



LICENSED CHILD CARE NETWORK MEETING (VIRTUAL)

Nov. 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, 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. NSHWAASNANGONG UPDATE - JENNIFER NOEL

- Celebrated our 1-year anniversary on Nov 15th
- Not at 100% capacity right now but have an extended waitlist
- Licensed for 88 children, operating capacity is 80
- We only serve indigenous families right now
- We opened our family centre at the same time and continue to expand that program for both indigenous and non-indigenous families.

United Way Funding:

- We were successful in receiving funding from the United Way this past spring
- Food security program - every Monday we have a delivery of fresh fruits and vegetables from local markets. We also provide traditional meats in the indigenous cultures (venison, bison, rabbit, perch, salmon.)
 - We try to provide cooking instructions as a lot of families are in the process of reclaiming their cultures
- Diaper bag program – access for families to diapers, wipes etc.

Jordan's Principal Funding:

- We received funding from Jordan's Principal in late August.
- Transportation - This continues to be a barrier for families to access services as we are the only indigenous led program. So we did receive funding for transportation for families.
 - We have a couple of vans and will be posting for drivers.

- Fee assistance for families
 - families that live on the reserve are not eligible for subsidy from the city as they don't live in London and they also have difficulty getting that from their home reserve. This funding has assisted a lot of families to access our programs.

Social Events

- Strawberry Social with Oneida this past summer – BBQ, dancing, singing, networking
- Strive open house in September where we did tours that night. Grateful and surprised by how many people were interested in our centre.
- This past weekend, we had our first winter market. Great way to showcase our centre and had indigenous artists and vendors, performers, food.

Goals

- Goal is to increase capacity of our child care centre, increase capacity of our staff.
- Looking for training opportunities:
 - We did a 2-day cultural retreat instead of the provincial training.
 - Focus was on cultural land-based training for our staff
 - Went out to 6 nations, cultural and team building

2. MUNICIPAL & PROVINCIAL UPDATES – ANNE RAE, ADRIENNE SMALL, KELLY SMITH

Fee Subsidy:

December 2022

- When completing the November's bill for fee subsidy, we required all WEB ROA to be completed by end of day December 7th.
- We need to submit any bills for payment on December 12. For payment later that week.
- Any completed bills submitted after Dec 12 will be paid out in the 1st week of January 2023
- Our team will need 2 days to complete the bill on our end.

January 2023

- When completing the December's bill for fee subsidy, we required all WEB ROA to be completed by end of day January 10th
- We need to submit all bills for payment by January 16.
- All Child Care Fee subsidy bills must be completed on our end by January 16.
- Please make the appropriate arrangements to meet these deadlines.

CWELCC:

- We want to say a huge thank you to everyone for the work that has gone into this program.
- For those that are signed on to CWELCC, we are taking steps to make sure you have significant cash flow for January 1st reductions. We have talked about this in meetings, but we have not received the guidelines from the province yet. But we

are poised to act as soon as we receive it so that you have significant cash flow for the reduction and workforce changes.

- The province has asked us to track when families start receiving rebates. If you have started to send out rebates to families, please email Wei Jiang (wjiang@london.ca).
- Supports that will happen in 2023, more info sessions available in 2023. We will be happy to meet with you to walkthrough the eligibility, reductions, rebates etc. so please don't hesitate to reach out.
- Last week we sent out a Q&A and template for January 1st reductions, so hopefully that template can help with the calculations. This does not apply to fee subsidy families.
- Communications will follow as soon as we receive the guidelines from the province.

CWELCC Q&A:

Q: Handbook policy changing - The registration fee has never counted as a fee for parents, so why would something that is only administrative that is affecting the fees.

Vacation – some centres give vacation, and some don't. It seems unfair that those that don't give vacation are given 10 extra operating days and those who give vacation are out those 10 days of operating costs.

