, we try to address it in the next newsletter
- If September 22nd was your first time receiving the newsletter and you did not sign up, that is because we have been trying to increase our reach so we included all the “contact us” email addresses on your websites. You can easily unsubscribe if you wish, there is a link at the bottom of the newsletter
- <https://www.healthunit.com/childcare-educators>
- earlyyearsoutreach@mlhu.on.ca

In terms of COVID-19 – STAY HOME IF YOU ARE SICK – is the new rule

This guidance is for both COVID-19 and other respiratory illnesses, as symptomatic people are asked to stay home regardless of testing negative for COVID-19. This significant shift is an outcome of COVID-19 moving from being a pandemic to endemic infection. Precautions reflect actions to take for any respiratory illness.

This means:

- Staying home until you have no fever, and your symptoms are improving for at least 24 hours (or 48 hours if you have gastro-intestinal symptoms).
- After isolating, wearing a mask (for 2 years of age and older) when out in public for 10 days from when your symptoms started.
- Avoiding non-essential visits to vulnerable individuals at risk of severe infection and highest risk settings (e.g., hospitals, long-term care) for 10 days from when your symptoms started.
- Following this advice whether you have tested positive OR negative for COVID-19. Isolation is dependent on the presence of symptoms.
- Note:
 - Asymptomatic individuals with a positive test result do not need to stay home unless symptoms develop – If symptoms develop, you should isolate immediately.
 - Unvaccinated close contacts do not need to stay home.

COVID-19 Vaccine

- As of today, September 27th, the health unit is offering the new Pfizer COVID-19 vaccine for children 6 months to 5 years. 5 years and older were previously eligible.
- As of September 26th, the Health Unit is offering the bivalent COVID-19 vaccine to all those over the age of 18 and those 12 to 17 years old who are immunocompromised
- Appointments are strongly recommended
- In order to receive your bivalent vaccine, you must have completed your primary series of COVID-19 vaccine, but you do not have to have had booster doses
- Ideally, one should wait 6 months after the primary series or a booster dose to receive the bivalent, but the minimum is 3 months, and the goal is to have everyone who wants to receive the bivalent vaccine to have it sometime this fall.
- Also, if you have had COVID-19, the recommendation is to wait at least 3 months before receiving another dose or booster

Flu shots

- Should be available at least by early November
- Strongly encouraged for everyone! The word from Australia is that this flu season will be a doozie, since we have not been sharing germs of any kind for 2 years or so.

Daily Screening

- Daily confirmation of screening for children and staff/provider is not required, but individuals should continue to self-screen every day before attending child care using the provincial child care screening tool.

Management of Diarrhea – August 31st

- After consideration of the possible causes of diarrhea and the impact exclusion has on parents, the new updated recommendation is to separate the child who has 1 bout of diarrhea while at the childcare centre from other children.
- If the child has no other symptoms and is still well enough to participate in activities, monitor the child at the centre for further bouts of diarrhea or any other symptoms.

- If the child doesn't have any more bouts of diarrhea at the centre or at home, then the child can return to the centre the next day.
- If the child experiences more bouts of diarrhea while at the centre, then the child is sent home and must be excluded from the centre for 48 hrs without symptoms before returning.
- <https://www.healthunit.com/childcare-educators#healthandsafety>

