



LICENSED CHILD CARE NETWORK MEETING (VIRTUAL)

Jan. 31, 2023 @ 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

1. MUNICIPAL & PROVINCIAL UPDATES – TREVOR FOWLER; KELLY SMITH

CWELCC advances:

- CWELCC advances for February, both fee reduction and workforce, are being processed for payment this week. The planned date to process was last week; however the CWELCC payments were unable to be completed on schedule this month. The February CWELCC advances and the 2.6% payment are all going to be paid on Thursday, February 2.

Application workbooks:

- Thank you for your ongoing work to submit applications for funding for GOG, WEG and CWELCC with the submission of your projected operating capacity workbooks and the wage workbooks. We know this is not a small task for many and appreciate the work it takes to complete these documents.

Expansion:

- The Service System Manager has confirmed its commitment to meeting the Ministry's expansion allocation for our community under the targeted expansion strategy – 2080 additional school- and community-based spaces by 2026; this is a first step, and staff will be consulting in the development of a full access and inclusion plan. We are waiting on additional information regarding capital grants and operating funding from the Ministry of Education. If you are an existing operator participating in CWELCC and are interested in expansion in 2023, please reach out to childrenservicesadmin@london.ca. If you have

previously opted out of CWELCC and wish to opt back in, please connect with us for more info.

Middlesex Update:

- Our 2.6% payment is also going out this week.
- Thank you for everyone that sent in all their different documents that needed to be sent in. I appreciate that because it's so time consuming for you to get them all in; so thank you.
- We are welcoming aboard River Heights, a new childcare center that hopefully will open in July but by the latest September, so we're excited for that community because it's very much needed out there.
- 44 children on the waitlist that I will pass along to the operator. I think it'll be a full program out there.

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

- TRACEY ASHBY

Newsletter:

- Reminder to sign up for our newsletter. Great resource that comes out monthly.
- Any topic areas you'd like us to add to the newsletter or that you think is pertinent, please let us know.
- Last newsletter went out January 18th
- <https://www.healthunit.com/childcare-educators#eNewsletters>

Safe Healthy Children: Health and Safety Manual for Childcare Providers

- <https://www.healthunit.com/childcare-educators#healthandsafety>
- It provides information around the regulatory requirements for child care centers.
 - Infection prevention; Infection control; What are outdoor safety, etc.
- It's a whole, big wealth of information around some of the requirements and it can be downloaded from our website
- Please do not hesitate to reach out and ask questions, and if we don't know, we'll, of course, link you up with people within the health unit that do.

3. NATIONAL EARLY YEARS FRAMEWORK PROTOTYPE UPDATE

- CÉLINE BOURBONNAIS-MACDONALD

Early Years Town Hall Data at a glance:

- 25 participants joined us in person on Nov. 30/22 and 20 participants were online for the event;
- participants included parents, child care providers/directors, EY professionals, City of London councilor, local MPP, City of London municipal Child Care and Early Years Department, Thames Valley District School Board, economic development representation from London/Middlesex/St. Thomas, and Fanshawe faculty;

- facilitators reported a high level of engagement, much discussion on elements of each of the 6 pillars (access, affordability, quality, responsiveness, inclusivity, and relationships);
- 4 of the 6 pillars (access, affordability, quality and relationships) saw much support in their current state; comments will be reviewed to add clarity from this latest input;
- 2 of the pillars were at the heart of much discussion: responsiveness and inclusivity (not as supported in the 5-point scale, or with a wide range within the scale).

Student Perspectives:

- ECL student interns/researchers described their experience that provided them with the opportunity to grow, gain confidence, understand the many competences, skills required of a leader in the Early Years sector;
- ECL students and ECE students who participated as facilitators at the in-person event shared some of their 'ahas': a discovery of what policy was about, a greater understanding of how research is conducted, and what are parts of an effective, quality child care system.

Next Steps towards completion of research study:

- meeting scheduled with LCCN, Strive and Childreach to discuss what we learned during EY Town Hall, and look at completion of focus groups with key stakeholders (still need the voice of Middlesex);
- meeting being scheduled with City of London to look at how the research can inform their own planning, to meet provincial and federal expectations of the Canada wide child care system;
- recruitment of 3rd year students as interns for the May – August 2023 to continue to support community partners.
- I have communicated with Fanshawe's REB (Ethics) committee that I am no longer a faculty member but to continue the research study and to anchor it within Fanshawe, Barb Jackson has graciously offered to be a co-investigator in the research. This means that I have an excellent partner at the College who walks in both the practical and academic world of Early Years. She will also be a great link to the students who may be interested in joining the ranks of ECL students as well as nurturing her love of advocacy. With the support of Mary Mitches, the coordinator of the internship placements, the students will have access to possible internship experiences that are linked to the current reality in the EY sector.
- Our goal (Barb and I) is to complete the remaining data collection for the study by the end of May 2023. Then, the evolution of the study will depend on the overall social context, the interests of the students in advocating through greater knowledge in policy in the field, and the areas of focus of the Advocacy committee. We are very lucky to have a sector that shows interest and respect in what we do and wish to be involved in growing their own knowledge and leadership competences. Un gros merci!