- **A:** *Registration fee is applied to the cost of care and many different organizations use them differently. If you collect a registration fee and it's applied to your care costs, then moving forward it's a part of that calculation. If it's not applied and returned back to the family, then that is separate. Guidelines stated that no operator were not able to introduce increases to other types of fees so that the overall cost to families remain the same. We will get clarity on all the different scenarios – one that is just collected and applied to the overall business, one that is collected but returned to families when they leave care, and one that is collected and applied to the first 2 weeks of care. We will put it in writing for everyone.*
- *Vacation – We did ask questions on this and what we were advised is that if there is a benefit that is no longer being provided, it increases the cost of care to families. We can seek more clarification, to see if there are any flexibility in that.*

Q: 20-day turn around – this is very challenging, we need to reimburse full fee parents, reimburse subsidized parents with different calculations and reports. We had to check every account to make sure it balanced, the time it took is stretching it, so what happens if the 20-day turn around is not met?

- **A:** *We have communicated to the province that this is very challenging, so we appreciate that everyone is doing their best in meeting that deadline. If you are seeing that you are getting close and won't be able to make it, please reach out*

to us. Provincial wide, there may be some requirements tied to your licensing so I can't speak on what happens but that might be something you ask your program advisor if there are consequences that way. Please do let us know when it's gone out as we do report that to the province.

Q: If some centres were able to take away that 10 vacation days before March 27th, it's a bit of an economic disparity that other centres can't make that decision. It's disappointing as we are trying to increase our revenue since we can't increase our fees.

- **A:** *As we are considering for 2023, we have been told there's 2.75% inflationary increase coming. We don't have the details on what that looks like or how its supposed to be administered. We appreciate its going to be tough as business models were already set up in different ways.*

Q: For the funding for the \$1 dollar increase for staff, do you anticipate that is going to be a monthly top up with WEG?

- **A:** *We will share more concrete information formally. We are anticipating that we will flow sufficient funds for people to do that on January 1st. And we anticipate a single application for WEG, annual increases, wage floor etc. to make it consistent as possible and to help reduce the administrative burden on everyone.*

Q: Regarding budget, there's some organizations that are going to benefit from the increase to get to the salary floor. But within other organizations, there's individuals that are already above the salary floor, and what will increases look like for that staff?

- **A:** *We don't have the guidelines yet, but we are looking at ways to support operators through CWELCC and other funding sources. We don't have confirmed details on that until we receive the guidelines, but we did get some hints through a meeting. We are very aware of the pressures that the wages create.*

County Updates:

- A huge thank you to all who has participated in this CWELCC program – all the work and time that has gone into this process. We know it's going to be a huge benefit to the families.
- For county folks, if you have started to give out rebates, please email ksmith@middlesex.ca
- New applications for subsidy are coming in fast and furious.
- River Heights Update – the process is happening with the RFP in determining a provider to run that program. We have so many calls from parents asking to be on that waitlist, so I have started an internal waitlist and will forward to the new provider once they have been chosen.
- Child Care Visits – Joe and Kelly will start childcare visits, have a tour, chat about any questions and concerns. Providers in Middlesex County have received the schedule so we will be out to see everyone.

3. SCHOOL BOARD UPDATES - HOLLY GERRITS

River Heights

- We have completed the call for submissions evaluation process. The name of the successful operator will be shared at our senior admin meeting on Monday. Then we will then be able to offer it to the operator on Tuesday, which we will then share publicly on Wednesday.

Strike Update:

- CUPE and the province have come to a tentative agreement.
- We are greatly impacted by CUPE especially if there's a strike action again – all our ECEs, custodian staff, educational assistants, school secretaries fall under CUPE.
- The voting is open for all members to review the tentative agreement. Should they ratify the agreement, then we will carry on with the 4-year agreement and schools will be operational. If majority decide not to accept the deal, then CUPE provincial and initiate a 5-day notice for a strike action. We think its Thursday that the voting finishes but looks like it will be extended.