3. SKILLS ADVANCE ONTARIO (SAO) PROJECT - JOB SEEKERS UPDATE – ADNAN

OSMAN AND ALEXANDRA BRIOSCO, CARREFOUR COMMUNAUTAIRE FRANCOPHONE DE LONDON

- Fastway to ECE Careers - 10-week program developed by ECE and asking child care providers of what you are looking for in employees. The program will provide Skills development, criminal checks etc. The program will help them be ready to be employed as ECEs. No certificate but our clients might be a perfect match for you to fill in your vacancies.
- 30 participants, 25 have been placed. – Now 18 still working in the field
- New cohort: 24 students for English, and 3 for French
 - Half of them are newcomers, some for a few years or some a few months in Canada. Mature adults, some have a lot of experience with kids.
 - Other half are Canadian or have been in Canada more than a few years. A lot of them are mothers at home now looking for work. Some are looking to change careers. Many participants are mature that come with a lot of experience.
- Will need your help with the placements:
 - Of the 10 weeks, 3 weeks will be of placement for work experience.
 - The participant will be on the employer's payroll. Once they finish the 10 weeks, they can submit their resume and go through the recruitment/hiring process with the child care operator. Whatever the outcome, that is between the participant and the employer. We are only connecting the participant with the child care centre.
 - Looking at a minimum of 20 hours a week, for 3 consecutive weeks. Any exceptions, we can discuss.
 - The participant will be on the employer's payroll but we are helping out with mentorship fees at the end of the 3 weeks.
 - They can be supply staff for the 3 weeks, as long as they meet the minimum of 20 hours per week. After the 3 weeks, the employment details will be up to you as the employer. So the placement can just end of you can hire them on.
 - Next placement will be Nov. 21st at the earliest.
- Open house for CCFL: Sept 27th at 11-4pm and Thursday Sept. 29 4-8pm, all are welcome, please come visit!

Tamara's experience with this program as an operator:

- Adnan makes it really easy, there are a few documents to fill out, but he has been very helpful in completing them.
- Our participants have been top quality, 1 - we had an issue, but Adnan helped us handle it very professionally. There wasn't any issue after the fact with it

- The participants from what we have seen are mature adults, like Fanshawe student placements but they come with a bit more confidence and experience.
- Almost like having an ECE student with a bit more experience that you are paying so you can count them in ratio. They are very eager and motivated.
- We have had a very good experience; we have hired some of them.
- Some come in to experience it and fit into their lifestyle.
- Very quick way to find people and see if they match with your organization, so at the end of the 3 weeks we either offer a position or the placement just ends.

4. NATIONAL EARLY YEARS FRAMEWORK PROTOTYPE UPDATE

– KARA PIHLAK ON BEHALF OF CÉLINE BOURBONNAIS-MACDONALD

Research update

- We have completed the child care providers and early years professional focus groups with the City of London. We have had to cancel the parent group twice now due to ongoing illness and other parental commitments. We will look at rescheduling this focus group.
- Thank you to Childreach and Fox Hollow for the use of their spaces!
- We are conducting one focus group in Lucan on Sept. 27, 2022, with the YMCA child care centre's early years professionals (possibly 15 staff). This was the only way to get a focus group together in Middlesex as we had to cancel the first attempt due to not having any participants. We will be trying again with the support of Kelly and Joe in Middlesex County.
- Joelle, thank you for being a sounding board and hope that we can reconnect to plan and move forward in Middlesex with child care providers.
- Thank you to Kelly and Joe for helping to promote the focus groups and accessing the library in Strathroy. We will continue to stay in touch as we look at rescheduling some of the focus groups in Middlesex.
- Employer perspective is still difficult to capture, looking to connect with London's economic development group to see if we can piggyback with already scheduled meetings with local leaders. Also looking to speak with the chamber of commerce to get more employer perspectives.
- Students have created a blog that has now gone live.
 - <https://ourecepolicyjourney.ca/>
- Students will continue to work with us until Dec. 2022. They have seminar classes on Thursday on the same day as advocacy meetings so we are trying to see if they could attend on rotational basis. The team will be supporting the planning of the early years town hall in November. Currently working on activity schedule and finalizing budget. Ongoing planning will be shared at the next advocacy meeting.
- If you are interested in participating in focus groups as staff, employers, leaders or have any ideas on employers that would be willing to speak on the value of child care for their employees, please contact Celine cbourbonnais-macdona@fanshawec.ca

Chart #1: Access (Prototype #1 - June 3/22)

Vision:
A child care system that has at its foundation **access and inclusivity** for all children through an **affordable, quality**, caring and learning environment with professional educators that are **responsive** to the needs of the children and their families with the end result being of **relationships** that benefit the child, the parents, the family and the community.

What do we mean by access?

