



LICENSED CHILD CARE NETWORK MEETING (VIRTUAL)

Tuesday May 30th, 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

1. SKILLS DEVELOPMENT FUND – CHILDCARE SECTOR

— MANON GUILLEMETTE AND ADNAN OSMAN

CCFL has been approved to offer Pathways into child care and early years career and Organizational Leadership programs for another year from March 2023 to March 2024.

CCFL is delivering the Pathways into a childcare and Early years Career due to a shortage of workers in the sector, to incite individuals to take the first step to a career in childcare and to allow individuals to explore the different pathways to enter the profession.

Organizational Leadership is being delivered to provide professional development to Incumbents (Individuals who are presently working in the field) to identify and train future leaders and to allow individuals to grow in the profession.

The Pathways into child care and Early Years Career is delivered online:

It is delivered in both official languages French and English

The training includes:

- 12 hours of computer Literacy
- 12 hours of pre-employment Training
- 12 weeks of sector-specific training
- A minimum of 3 weeks of paid work experience

French delivery territories are London Owen Sound, Windsor to Woodstock and everything in between.

English delivery territories are London, Middlesex, St-Thomas, Oxford, Elgin, Haldimand and Norfolk

The Participants and Employers receive continued support from a Case Manager before, during and up to a year after completing the program.

We are presently delivering training for a French and English cohort and will need participation from employers to take on our participants mid to end of August for their 3 weeks of work experience.

Our next cohorts will be starting on October 2nd, 2023.

Employers are encouraged to take on participants since this program provides job seekers with sector-specific training, First Aid and CPR training and the participants have been screened for a Vulnerable Check as well as TB etc., Employers will be reimbursed 50% of the Participant's wages during the work experience and obtain the assistance from the case manager to shortlist applicants and schedule interviews. CCFL welcomes job advertisements that we can post free of charge from any employer.

The Organizational Leadership program is delivered online;

The training includes;

A mandatory information session

- 12 weeks of self-directed training in Governance and Finances, Community Partners and Key stakeholders, Human Resources, Leadership and professionalism,
- Six 2-hour Community of Practice sessions
- Weekly Mentor check-in sessions to gain real-time feedback and knowledge from child care and early years managers,
- Delivered in French and in English
- Continued support from a case manager before, during and up to a year after completing the program

The English Incumbent cohort delivery date is set to start on October 16, 2023, and the two French cohorts will be delivered on the 13th of November

Employees are encouraged to take this program since they will obtain sector-specific Leadership training, A mentor to answer questions and guide them, the chance to network with like-minded individuals, the potential to obtain training and knowledge in order to step into a supervisory position and employers will be reimbursed a portion of the mentor's wages.

Both programs are completely free and Participants and Incumbents could receive additional support based on needs for transportation, work clothes, emergency grocery or emergency childcare

Programs are delivered by our Partners:

Job Seekers training:

- Collège Boréal
- Fanshawe College

Incumbents training:

- Diane Gordon
- Barbara Jackson
- Ann Erikson

Anyone interested in the English training can contact Adnan Osman at Adnan.Osman@ccflondon.ca

Anyone interested in the French training can contact Ayan Houssein at Ayan.houssein@cclfondon.ca

2. MUNICIPAL & PROVINCIAL UPDATES

– TREVOR FOWLER, JOE WINSER, KELLY SMITH

Access and Inclusion Framework

- The City of London invited operators who were interested in expanding existing sites or opening new sites to submit information to the City and the County for review as part of the targeted growth expansion of CWELCC.
- There is continuous review of these submissions and we are waiting on the final guidelines for access and inclusion before making any decisions.
- With the development of a renewed service system plan in 2023 with updated data and community engagement, we plan to have opportunities to submit for expansion in 2024.
- Awaiting further information in regards to any capital startup grants associated with CWELCC expansion

CWELCC Update

- Child Care and Early Years is hosting 'office hours' on June 14th, 3:30- 4:30 via zoom for those who are a part of the CWELCC system and may have questions about completing the in-year report for the CWELCC program.
- You may have received an email on May 12th with your agency specific reporting template for fee reduction
- Reminder: your agency's in-year staffing changes should be tracked on the wage workbook and will also be submitted in August

CCEY Service System Plan - Community Engagement

- The City of London's community engagement plan
- Consists of several groups who have an interest in the plan and will be directly or indirectly affected by it:

Child care operators and Early Years Service Providers

- Thank you to everyone who attended the operators meeting a few weeks ago
- We will be launching an operator's survey and an employee/educator survey throughout the summer
- We will also be planning conversations in the Fall with operators and system partners to review feedback and priorities identified from engagement over the spring/summer