Kindergarten:

- We have confirmed the dates – Jan. 23 to Feb. 10th will be the registration period.
- Dec. 14th is the day all of school administrators will receive the electronic packages of the kindergarten registration materials and we send out to our CMSM partners who then distribute to all licensed operators. That information will assist childcare operators to recommend families to register early.
- We created a multi language learners' video with 3 families that are new to Canada and to kindergarten. The parents and children shared their experiences. Video was so well received so we are going to utilize it again this year.
- Working with our Early Years team on getting more families that we can engage to share their experiences. We want to reach out to indigenous families, German-Mennonite communities, and newcomers to Canada from Ukraine.
- Online registration – its convenient but if families don't have access they can reach out to the school and complete a paper copy
- Feb. 6th is our live/Virtual Info session for new kindergarten families. Last year was held at East Carling in a kindergarten room. We had close to 600 families attend that live/virtual event.
- School newsletters and school websites will be on the Thames Valley website, <https://www.tvdsb.ca/>
- TVDSB and Catholic School Board have the same registration date periods.

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

- TRACEY ASHBY

E-Newsletter

- Last e-newsletter went out Oct 18 with an update on Nov 18. Next one to be released around Dec 6.
- Thank you for reaching out to us by email. If you have any questions or concerns, please contact us.
- We encourage everyone to sign up to receive the e-newsletter – it is for everybody
- If we receive several questions in our email box on a particular topic, we try to address it in the next newsletter

Update on Nov 18:

Chief Medical Officer of Health for Ontario Letter to Ontario Parents and Caregivers

- Was reaching out with important information and reminders due to an increase in COVID-19, influenza and respiratory syncytial virus (RSV) in Ontario.
- This is placing a large strain on families and the healthcare system
- These viruses can cause severe outcomes especially in -children under the age of five
- Please apply the layers of protection that we know will work to keep ourselves and others healthy:
 - stay up to date with vaccines
 - wear a well-fitted mask in all indoor public settings
 - monitor yourself and children daily for respiratory symptoms
 - stay home when sick
 - wash hand frequently and clean high-touch surfaces regularly

Link to Letter: [Early Years Outreach \(upkne.com\)](https://www.upkne.com/early-years-outreach)

5. NATIONAL EARLY YEARS FRAMEWORK PROTOTYPE UPDATE

– CÉLINE BOURBONNAIS-MACDONALD

Guest/invite list

- We currently have approx. 50 guests in person; and 20-25 online (as of Nov 23/22)
- Reminders have been sent to in person guests with map of college, and the hyperlink to Zoom to online guests yesterday (Monday, Nov. 28/22)
- Susan Cluett, Acting Dean for the School of Community Studies will welcome everyone to Fanshawe; Sandra Fieber, Associate Dean (Sandra Fieber) will thank everyone at the close event

Chartwells (Catering)

- Refreshments for 50 people have been ordered
- Estimated cost: \$750 - \$800

Student Volunteers

- We currently have 10-12 volunteers confirmed to come to the event
- Volunteers responsible for: setting up and cleaning up of pillar area (ensuring pillar chart is up, placement is available with QR code, technology to support collection of data: uploading information to Padlet, familiarization of the charts and able to answer questions and concerns during the night of, etc.
- Zoom training session/ meeting/ Q&A with all volunteers held on Tuesday, November 22nd
- A brief overview of the background of the prototype, overview of the Town Hall event itself, tasks, the designated chart they will be responsible for, question starters/responses for conversation with guests, etc. will all be sent to volunteers via email for them to study and have as support the night of the event.
- LCCN Advocacy support at pillars: one person to support each student volunteer at the 6 pillars – thank you for being and added support for the students!