- Physical spaces (numbers of spaces, geographical location of spaces)
- Specific programs that support inclusivity
- Reliability (i.e. open during the pandemic, crises)
- Workforce (appropriate number of educators, leaders to support access to the system)

Chart 1: Access

Considerations:	Possible Solutions:
1. Universal access / available to all	1. One spot for parents to get all info on child care system / programs
2. Part time vs full time access / flexibility	2. Educate parents on what programs are available
3. Increase access by removing / reducing cost	3. Add more child care spaces - focus on geography
4. Increase access with more staff / limits to number of hours of work per day	4. Add more spaces through recruitment and retaining educators
5. Reliability / no closures	
6. Waitlist: creates a barrier for the community / one waitlist vs. each centre's own waitlist	
7. Access to varying quality of childcare city to city/ town to town; high quality child care not available to lower income / choosing cost over quality / privilege to access quality child care	
8. Access depending on geographical location / need for more centres in rural towns	
9. Limited access for children with special needs / exceptionalities	
10. Educating families / supporting families' needs to understand child care programs	
11. Access to tour centres	

Chart #3: Quality (Prototype #1 - June 3/22)

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What does quality mean?

- Rich, caring learning environment that views children as capable, competent learners
- Relationships that are strong, trusting and open to support children's learning and wellbeing
- Recruitment and retention of qualified RECs that support the growing number of child care spaces
- Professional compensation and benefits for Early Years Professionals
- Professional development and training opportunities as part of the day-to-day practice of Early Years Professionals

Chart 3: Quality

Considerations:	Possible Solutions:
1. Educators who are knowledgeable of programming and able to use appropriate teaching strategies	1. Feedback and insights from Early Years Professionals on child development
2. Understanding of various curriculum approaches to learning and care (i.e., home based, opportunity for lots of outdoor play/space)	2. More education for Early Years Professionals / effective teaching of pre-service educators
3. Creating a culture - empowering children to be their best selves; focused on each child's individual needs	3. Professional learning as part of the day-to-day work of Early Years Professionals
4. Strong connections between children, educators, and families	4. Knowledge of special needs resources/ supporting children with special needs
5. Focus on what is essential for the care of children (impact of COVID-19)	5. Preparation time for Early Years Professionals as part of the day-to-day work (i.e., documentation, curriculum planning, collaborating with colleagues)
6. Perception of quality of care affecting parent perspective / ability to continue to work and not worry about child's overall wellbeing	6. Recruitment and retention supported through better compensation for staff/wage grid
7. Importance / relevance of safety	7. Inform and help communities to respect / value the child care system like school system
8. Upkeep of records & licensing requirements (i.e., Individual Plans)	8. Cohesiveness of individuals working together to ensure quality standards are upheld (i.e., professional learning, skill development)
9. Mindfulness/wellbeing of staff to support day-to-day practice	
10. Community needs to understand and value what a quality child care system looks like	
11. Quality licensed programs licensed vs unlicensed / stigma towards home based, unlicensed child care	

Chart #2: Affordability (Prototype #1 June 3/22)

Vision:

A child care system that has at its foundation **access and inclusivity** for all children through an **affordable, quality**, caring and learning environment with professional educators that are **responsive** to the needs of the children and their families with the end result being of **relationships** that benefit the child, the parents, the family and the community.

What do we mean by affordability?

- Child care is affordable for all families
- Child care fees are reduced for all families
- Funding reflects realistic and current operations costs

Chart 2: Affordability

Considerations:	Possible Solutions:
1. Universal, national childcare, affordable to all / current status too expensive for many	1. Support from all levels of government - funding for a wage grid
2. Access to subsidies	2. Operations funding that reflects true cost of running quality child care program / Operations funding that includes professional learning, training, benefits, technology access, and well rounded staffing model
3. Impact of \$10 a day child care on quality programming	3. Recruitment and retention of staff to reduce ongoing costs of hiring / re-hiring
4. Creation of wage grids / staff compensation to ensure staff for current and added spaces	
5. Emergency spaces (for crises; i.e., pandemic)	
6. No access to child care means loss of income in family / delayed return to work	

Chart #4: Responsiveness (Prototype #1 - June 3/22)

Vision:

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What do we mean by responsiveness?