4. SKILLS ADVANCE ONTARIO (SAO) PROJECT - JOB SEEKERS UPDATE – MEAGHAN MACDONELL

- The SAO project has officially concluded with the Executive Team meeting for a final project review on January 30.

Job Seeker Training Final Project Statistics:

- 74 Job Seekers engaged (62 Anglophone/12 Francophone)
- 56 Job Seekers completed training (47 Anglophone/9 Francophone)
 - Participants reported a more than double increase in knowledge between pre- and post-assessments.
 - Over 90% said they felt ready to meet the needs of employers and prepared to take next steps in their education or training in ECEC.
 - 100% said they would recommend this training opportunity.
- Qualitatively, participants expressed a great deal of appreciation for the opportunities presented to them through this training, for the facilitators who guided their learning, and for the strong connections and sense of community developed through their interactions with their co-participants. Many of the participants were newcomers to London/Canada and appreciated the opportunity to build such a community with likeminded others.
 - 52% of the facilitators said they felt the participants were ready to meet employer needs.
 - 76% said they felt participants prepared to take next steps in their education or training in ECEC.
- Qualitatively, facilitators expressed high levels of personal satisfaction through the process. Learned a lot personally as well as from the participants. Grateful to have been a part of the project.
- Good evaluations from employers overall following the workplace experience placement. Lowest scores related to soft skills observed (important to note that this is a reported trend amongst all industries – not limited to this project, its participants, or child care generally).

Incumbent Training:

- 38 Incumbents engaged (22 Anglophone/16 Francophone)
- 29 Incumbents completed training (18 Anglophone/11 Francophone)
 - Participants reported a double increase in knowledge between pre- and post-assessments.
 - Leadership & Professionalism component highest evaluated overall.
 - Majority of participants found the CoP format very effective and beneficial but found that they were not long enough.
- The project team have applied for some additional funding to support the continuation of these training opportunities. If successful, they would be seeking renewed endorsement and support from the LCCN.

5. ADVOCACY SUBCOMMITTEE UPDATE – KARA PIHLAK

- Unfortunately, I will be stepping down as Advocacy Chair, just due to the workload with CWELCC and managing my center as we grow.
- My last meeting was last week. If anyone is interested in chairing the subcommittee, the spot is open.
- I thank everyone for their support the past few years. We've had so many wins. We've had Stephen Lecce, Ontario minister of education twice. Karina Gold, Minister of Families, Children and Social Development came by Oak Park this past December. I really think we've accomplished so much.
- I'm aware there are other advocacy groups in London. I believe there's the Early Years Advocates that meets with Strive and I know there's a Fanshawe Advocacy group as well. Thank you all so much for your support the past few years.
 - <https://www.instagram.com/eyalondon/>
 - <https://striveswo.ca/events/early-years-advocates-london-feb2023/>
- If you have an interest in chairing the committee, please email oakparkchildrenscentre@outlook.com

6. MARKETING SUBCOMMITTEE UPDATE – NICOLE BLANCHETTE, KATHY HARRIS, AND DIANE GORDON

- We have planned three video shoots with TBK. One has already happened at Kids Ko last week and it went really well, still waiting to see the outcome.
- The setup is more organic, it's not like having lights and huge cameras. It's with a smaller camera and even a phone camera to make sure their filming the children as things are happening and it's not overwhelming or distracting.
- The next one is on Feb. 15th and it's at one of our child care centers, La ribambelle - La Tamise.
- There's going to be a third one at Nshwaasnangong that is going to happen later on in February, if I'm correct.
- We'll reassess after that to see if we need to have a fourth video should or not.
- TBK has been really receptive. It's really tricky because they're experts in marketing and we're experts in the early years and trying to marry the two can be a challenge, but we have a really good working relationship, and they're really receptive to any of the adjustments that we hope to see.

7. ALL KIDS BELONG UPDATE – DIANE GORDON FOR LEE-ANNE CROSS

Resource Consultation

- We're back to full staff. Rose Osborne retired, Brittany Vaughan has joined us. One staff back from medical leave.
- High numbers of children are placing demands on all aspects of our program. We'll continue to respond as quickly as possible but there may be delays.
- If you have children transitioning to school this year who are not on AKB caseloads already, please let us know now. After March 1st our ability to facilitate referrals to other service

agencies is very limited, and our opportunities to get to know a child in time to help facilitate transition will be limited.