Media Services

- Met with FSU media person and Media Services; all set with technology for evening, with one person to support during the event (2 hours). Estimated cost: TBD
- Zoom link has been set up as well as the Padlet and the ability to vote on the scales for each of the pillars; this info will be sent to all online guests on Monday of next week so that they have the link for Wednesday. Diane Gordon, Donna-Jean Godfrey, and Amanda Seabrook; Emily will be getting in touch with Diane, Donna-Jean and Amanda for a quick overview of the facilitation
- Printing of pillars charts, placemats for event. Estimated cost: \$300-450

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

Job Seeker Training:

- The final cohorts of this project have now completed their 10-week training. They got to celebrate with an in-person graduation ceremony as they move into the workplace experience portion of the training.
- Host sites are still needed for professional workplace experiences.
- Professional workplace experiences are a minimum of three weeks and financial incentives are available for eligible employers.
- If you have identified vacancies at your child care organization or would like additional information, please contact:
 - Adnan Osman: Adnan.Osman@ccflondon.ca or
 - Alexandra Brioso: Alexandra.Brioso@ccflondon.ca
- The project team have applied for some additional funding to support the continuation of these training opportunities. Updates about the results of those applications as well as some final project assessment/wrap-up stats expected in the New Year.

7. ADVOCACY SUBCOMMITTEE UPDATE – KARA PIHLAK

National Day of Action for Childcare Workforce is Nov. 30th

- Some stats: 2/3 ECEs work a second job, half of ECEs make less than \$20/hr
- Attention really needs to be paid to the workforce as they are critical and heart of the system
- 60 ECE Fanshawe Students are going in a bus down to Queens Park

Minister Karina Gould visiting Oak Park Children's Centre

- She will be visiting Oak Park on Dec. 1st
- Celine and her student Jen will be joining me. Trevor Fowler from the City will be there to demonstrate the strong relationship the City and centres have. Peter Fragiskatos will be there as well.
- What prompted the visit was a recommendation from Peter and Arielle Kayabaga so it goes to show that the connections we make are important.
- She is going to do a visit and sit-down chat. I will be bringing everything I am hearing and focusing on the workforce funding for next year. If anyone has any questions, please email oakparkchildrenscentre@outlook.com

8. MARKETING SUBCOMMITTEE UPDATE – NICOLE BLANCHETTE

- Since last month, not much updates to give right now.
- We are meeting again on Thursday. So next month, I will have more to tell you but we are working towards a great project.
- The marketing company wanted the results of the workforce study first. So they got all that information in hand before we got started.
- The study will help focus on what the message be, it will help us create the proper message.
- More to come!

9. ALL KIDS BELONG UPDATE – LEE-ANNE CROSS

Resource Consultation

- We'll continue to be a bit short-staffed in December due to staff medical leave, but should be back to full staffing in January. Contact Lee-Anne directly if you have any difficulty during that time; we'll find someone to step in to assist.
- The Classroom Educator Survey regarding outcomes of working with Resource Consultants is up and running; please encourage classroom educators to participate

Knowledge Exchange

- Next Coffee Time is December 8th
- Stay tuned for new online "lunch and learn" courses in January

Program Assistant Supports

- Resource Consultants are completing PA requests with centres now; we'll send out January to April 2023 contracts in mid-December
- As we approach the end of the year, please take a look to ensure you haven't missed sending any invoices. We'll all want to wrap up 2022 finances early in January.

10. STRIVE UPDATE – MEAGHAN MACDONELL & ALLY SCOTT

Strive Advisory Committee

- The Strive Advisory Committee is presently seeking new membership from Middlesex child care operator or a single-site operator in London to fill committee vacancies.
- The Strive Advisory Committee help guide and support organizational decision-making, endorsing strategic priorities, and ensuring that they are put into action.
- Members of the Advisory Committee are asked to serve a minimum of a 2-year term, contingent on current organizational role. Meetings take place on the third Wednesday of every month from 2:00-4:00 PM. There are a minimum of 10 meetings annually and Advisory Committee members are expected to attend a minimum of 8 of those meetings.
- Term to begin in January 2023.
- For more information or to put your name forward for consideration, please e-mail Strive Project Manager, Ally Scott at ally@striveswo.ca
- [Strive Advisory Recruitment 2022 \(striveswo.ca\)](#)

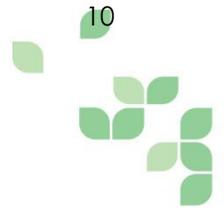
Upcoming Professional Learning & Networking Opportunities:

COMMUNITY OF PRACTICE: COOKS & DIETARY PLANNERS

- Wednesday November 30
- 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 \(striveswo.ca\)](#)

THE 3RD ANNUAL LCCN EARLY YEARS TOWN HALL

- Wednesday November 30
- 7:00 – 8:30 PM
- Fanshawe College (1001 Fanshawe College Blvd.)
- **This event will also be live streamed/recorded
- We are delighted to be gathering in-person at Fanshawe College to share new developments and the latest version of the prototype.