- Flexibility and choice in childcare for all families in the community
- Flexibility of educators / providers in their roles
- Childcare programs that are inclusive to the needs of all
- Childcare programs that are culturally appropriate
- Child care programs that are available across all communities

Chart 4: Responsiveness

Considerations:	Possible Solutions:
1. Parent engagement / connectedness	1. Ability to respond to the pandemic to accommodate families
2. Valuing of technology to facilitate communication	2. Continued ability of City, County, and LCCN to adapt, to respond to local needs
3. Being able to support families' needs (i.e., mental health; return to work)	3. Assistance / support for educators
4. Recognition and ability to support child's needs / interests	4. Childcare providers being able to accommodate families' unique financial situations
5. Recognition of need for childcare and able to provide it so that it reflects what is needed in that community	5. Family centered focus that considers flexibility / inclusivity (i.e. system, hours, locations)
6. Autonomy - flexible framework that can meet government requirements while keeping flexibility for each child care centre site	6. Willingness to seek out outside resources for support
7. Recognition and understanding of how child care affects/impacts families	7. Reflective practice skills used by educators to be able to adapt and accommodate children's needs, parents' needs
8. Recognition of female dominated workplaces→ child care system that supports moms taking time off for children / mat leave / parental leaves and child care when needed	8. Strong relationships between all stakeholders to help respond to children / families
9. Ability to respond during emergencies through response plans (i.e. uncertainty of pandemic, safe environments during crises)	
10. Overall adaptability of system and each centre to respond to needs of children, families, colleagues	

Chart #5: Inclusivity (Prototype #1 – June 3/22)

Vision:
A child care system that has at its foundation **access** and **inclusivity** for all children through an **affordable, quality**, caring and learning environment with professional educators that are **responsive** to the needs of the children and their families with the end result being of **relationships** that benefit the child, the parents, the family and the community.

What do we mean by inclusivity?

- A system with programs that respect and value diversity (i.e. various linguistic, cultural communities, Indigenous communities, LGBTQ2s+ communities, and new Canadians - Immigrants, Refugees)
- Recognition of and support for vulnerable families
- Recognition of and support for children with varying needs and abilities who may require additional supports
- A system that respects and acknowledges the right for all to feel a sense of belonging within the system and its programs

Chart 5: Inclusivity

Considerations:	Possible Solutions:
1. Accepting / valuing whole child regardless of socio-economic status, culture, or special need support 2. Acknowledging diverse communities 3. Supportive environment that recognizes different languages 4. Acknowledging children's rights 5. Affordable / accessible to all 6. Knowledge and ability to use strategies / tools / resources to support each child's needs 7. Ability to creating a culture that values sense of community / a sense of belonging	1. Qualified staff to work with all children (funding) 2. Stronger connections / relationships between centres and Early Years community supports (i.e., medical profession, speech and language therapists) 3. Inclusion of the voice of child care providers, Early Years professionals in planning and managing child care system & programs

Chart #6: Relationships (Prototype #1 - June 3/22)

Vision:
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What do we mean by relationships?

- Interpersonal connections that support individuals (i.e. children, family members, Early Years professionals, Early Year leaders, community support organizations) as well as the system itself and its ability to respond to the needs of all of the children
- Networks of support that help create a sense of belonging for all that are part of the child care system

Chart 6: Relationships

Considerations:	Possible Solutions:
1. Childcare practitioners forming relationships with families 2. Relationships based on awareness of families' unique needs 3. Value of engaging interactions between educator / child 4. Value of engaging interactions between educator and parents/families 5. Value of engaging interactions between child care providers and educators 6. Value of engaging interactions between educators / positive image of colleagues 7. Management / staff relationships, staff appreciation that supports the day-to-day work 8. Strong relationships result in social / emotional benefits for children, parents, staff and community at large	1. Ability to be responsive to families (pre/post pandemic) through continued relationship building / engagement of parents 2. Long term staffing to aid in building lasting relationships (retention of Early Years Professionals) 3. A collaboration with contacts / resources to ensure quality care for children within the community 4. Ongoing relationship building between key stakeholders (i.e., parents, board of directors / parent advisory groups, levels of government)