Other system partners such as school boards and post-secondary institutions

- Multiple formats will be used to engage the broadest range of families such as:
 - "Get Involved" survey: hoping to have it open by the first week of June and we will be including some communication to operators to promote the survey in your spaces to families
 - Printed survey: available in 5 different languages, distributed at community locations
 - Focus groups
 - One-on-one and small group interviews
 - "Pop up" presence at community events and programs utilizing City of London Community Connectors
- The results from the community engagement will improve our understanding of community priorities and inform the updated Service System Plan that will guide the work of the Service System Manager and the child care and early years sector through continued transformation in the coming years
- Engagement activities will take place during late spring and summer of 2023

3. NATIONAL EARLY YEARS FRAMEWORK PROTOTYPE UPDATE

– CÉLINE BOURBONNAIS-MACDONALD

Summer 2023 Interns

- Barb and I would like to welcome our student researchers/interns for this summer. They are busy supporting work with community partners and the policy prototype research.
- We would like to introduce: 1) Amy Anger who is working with LCCN 2) Kathleen Lee who is working with Childreach and 3) Camilla Crews who is working with Barb and I on the research as well as the blog.

Focus Group Update

- Currently working on the scheduling of parent focus groups in both London and Middlesex so that we can add the parent perspective for the 3rd prototype

Employer Voice Update

- While we continue to try to involve groups of employers from London and Middlesex, we are now looking at the meetings of London's Economic Recovery table to add the employer perspective/ economic perspective.

Prototype 3

- We will be finalizing this version of the prototype by the end of August
- This will help the City of London and the Municipality of Middlesex with their service plan for the province

Early Years Policy Framework Prototype Dissemination

- Barb and I, with the help of the interns are planning on how we will share the lessons learned while building the Early Years policy framework prototype
- We want to support the ongoing learning, knowledge building in the community as well as in the courses in the ECE and ECL programs at Fanshawe

4. ADVOCACY SUBCOMMITTEE UPDATE

– AMY PETRACA

- Next month Strive will be leading a short chat around advocacy, it will only take approximately 30 minutes of our meeting
- As a large group we will share our thoughts and participate in an activity discussion on what advocacy means to us in a few words. We will then break down into a few breakout rooms and reconvene as a large group where we will share a google form for everyone to fill out.

5. MARKETING SUBCOMMITTEE UPDATE

– NICOLE BLANCHETTE

- We are discussing video and social media components that are being put together by TBK
- They are slowly coming in and we have seen a couple, and we are looking forward to showing them when they are ready... to be continued.

6. ALL KIDS BELONG UPDATE

– LEE-ANNE CROSS

Resource Consultation

- Caseloads remain high and transition to school meetings are in full swing now.
- The resource consultants continue to try to get new referrals as quickly as they can, but most have delayed response times.

Program Assistant Funds

- Contracts for May through August and contracts for summer programs have been sent
- We have received additional funds from the City of London as the Service System Manager which has enabled us to maintain Program Assistant supports for the remainder of this year
- With this additional one-time funding, we have also hired an additional Enhancement Facilitator for the remainder of this calendar year
- Leighanna Clennan will be working closely with the Resource Consultants to provide in-person support to programs and we've begun to book up her time.

Knowledge Exchange

- We received a grant that will enable us to bring Mindfulness training and resources to the community; full details to follow in the next few weeks
- Several AKB staff will take the next step in their journey with Universal Design for Learning and begin a course that focuses on UDL in the preschool years
- UDL focuses on building environments and plans that include all learners right from the start rather than retrofitting for children with diverse needs. It focuses on engagement and expression that works perfect with How Does Learning Happen
- We've been inspired and challenged by what we've learned so far
- While UDL seems straightforward on the surface, it actually represents a paradigm shift. We look forward to sharing what we learned with the community

System Pressures

- Lee-Anne recently met with the Ontario Network of Special Needs Resource Providers.
- The pressures being felt in the London area are being felt across the province
- Referrals have increased and resources are being stretched

- Some children's needs are related to self-regulation, and may be a result related to the pandemic disruptions. We're all hopeful that things will settle down in the near future.

7. STRIVE UPDATE

– ALLY SCOTT

Strive Update

- We first wanted to share the recent and sudden passing of our Childreach friend and Colleague Lara Vlach. Lara passed suddenly on May 18th of a pulmonary embolism at 38. She had been with Childreach for 5 years supporting Wild Child Camp, families and the community. Our team is grieving together at this time.
- Meaghan Macdonell is now a full-time professor at Fanshawe. While we are going to miss her deeply, we know she will continue to positively impact the sector.
- Kayla Bartlett, who is currently Strive's Community Animator for Elgin, will be stepping into the Professional Learning Lead role.
- We are also excited to introduce you to our interns for the summer. Jennifer and Elizabeth join us from the ECL program. Jenn is working with Strive and Liz is working with the resource centre. Both have such assets to our team already, we are excited to see what this summer has in store for them.

