



LICENSED CHILD CARE NETWORK MEETING (VIRTUAL)

Feb, 28, 2023 @ 9:30 a.m.

PRESENT: NOTE THIS LIST IS NOT INCLUSIVE

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; 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

Announcement:

- Louise Humphries, infrastructure and partnerships manager for Early Learning and Child Care with the Métis Nation of Ontario, are holding their 4th annual Early Learning and Languages conference.
- March 21-23 at Niagara on the Lake.
- Free conference tickets that include breakfast, lunch, and dinner on the Wednesday night.
- Please contact Louise for availability of tickets.
- This year's conference provides an opportunity for educators from across Ontario to enhance their knowledge on Métis children and how to support Métis children in the classroom and community.
- The conference will enhance participant knowledge of Métis languages and the importance of revitalizing and preserving these distinct Métis languages.
- <https://www.metisnation.org/news/4th-annual-early-learning-and-language-conference-2023/>
- <https://www.eventbrite.ca/e/2023-early-learning-and-language-conference-tickets-479197942947>
- **Promo code MNO2023**

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

- We have a few primary mechanisms that we have as public servants to bring forward issues in London and Middlesex:

- A bi-weekly CMSM (another name for SSM) meeting. We meet bi-weekly with our Early Years Advisor and other consolidated municipal service managers on child care and early years.
 - Discussions on what's happening in the sector, what's coming up.
 - The need for adequate support for operators as cost grows and you become more reliant on government funding to sustain your operation.
 - We talked about that snapshot taken on March 27, 2022, and what that has meant in terms of combating some of the structures that were in place and the need for us to be as flexible as possible.
 - Discussed the huge pressure of recruitment and retention of staff. Every data point that we have anecdotally, through a survey etc. is about wages and that those wages are important for bringing in qualified staff and for being able to expand the system in the way that the ministry wants. We've been very clear that this is at the core of this issue.
 - We also work on the EarlyOn side, and we have spoken about the need for additional funding. They've been static for several years now. As we contemplate a funding formula, we know there's so much emphasis on license child care, but we don't want to forget the important work going on through EarlyOn programs.
- OMSSA CSN meetings. OMSSA is the Ontario Municipal Social Services Association and CSN is the Children's Services Network, a province-wide body where we as service system managers come together on common issues.
 - Here is where we touch a little more closely on the advocacy piece. We will work together to write formal letters to then be delivered to senior admins at the Ministry of Education on topics of interest, local priorities. We've written a few that we're related to the implementation of CWELCC and we're meeting this afternoon actually on how we can approach an expansion and what Service System Managers need, what operators need.
- OMSSA conferences. Chris Blaine and his team recently went to a policy conference in December to talk about some of the different policy priorities and that gives us a mechanism to provide input to the province at those forms.

MIDDLESEX COUNTY:

- Met with Celine around the early years framework plan and we are arranging a night session with our child care centres to walk through some of the questions and planning and offer a Middlesex County voice. Date to be announced.

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

- TRACEY ASHBY

Newsletter

- We are not going to have one for March, but we will have one for April. We did release one for February.
- I encourage people to sign up for that if you haven't already.

COVID:

- We're coming out of covid. There are still cases, but it's becoming more endemic. It's just something we live with versus the pandemic response that we've had in the past.
- COVID and influenza reports come out weekly, the influenza is waning off.
- Please reach out to the early years outreach team if you want to get the COVID reports weekly.

Measles:

- There was a news release on a measles situation, and we are following that.
- It was an individual from another health unit that did seek out health care in London.

3. NATIONAL EARLY YEARS FRAMEWORK PROTOTYPE UPDATE

- CÉLINE BOURBONNAIS-MACDONALD

EY policy framework prototype update:

- Today, the report is focused on reflecting on actions taken and acknowledging those who have supported our research work and continue in this last phase:
 1. Thank you to Meaghan MacDonell at Strive, and Fanshawe College for their financial support for the Early Years Town Hall; financials have been completed and cleared at the College.
 2. Thank you to Trevor Fowler and Chris Blain for sharing their perspectives on the current prototype and possible next steps with Diane, Nicole and myself. Thank you, Chris for your ongoing support for building relationships with the employer sector through the sharing of contacts.
 3. Thank you to Emilian Siman, Executive Director, Workforce Planning and Development Board for Elgin, Middlesex, and Oxford for meeting and sharing your perspective on the Early Years Town Hall online experience and possible next steps with employers in the region.
 4. Thank you to Kelly Smith and Joe Wisner in Middlesex County for sharing their perspectives on next steps with focus groups in the county and providing feedback on the current prototype.
 5. Thank you to Diane Gordon, Nicole Blanchette, and Kirsti Cheese at Childreach for continuing to support the active participation of student interns for the coming summer. Three Fanshawe ECL students will be part of working with LCCN, Childreach, Barb Jackson and myself.