5. ADVOCACY SUBCOMMITTEE UPDATE – KARA PIHLAK

- We are meeting again after the summer break; next meeting is Thursday Sept. 29th.
- If you would like to join, please reach out to Kara oakparkchildrenscentre@outlook.com
- We are working on the Early Years town hall for end of November. Hoping to pick this week or next. It will be in-person event at Fanshawe, focusing on the early years prototype and the national agreement. Will share the details when finalized.
- Podcast in the globe about the 10 dollar a day for child care
 - <https://www.theglobeandmail.com/podcasts/the-decibel/article-what-happened-to-10-a-day-daycare-in-ontario/>
- Article from Sarnia about a centre in Sarnia that had to close due to staff shortages
 - <https://www.sarniathisweek.com/news/local-news/staff-shortage-temporarily-closes-sarnia-childcare-centre>
 - Common theme for London and other places
 - Current national program with the province, there's not really a clear staff retention and recruitment plan so this will be something we will keep advocating for.
 - Staff are leaving to other higher wage positions in child care, we need to continue to advocate, we are getting the dollar in January but \$1 is not enough to retain staff.
- **Discussion on recruitment and retention of staff:**
 - Struggling to keep up with pay rate.



- Hard to incentivize for staff to stay even with the new wage floor with CWELCC, its hard to make older staff stay.
- Lost many staff - 75% would be to School Board, the other would be due to personal choice. A lot of people leaving the province to Alberta or east coast.
- We are reconfiguring repeatedly to accommodate for staff losses.
- New staff that are coming in right out of school, they have different expectations for wages so they are hard to keep them.
- The City is well aware of the staff challenges we have and they speak with the Province regularly. If you want to continue these types of conversations, please send Kara an email.
- Minister's round table - wages is what everyone is talking about so we will keep advocating on this piece. People have the opportunity at the round table to raise their voices so if anyone has any points that they want to raise, please reach out to Diane.

6. ALL KIDS BELONG UPDATE – LEE-ANNE CROSS

- We are in the last phases of helping children transition to school and getting to know the new little ones.
- Resource Consultants are meeting with Program Supervisors to look at our annual service plan. This is a great opportunity for supervisors to talk with the consultants to share information, clarify expectations, and create a plan for the year.
- We have 2 staff on short term medical leave right now so if your programs are having difficulty reaching your resource consultant, they can come to me directly and we will find someone that can support you until they return.
- Program assistant contracts for Sept-Dec have been sent. We know some of these will be adjusted through the fall as you get know the new children and have a better understanding of their needs. This is the toughest time to predict with so many changes.
- We have fully committed our budget, but please continue to express your needs. If hours become available, we will know where we need to get those out to and give us an idea for community need so we can advocate for more funding.

Coffee time with AKB

- Next session is Oct. 13th. We now have an afternoon session from 1-2pm and an evening session from 6:30-7:30pm for those that are unable to get off the floor during the day.

Practical Guide to Self-Regulation for Early Childhood Professionals

- Accepting registrations for a 5-part Zoom workshop
- Day time and evening options, starting in late October
- Two of our resource consultants who have trained with the merit centre are offering this workshop



7. STRIVE UPDATE – MEAGHAN MACDONELL

ECE Professional Resource Centre

Strive took over as lead operator of the ECE Resource Centre located on the second floor at Childreach this past year. We did extensive community engagement to assess current needs as well as hopes and aspirational ideas about what this space could be. The vision that was co-created was one of a pedagogical hub; a space where early years professionals can not only come to access high quality resources and materials for their playrooms but also somewhere educators can gather to connect and reflect together.

Over the summer, the Strive team acted upon that vision and the space has been thoughtfully and intentionally redesigned with the early years community in mind.

Beyond the tangible services and affordances of the resource centre our hope is that walking into the space will communicate a message to early years professionals that they are valued and appreciated and seen as just that, professionals. We hope that it will be reaffirming to their sense of professional identity.