- After a brief history of this innovative project is shared, participants will engage with stakeholders and community partners, offering their feedback and perspectives on this important research.
- Light refreshments will be provided.
- [The 3rd Annual LCCN Early Years Town Hall - Strive \(striveswo.ca\)](https://striveswo.ca)

COMMUNITY OF PRACTICE: BE WELL

- Thursday December 1
- 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, we will embrace the concept of “hygge” (pronounced hoo-gah), a Norwegian word meaning “well-being”. Hygge is about enjoying the good things in life and evokes feelings of comfort and contentment. And there are few things more hygge than spending quality time with great people!
- So, grab a hot chocolate and join us virtually for some cozy conversation and connection!
- [Community of Practice: Be Well - Strive \(striveswo.ca\)](https://striveswo.ca)

UNDERSTANDING TRAUMA

- Wednesday December 7
- 6:30 – 8:00 PM
- Via Zoom
- Facilitated By: Allison Preyde, [Anova](https://striveswo.ca) Public Education Coordinator
- Join this live virtual session to gain a better understanding of Trauma Informed Practice. The trauma-informed approach is relevant for anyone who works with children and families, as we never know who has experienced trauma in their lives.
- Trauma, a normal reaction to an abnormal situation, is unique to the individual, and trauma-informed care shifts the approach from “what is wrong with you?” to “what happened to you?”.
- ***This is a repeat offering of the same learning opportunity offered in September and November of 2021.*
- [Understanding Trauma - Strive \(striveswo.ca\)](https://striveswo.ca)

PAUSE CAFÉ

- Jeudi 8 décembre
- 6:30 – 8:00 PM
- Via Zoom

- Facilitée par Anne Eriksson et Gabriela Neculman
- Rejoignez-nous pour un Pause Café.
- Nous allons explorer la question, "Comment je suis devenue passionnée par la petite enfance?"
- Venez partager votre parcours en petite enfance. Ensemble, nous allons discuter sur ce qui nous motive dans ce métier magnifique, nos besoins, nos attentes et notre rôle en tant que leader positif.
- [Pause Café - Strive \(striveswo.ca\)](https://striveswo.ca)

SELF-COMPASSION: MOTIVATE YOURSELF WITH ENCOURAGEMENT NOT CRITICISM

- Thursday February 2, 2023
- 6:30 – 7:30 PM
- Via Zoom
- Dr Kristen Neff, author of Self-Compassion: The Proven Power of Being Kind to Yourself and the co-founder of the Center for Mindful Self-Compassion.
- Dr Neff is the first person to empirically study the concept of self-compassion and create a simple, actionable guide proven to increase motivation, boost resilience, and improve mental health. As we emerge from the pandemic, when burnout is threatening the happiness, success, and productivity of us all, she shows us why we need self-compassion more than ever.
- [Self-Compassion: Motivate Yourself with Encouragement Not Criticism - Strive \(striveswo.ca\)](https://striveswo.ca)

Book Bundles

- Olivia and Amy are out delivering the book bundles that we helped create.
- Book bundles should be at every licensed child care and family centre in the city.
- Middlesex book bundles will be out tomorrow to Kelly/Joe.
- We had some professional learning events with authors featured in the bundles.
- If you have not received the book bundle, please reach out Ally ally@striveswo.ca or Meaghan mmacdonell@childreach.on.ca

11. INFORMATION SHARING

- **Welcome to new members!**
- **Masking discussion**
- **CWELCC Budget/Salaries discussion**

Next meeting is Tuesday Jan. 31, 2023 at 9:30am