Program Assistant funds

- These resources are fully utilized at this time, and in fact are over-budget. We're doing our best to meet immediate needs and may need to make adjustments later in the year. System growth and children with high and complex needs are contributing to this.

Knowledge Exchange

- We've revamped our Coffee Time processes to make it easier for people to participate; they can now join without pre-registering. We're also advertising some topics for these sessions, but participants are welcome and encouraged to bring up any topics that they want to discuss. The February 8th Coffee Time (12:30-1:30 or 6:30-7:30) is intended for supervisors so we can focus on their topics and to discuss how we hope Coffee Time can support their staff. Flyer is being circulated.
- We have launched a few new online courses for a total of 12. New topics include Physical Literacy, Biting in Early Childhood, Senses and Heavy Play, Stress Behaviour versus Misbehaviour, Trauma and Trauma Informed Care, and Connection. A flyer is being circulated.
- We've developed a new resource for supervisors that provides reminders about how AKB and programs can work together at key times in a family's journey through child care. It contains links to resources on observation, having difficult conversations, and understanding children's rights. Lee-Anne will ask to have the electronic document circulated with the minutes, and it will be available on our Teachable platform as well.

Next Steps

- Our annual plans include continued program evaluation. We appreciate that classroom educators took time to provide us with feedback in late 2022. Our next step is a survey for supervisors and directors. This will launch tomorrow and remain open until the end of February. We appreciate any feedback you can find time to offer us. The Resource Consultants will circulate the link via email, and I would like to circulate it via the LCCN distribution list as well.

8. STRIVE UPDATE – MEAGHAN MACDONELL

- Winter Rethink 2023 is Saturday, February 25. We have SOLD OUT!
- Add your name to the waitlist here: [Winter Rethink 2023 Waitlist Registration \(google.com\)](https://striveswo.ca/our-events/)
- You will be contacted if and when spaces become available.
- <https://striveswo.ca/our-events/>

Upcoming Professional Learning & Networking Opportunities:

BUILDING RELATIONSHIPS THROUGH SELF-REGULATION AND CO-REGULATION

- Tuesday February 7
- 6:30 – 8:00 PM

- Via Zoom
- Do you feel that the past two years have been unusually stressful for early years professionals? Have you found yourself putting more energy into “putting out fires,” and “managing behaviours” at the expense of energy you’d like to have for building positive relationships with children and engaging in their learning? Then this session is for you!
- Lisa Cranston, Self-Reg Learning Facilitator with the [MEHRIT Centre](#) will share proactive ways to build relationships and effectively engage with young children in early childhood settings. She will introduce us to Shanker Self-Reg® and show how it provides knowledge and strategies that can help early learning professionals support children and their families as well as reap the benefits of self-reg for themselves.
- [Building Relationships Through Self-Regulation and Co-Regulation - Strive \(striveswo.ca\)](#)

COMMUNITY OF PRACTICE: OUTDOOR PLAY

- Wednesday February 15
- 6:30 – 8:00 PM
- Via Zoom
- This opportunity invites early years professionals who have a passion or want to learn more about outdoor play to come together and collaboratively reflect on the opportunities and challenges that are unique to engaging with children in outdoor spaces. Conversations emerging from this group are ongoing and always inspiring.
- [Community of Practice: Outdoor Play - Strive \(striveswo.ca\)](#)

COMMUNITY OF PRACTICE: COOKS & DIETARY PLANNERS

- Wednesday February 22
- 2:30 – 4:00 PM
- Via Zoom
- Cooks and Dietary Planners are invited to meet, share ideas, and engage in conversations with fellow professionals.
- [Community of Practice: Cooks & Dietary Planners - Strive \(striveswo.ca\)](#)

COMMUNITY OF PRACTICE: INFANT EDUCATORS

- Wednesday February 22
- 6:30 – 8:00 PM
- Via Zoom
- 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.
- [Community of Practice: Infant Educators - Strive \(striveswo.ca\)](#)

COMMUNITY OF PRACTICE: BE WELL

- Thursday February 23

- 6:30 – 8:00 PM
- Via Zoom
- 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, join us to chat all things mental health resiliency with CMHA Mental Health Educator, Michelle Phillips. Michelle will share strategies to help us reclaim our power by developing self-awareness and learning skills to manage life's challenges through Radical Acceptance and Self-Care.
- [Community of Practice: Be Well - Strive \(striveswo.ca\)](https://striveswo.ca)

9. SCHOOL BOARD UPDATES — AMANDA BENTON AND HOLLY GERRITS

Kindergarten registration:

- We are in the midst of kindergarten registration right now and goes until February 10th.
- Everything is online. We're hoping to get as many registrations as possible earlier rather than the first week of September, which is what we saw last year.
- We had 100 new registrations the first week of September and that causes problem with sorting classes and assign teachers.
- If you can encourage your families and those who you know are entering Kindergarten in September to register.