<https://youtu.be/gcPOIPd2Kuk>

ECE Professional Resource Centre Operating Hours:

- Mondays 9:00AM – 4:30PM
- Tuesdays 12:30PM – 8:00PM
- Wednesdays 9:00AM – 4:30PM
- Thursdays 12:30PM – 8:00PM
- Fridays 9:00AM – 2:00PM

* The Centre is also open the 2nd Saturday of each month from 9:00AM – 12:00PM.

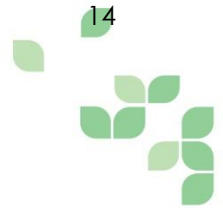
[ECE Resource Centre - Strive \(striveswo.ca\)](http://striveswo.ca)

Upcoming Professional Learning & Networking Opportunities:

SITE TOUR: WHITE OAKS FAMILY CENTRE & CHILDREN'S CENTRE

- Tuesday October 11
- 6:30 – 8:00 PM
- Family Centre White Oaks

Site Tours bring early years professionals together to co-reflect on the powerful role of the environment in our work with young children and families. Site tours take place in early childhood settings across the local system and offer participants the opportunity to step outside of their own centres and organizations for a tour and meaningful dialogue with colleagues. The diverse ways



in which our sector observes, reflects, collaborates, and documents our lives with children are highlighted.

On October 11, you are invited to join us at [White Oaks Family Centre](#) and [White Oaks Children's Centre](#) – London Children's Connection. Having a family centre and child care centre working together creates a unique school setting. The team supports one another by sharing resources, experiences and professional learnings. Many of the staff have been with London Children's Connection for many, many years and have a great deal of experience and knowledge to share with each other, the children and the families.

[Site Tour: White Oaks Family Centre and Child Care - Strive \(striveswo.ca\)](#)

OUTDOOR PLAY AT TIMBERNOOK ELGIN

- Wednesday October 12
- 6:30 – 8:30 PM
- TimberNook Elgin
- Facilitated by: Jade Rogers, Owner of [TimberNook Elgin](#), Registered Occupational Therapist (Ontario)

Join Occupational Therapist, Jade Rogers for this special in-person gathering at the beautiful TimberNook Elgin site. Gathered around the firepit, Jade will lead us in an exploration of the connection between play and sensory integration.

She will also highlight the benefits of outdoor play for:

The sensory system including vestibular, proprioception, touch and organization of the brain;

The body including strength, endurance, posture, gross and fine motor skills;

The mind including social skills, emotional regulation and cognitive skills;

The spirit including peace, connections to each other and to the Earth,

...and how to inspire outdoor play including loose parts, invitations to play, and time and space!

Located in the heart of Elgin County, just 15 minutes from St. Thomas and 30 minutes from London, TimberNook Elgin is a forty acre property that holds many secret places to explore amongst the Carolinian forest, rolling hills, fallen trees and muddy bogs. Come and play! While we welcome participation from outside of the Early Years sector, please note these learning opportunities are intended for early years professionals and the early years lens will be emphasized.

[Outdoor Play at TimberNook Elgin - Strive \(striveswo.ca\)](#)

ECE APPRECIATION DAY OPEN HOUSE & CELEBRATION

- Tuesday October 18
- 6:00 – 8:00 PM
- ECE Resource Centre (Located on the 2nd floor @ Childreach)



Join us in recognizing the commitment, hard work, dedication, and countless contributions of Early Years Professionals in our community at a special Open House event!

Drop in anytime between 6:00-8:00 PM for some hors d'oeuvres, dessert, live music, door prizes and so much more, all while getting to explore the newly redesigned and reimaged ECE Professional Resource Centre space.

Early Years Professionals can also receive a FREE one-year membership to the Resource Centre.

Come celebrate!

[ECE Appreciation Day Open House & Celebration - Strive \(striveswo.ca\)](https://striveswo.ca)

CREATING A CULTURE OF INQUIRY THROUGH THE USE OF LOOSE PARTS

- Thursday October 20
- 6:30 PM – 8:30 PM
- Best Western Plus Stoneridge Inn & Conference Centre

In this session, Miriam Beloglovsky, CEO of [Playful Transformation](https://playfultransformation.com) and author of the popular Loose Parts books, will guide participants in applying educational and design knowledge when curating loose parts to maximize children's learning and enjoyment. Participants will learn the value of loose parts, discover how to curate loose parts, utilize different lenses to explore the affordances that loose parts offer children, and explore how to set-up invitations to play that promote inquiry.