- It is easy to lose site of the many end goals and outcomes we have; taking time to recognize the many relationships that continue to be strong and supportive may help us realize that many small steps are being taken in the midst of the day-to-day work that everyone does within the child care sector. I hope that this report provides you with the background information on the prototype and helps see how important your leadership is to many people.

4. SKILLS ADVANCE ONTARIO (SAO) PROJECT - MEAGHAN MACDONELL

- SAO Project has concluded – no further updates at this time.

5. ADVOCACY SUBCOMMITTEE UPDATE – DIANE GORDON & NICOLE BLANCHETTE

- Kara has stepped down as Chair for the committee.
 - We will be missing Kara and we will always be very grateful for Kara's fearless commitment to the role. Kara always role modeled traits of a true leader. And she never hesitated to jump into very challenging roles, putting herself out of her comfort zone. Some examples of her fearless leadership:
 - being interviewed by Ian Hanomansing from CBC's The National.
 - leading sessions with Minister Lecce and presenting to City Council.
 - LCCN will be providing Kara with a small token of our appreciation to recognize her leadership with LCCN.
- No one has stepped up yet as advocacy chair and we would like to facilitate a discussion. Thank you to Strive for assisting us in facilitating this discussion. We will be looking at break out rooms and focus questions. We are hoping to have Amanda Seabrook from EYA attending to give an update on what that group is doing with advocacy. Planning for an April date.
- Meetings on a hiatus for now.

6. MARKETING SUBCOMMITTEE UPDATE – NICOLE BLANCHETTE

- Still in the process of filming the campaign.
- We have 2 done so far - 1 in English, 1 in French
- March 9 is the next one at Huron Heights.
- Preconceived concept that was put forth but as we progress, we've learned that certain things not are not as easily done.
- As we put all this together, we'll have a better idea of where this is going to lead. We want to keep our minds open and see how it's all going to turn out, but there's definitely really good footage and conversations with the children and educators.

7. ALL KIDS BELONG UPDATE – LEE-ANNE CROSS

Resource Consultation

High numbers of children continue to place demands on all aspects of our program. Resource Consultant caseloads are currently at 35 children and 15 programs each. We'll continue to respond as quickly as possible but there may be delays.

Friendly reminder: 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. We're starting the process to request Program Assistant supports for May to August hours; your Resource Consultant will be in touch. We will keep in mind that you won't know enrollment for summer programs until a later date.

Knowledge Exchange

We now have twelve courses available and received many new registrations in the past month. Thank you for encouraging your staff to participate in these. We also appreciate the feedback they are providing regarding improvements to the courses as well as other topics for us to consider.

Other notes

Our annual plans include continued program evaluation, and this year we are doing an outcomes-based survey for supervisors. The survey is open now and we appreciate the time that supervisors have taken to provide us with valuable feedback. The survey remains open until the end of February.

8. STRIVE UPDATE – MEAGHAN MACDONELL

Strive Updates – February 2023

- Our sincere thanks to everyone who attended or supported Winter Rethink 2023. The event was a great success, and we appreciate your ongoing commitment to growing in our professional capacities as a community.
- Strive has a podcast! We are excited to share the launch of Leading Inspired Learning, an audio space to further professional growth and dialogue in the early years community.
- Our first episode premieres on March 1.
- [Podcast - Strive \(striveswo.ca\)](https://striveswo.ca)

Upcoming Professional Learning & Networking Opportunities:

MISKÂSOWIN

- Monday March 6
- 6:30 – 8:00 PM, Via Zoom
- "They speak about miskâsowin as a process of finding ones belonging. The Elders go further to say, miskâsowin means locating oneself within the circle. This is an ongoing practice and process. I might belong in one way to a particular community, and I might belong differently to another community; my roles are perhaps changing. Being able to reflect and to perceive that notion of belonging within different circles, which in turn makes you part of a whole, like a part of a whole system (Clark 2020, p.1).
- Miskâsowin is an Ojibway word that means 'finding one's sense of origin and belonging' (Jagger,2019). The concept of Miskâsowin is demonstrated through a self-evaluation tool that details content, context, and relationship.
- In this session, RECE, Ela Smith will introduce us to Miskâsowin and how we might use it to facilitate reflective dialogue regarding intent versus impact in our roles as early years professionals.
- [Miskâsowin - Strive \(striveswo.ca\)](https://striveswo.ca)