Community Visits:

- This year, our early years team are out physically visiting some of our early on programs and libraries going to talk with families, handing out postcards with the QR code for families to register online.
- If you want any of those postcards to give to your families, it's a quick easy way for families to register, we can send those out to you. Please let Diane or Nicole know.
- Community visits have been wonderful. Families are asking a lot of questions.

Informational Videos:

- We have two videos we videotaped last year and we're going to use it again this year, three families who are multi-language families. We videotape the parent but also the child. So the child was explaining their experience in kindergarten.
- We just completed another video of an indigenous family and the this was a very powerful video and those that were on site videotaping, they had some moments because the father is a survivor of residential school.
- His experiences is of an untrusting persona and so he shares his experience about building trust and how this school engaged the family and really built that trusting relationship.
- We will be launching that video on Monday.

Information Sessions:

- Monday Feb. 6 at 6-7pm, we are hosting a live but virtual information session for all families who are interested in knowing more about kindergarten.

- The postcard actually has a link to register for that event. But in addition to that, we also have the link on the website.
- I would encourage you who have connections with families, who are registering their child for kindergarten in September to, please go to our main webpage under “Parents” and there's a link to join that information session.
 - <https://www.tvdsb.ca/en/schools/register-for-school.aspx?mid=333>
- We are filming it live from a kindergarten classroom at East Carling Public School, and our Early Childhood Educators on special assignment and Early Years Learning Coordinator will be doing a tour of the classroom. We encourage children to also view this live event because they'll see a classroom and see the materials that they will be engaging with.

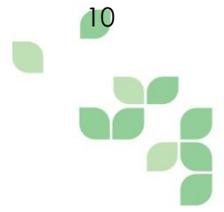
River Heights and New Schools:

- River Heights Child Care and Early On Family Center is well underway and we hope to have occupancy in August.
- We are working very closely with Middlesex County and London Bridge to build that collaborative relationship with the school.
- We've also finished the detailed design for a new school in Northwest London, close to Sir Arthur Currie Public School.
- There will be an 88 space childcare center there.
- We've also finished the design for a southwest London school, which is in Talbotville, and that school will also have a child care centre.

10. FANSHAWE COLLEGE UPDATE – JANET FOSTER

- For the ECE group that comes to class, we have about 440 full-time, and then add-in lots of part-times that are finishing up as well.
- We are also wait listed already for our May intake.
- Our ECE1 online program, we have one cohort that goes straight through. There's about 44 in that group.
- We have two different fast tracks:
 - Fast track 6, our students are coming into the classroom. It's a small group of 10, but I've been getting lots and lots of inquiries for international students coming in who are having their teaching in that in other countries.
 - Fast track 7 which is online, is full at 59.
- Our new part-time online is just bursting at the seams. We've already got 112 in our part-time program and it's just a continuous start every time in each semester and it doesn't stop. It's already waitlisted for May as well.
- Lots of interest for the CDP program, it's just getting more spots for that.
- Early childhood leadership program is around 100 as well.
- Hopefully we can keep retention with these future grads.

Discussion on retention and recruitment.



11. INFORMATION SHARING

Retirements:

- Jamie Monaghan from Arbour Glen retiring, Audrey Harrison is the new director.
- Kim Mitchell from Western retiring, Lindsay Barber is the new director.
- Thank you for all for your years of dedication and service to the Child Care and Early Years field in London and Middlesex.

Survey:

- Survey to gain an understanding of Early Years professionals' comfort with supporting children with mental health concerns
- Open until February 6th. It only takes about 10 minutes, It's completely anonymous.
- https://docs.google.com/forms/d/e/1FAIpQLScA--Oigg3U6gNvFRFv_Ba_sjT1-0xXc-qmbWfg_Nu-LTLtmg/viewform
- Please share with staff and your support would be so appreciative.

Resource:

- <https://www.tflearyears.com/>
- Introducing a Canadian resource that provides children with specific relationship building strategies and problem-solving tools.
- 4-hour training with resources and social emotional learning relationship, building strategies.

Next meeting is Tuesday, Feb. 28, 2023, at 9:30am