There will also be an opportunity for Q&A.

[Creating a Culture of Inquiry Through the Use of Loose Parts - Strive \(striveswo.ca\)](https://striveswo.ca)

COMMUNITY OF PRACTICE: BE WELL

- Thursday October 27
- 6:30 – 8:00 PM
- Via Zoom
- Facilitated By: Rebecca Higgins, MSW, Mental Health Educator

Join this Community of Practice where we explore and reflect on all areas of self-care and personal wellness, from the emotional, to the psychological, to the social, physical, and professional too. Participants will be introduced to a variety of practices and tools, hear from wellness professionals, and together, cultivate a strong social support network.

This month, Mental Health Educator and author, Rebecca Higgins, will introduce us to writing as respite. Through various writing prompts, we will consider writing as a tool for reflective practice, as a safe place to put hard things, and as an opportunity for creative expression and play. Participants are encouraged to bring a pen and notebook/paper for this session. No writing experience required.



Self-care is a personal journey and one that is ever changing. We want this to be a space where we can continue to grow in health and well-being together, making our self-care an habitual priority and not an after-thought.

[Community of Practice: Be Well - Strive \(striveswo.ca\)](https://striveswo.ca)

FLOURISHING TOGETHER: THE LESSONS OF INTERGENERATIONAL LITERACIES

- The 11th Annual CYN Family Literacy Conference for Professionals
- Saturday November 5
- 9:00 AM – 12:00 PM
- Boler Mountain
- Facilitated By: Dr Rachel Heydon and Sandra Poczobut with a special opening from Knowledge Keeper and Cultural Educator, Liz Akiwenzie.

The sharing of literacy practices and cultural knowledge across generations is fundamental to the wellbeing of individuals, families, and communities. Intergenerational literacy learning takes many forms – from shared-site intergenerational programs involving young children and seniors, to informal engagement between family members – and all have something to teach about what it might mean to flourish in and through literacy.

In this session we invite you to witness illustrations of intergenerational literacies-in-action so as to explore what they can teach about the natures of literacy and wellbeing and how they can be fostered through each other.

We will share stories, images, texts, commentaries, and curricula hand-picked from decades of intergenerational program development, experience, and research, all with an eye to their potential for sparking discussion, reflection, and pedagogical action.

This session will be of interest to all literacy-involved professionals, especially those looking for ways to bring depth, joy, and meaning back to their daily practice and the diversity of children they serve.

Breakfast will be served.

[Flourishing Together: The Lessons of Intergenerational Literacies - Strive \(striveswo.ca\)](https://striveswo.ca)

KIND LEADERSHIP CONFERENCE WITH DARCI LANG

- Wednesday, November 9
- 10:00 AM – 12:00 PM
- Best Western Plus Lamplighter Inn & Conference Centre
- Facilitated By: Darci Lang, Motivational Speaker and Author of [Lead the 90%: Kind Leadership](https://leadthe90.com)

Leading through a 90% lens involves compassion, confidence and kindness in a world that demands acceptance, inclusion and understanding. Confident, caring communicators keep their teams motivated and engaged while cultivating happy and healthy workplaces.

But what does it take to be a kind leader and why are kind leaders desperately needed in our world? These two questions are the basis of Kind Leadership.

After almost three decades of working with hundreds of leaders, Darci Lang's presentation is filled with tools to help you learn how to develop a kind attitude towards yourself and others.

This session is for child care operators, supervisors and leaders and will build upon the conversations from [Heartwork and so much more...](#)

On June 13th, 2022, Darci Lang focused on the 90%, inspiring the audience to live their lives to the fullest and connect with people who matter most.

Did you miss this session? [Click Here](#) to watch the recording!

Come discover how Kind Leadership can transform how you lead.