REFRESHED AND STREAMLINED: THE REVISED CONTINUOUS PROFESSIONAL LEARNING (CPL) PROGRAM

- Wednesday March 8
- 6:30 – 7:30 PM, Via Zoom
- The Continuous Professional Learning (CPL) program is an ongoing professional learning program that is grounded in self-reflection, self-directed learning and the [Code of Ethics and Standards of Practice](#).
- The CPL Program is designed to support RECEs to:
 - Enhance their knowledge and skills
 - Strengthen their professional judgment
 - Improve their practice throughout their career
- It also communicates to families, colleagues, and the public that RECEs are members of a distinct profession that demonstrates accountability, maintains public trust, remains current in practice, and values ongoing professional learning.
- As regulated professionals, RECEs are required to engage in professional learning.
- During this presentation, RECE, Meredith Farley will provide an overview of the revised Continuous Professional Learning (CPL) Program launched in July 2022. You will learn about the Sexual Abuse Prevention Program, online member education, and the new simplified CPL Portfolio Cycle of One Year-One Goal.
- [Refreshed and Streamlined: The Revised Continuous Professional Learning \(CPL\) Program - Strive \(striveswo.ca\)](#)

COMMUNITY OF PRACTICE: OUTDOOR PLAY

- Wednesday March 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.

- This month, RECE Barb Mortley from Arbour Glen Day Nursery will be sharing about a special project with Monarch butterflies she has initiated with the children and families at her centre. Barb will also offer strategies to help others inspire children in their exploration of this important insect! The Monarch butterfly was listed as an endangered species in July 2022, so it's even more important to inspire children to help this insect.
- [Community of Practice: Outdoor Play - Strive \(striveswo.ca\)](#)

RAINBOW FAMILIES: VISIBILITY IN THE EARLY YEARS

- Thursday March 23
- 6:30 – 8:00 PM
- Goodwill Industries (255 Horton St. E.)
- As Early Childhood Educators, early learning professionals and caregivers, we value providing a safe and nurturing learning environment for all children. However, even the most well-intentioned educator might struggle with how to approach 2SLGBTQAI+ families and topics in the classroom.
- Facilitated by RECE, Shel Secrett, this dynamic and interactive workshop is designed to build the confidence and comfort level of educators seeking to create a more inclusive classroom. We will cover topics such as our early beliefs and how they impact us, appropriate and current terminology and how to creatively use family diversity resources to plant seeds of acceptance.
- [Rainbow Families: Visibility in the Early Years - Strive \(striveswo.ca\)](#)

COMMUNITY OF PRACTICE: BE WELL

- Thursday March 30
- 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.
- On February 2, we were fortunate to welcome [Dr Kristin Neff](#) as our first speaker in the Be Well Speaker Series. Dr Neef led us in discussion and practices on self-compassion and how we can be kinder and gentler with ourselves. This month, we want to keep that conversation going by digging deeper into what self-compassion is, how it benefits us, and how we can practice it in our personal lives and in our work with children and families. We'll chat emotional resilience, perfectionism, comparison, and changing our critical self-talk
- [Community of Practice: Be Well - Strive \(striveswo.ca\)](#)

9. SCHOOL BOARD UPDATES – AMANDA BENTON AND HOLLY GERRITS

Metis conference:

- I had gone to that conference in March 2020 in Muskoka and it was phenomenal, something not to be missed.

- It was probably one of the best learning experiences that really engaged me and drew me in to the Metis culture. You can pick and choose what workshops you want to attend that suits your interest.
- Such a beautiful group of people to be involved with and learn from.
- It's in the Niagara area and I highly recommend it if you can attend, March 21st-23rd.
- <https://www.metisnation.org/news/4th-annual-early-learning-and-language-conference-2023/>
- <https://www.eventbrite.ca/e/2023-early-learning-and-language-conference-tickets-479197942947>
- Promo code MNO2023

10. FANSHAWE COLLEGE UPDATE – JANET FOSTER

- *Not in attendance*

11. INFORMATION SHARING

- *Discussion on parents registering but barely using it as a “just in case” plan due to costs being so affordable now. Taking space from parents that really need it and that would use it every day.*
 - *Discussion on 4-year-old children wanting to stay in child care in the fall, adding another level of pressure to the system.*
 - *Discussion on how the onus is on the operators to establish policies that can be quite complex, taking into consideration of being accommodating and inclusive, putting operators in a precarious position. Looking for support from the province.*
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Next meeting is Tuesday, Mar. 28, 2023, at 9:30am.