Breakfast will be served.

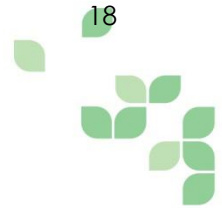
[Kind Leadership Conference with Darci Lang - Strive \(striveswo.ca\)](#)

8. SCHOOL BOARD UPDATES — AMANDA BENTON AND HOLLY GERRITS

- Project at St. Anne's school, we are putting in a family centre as well as a child care.
 - Currently out for tender with construction companies, hopefully the build will start in January. Not certain how long it will take to complete as it is a unique structure compared to previous builds, possibly by next summer it will be ready to open.
- We are experiencing staff shortages with teaching staff and bus drivers. (Not aware of any shortages with ECEs). This puts a damper on many things, such as cross country, track and field, and field trips etc.
 - We are looking to navigate that so the children can still get those experiences.
- Job fair at White Oaks Mall – we had LCC's booth right beside us so when we had people that were interested in working for the school board but weren't qualified, we directed them to LCC's booth to consider working in child care if they wanted to work with children.
 - LCC got a lot of good leads. So, job fairs that aren't necessarily geared to education or child care might be a great place to find people that maybe hadn't thought about child care in the first place.

New River Heights Child Care and Family Centre

- Requesting a call for submissions for an operator for the new River Heights Child Care Centre.
 - LCC offers the B&A program



- Education Minister Stephen Lecce toured the site on Sept. 26th
- Large child care centre: 10 infants, 30 toddlers, 48 preschools
- There will be a family centre as well, operated by Middlesex County.
- In addition to the child care centre, there is a family age grouping of 15, we have some flexibility in how we utilize the space.

Information session for River Heights: Oct. 5th, 2022, 4-5:30pm

- Any operator that is interested, please email Michelle Roberts at Thames Valley to RSVP. We will then send calendar invites through Teams.
 - michelle.roberts@tvdsb.ca
- We will review the criteria for the submission and walk through the RFP, share the child care floor plan/site plans.
- Ministry offers funding for first time equipping of a child care centre so we will review what that looks like
- London and Middlesex have graciously supplemented the furniture and equipment allotment. It is more than typically what a new centre would receive so we are very thankful for that assistance.
- Oct. 11th is when will post the call for submissions on our website with a closing of Nov. 10th.

Other Updates:

- Currently building child care centre and family centre at Aldborough school in Rodney of Elgin County, for an opening in January 2023.
- Summerside just opened, licensing was smooth, however the school has 12 portables already.
- We are in the final stages in designing a new school for northwest London with an 88 space child care centre. It will be right across the road from Sir Arthur Currie. Once we get approval for funding, then we will do the call for submissions just prior to a build. Possibly next fall 2023 will be for the call for submissions, then it takes 18 months to build the school.
- We are also close to completion for designing a new southwest school, just south of Talbotville and that school will also have 88 spaces for child care.

Discussion on lack of ECE staff despite the growth in child care spaces.

9. FANSHAWE COLLEGE UPDATE – JANET FOSTER

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- We are back in class, great to see faces as with students, they don't turn on their cameras.
 - Students have been given the instruction to not come in class if they are feeling unwell as everything will be put online for them so they do feel supported.
 - We will start doing all levels out on placement again.
 - We are waitlisted again for September so no problems for getting students. We have approx. in class 443 students in all levels (not including part-time).
 - Online is full in first semester – 80 students
 - ECE part-time online is full – 102 students
 - CDP is full with waitlist
 - Waitlisted soon for January

Open House:

- Sat. Oct. 29th, 10am-2pm
- At Fanshawe in person

New Early Childhood Education Bursary

- New bursary started in May 2022
- They are for students who have a Bruce County, City of London, Huron County, Middlesex County, Oxford County, St. Thomas-Elgin County address
- Students need to demonstrate financial need, be enrolled full-time, have Canadian citizenship

Discussion on the challenge that it is not getting students into the program but what happens after they graduate – retention of ECEs.

Next meeting is Tuesday, Oct. 25, 2022, at 9:30am