Upcoming Professional Learning & Networking Opportunities

EDUCATOR WELLNESS: YOGA AT MUSEUM LONDON: Thursday June 1st, 6:30pm- 8pm at Museum London, 421 Ridout Street N

- Facilitated By: Kelly-Lynn Musico, Registered Physiotherapist, Certified Yoga Instructor, Owner of Mobility Works Physio Yoga.
- Led by Kelly-Lynn Musico, a trained and certified instructor, this session will tap into your well-being through a combination of asanas (postures), breath awareness and mindful movements. No previous yoga experience necessary, this low-impact opportunity is suited to anybody and any fitness level.

Educator Wellness: Yoga at Museum London - Strive (striveswo.ca)

SITE TOUR: HURON HEIGHTS PLACE EARLY CHILDHOOD CENTRE: Tuesday June 6, 6:30 – 8:00 PM at Huron Heights Place Early Childhood Centre, 1305 Webster St. London, ON

- On June 6, you are invited to join us at Huron Heights Place Early Childhood Learning Centre! London Bridge Child Care Services are committed to nurturing children's naturally curious minds and kind hearts through play and inquiry.
- At Huron Heights, they have embarked on a new way to support their large team of 25 professionals which is consequently building leadership for the organization as a whole.

Using an Atelier space, they are able to work alongside children, bringing to light their incredible ideas through many languages. Come explore this unique, rich, and deeply pedagogical space!

Site Tour: Huron Heights Place Early Childhood Centre - Strive (striveswo.ca)

MINDFULNESS FOR SELF CARE WITH MINDFUL MIKE: Monday June 12, 6:30 – 8:00 PM at Boler Mountain, 689 Griffith St. London, ON

- Facilitated By: [Mindful Mike Masse](#), Mindfulness Consultant, Public Speaker, Best Selling Author
- This session will introduce the practical application of mindfulness, demonstrating how to create and maintain a formal and informal practice of self-care into your daily life; creating the ability to respond to stress in a healthier way.
- Mindful Mike Masse will lead participants in an exploration of various techniques and strategies to help us manage our anxieties and frustrations and how to execute these proven techniques in high stress and intense work environments, with a focus on emotional wellbeing.
- Snacks and refreshments will be provided.

[Mindfulness for Self Care with Mindful Mike - Strive \(\[striveswo.ca\]\(http://striveswo.ca\)\)](#)

THE LANGUAGE OF DISABILITY: Thursday June 15, 6:30 – 8:00 PM Via Zoom

- Facilitated by: Amanda Leduc, Author, Disability Advocate, BA, MA
- In this session, Author and Disability Advocate, Amanda Leduc will challenge us to interrogate the language of disability, and the impact this may have on our work with children and families.

[The Language of Disability - Strive \(\[striveswo.ca\]\(http://striveswo.ca\)\)](#)

COMMUNITY OF PRACTICE: OUTDOOR PLAY: Wednesday June 21, 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 \(\[striveswo.ca\]\(http://striveswo.ca\)\)](#)

COMMUNITY OF PRACTICE: BE WELL: Thursday June 29, 6:30 – 8:00 PM at Hello Maker, 717 Richmond St. London, ON

- 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 be at [Hello Maker](#) Studio in London for a delightful Candle Making workshop where you'll learn the art of crafting our own 8oz soy wax candle scented with your own blend of essential oils.
- Kirstie Leedham, Owner of Hello Maker, will guide you through the process while providing helpful tips and tricks to ensure your candle comes out perfectly. All materials will be provided and at the end of the class, you'll get to take home your very own homemade candle to enjoy or give as a thoughtful gift to someone special.

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

8. SCHOOL BOARDS UPDATES

– AMANDA BENTON, HOLLY GERRITS

River Heights

- River Heights and being at the locations and seeing the walls up
- We are excited to welcome London Bridge to the Thames Valley team as well as Middlesex with EarlyOn

Number of Kindergarten Classes

- We have 413 classes this year
- Next year we have 434 kindergarten classes which is an additional of 21 classes
- Right now, we are going through the surplus procedure where an ECE with a lower seniority will have the opportunity to move into a school with additional classrooms: well into June

Monthly Collaboration Meeting

- Our Thames Valley mental health lead will be working with our CMSMs at our next school board and CMSMs monthly collaboration meeting in June.
- We will be sharing Thames valley mental health strategies that have been developed by committee here and then we will be working with CMSMs to see how we can leverage our mental health strategies with Thames valley and CMSMs mental focuses, priorities and strategies to be able to support the whole community together.

9. FANSHAWE COLLEGE UPDATE

– JANET FOSTER

- No updates,

10. INFORMATION SHARING

Funding formula

- Expecting Guideline shortly but have not heard anything definitive yet
- As a Minister's group, we have not been called back to the table yet
- Lecce said that is going to announce something soon about wages that he is excited about

Next meeting date is Tuesday, June 27th 2023 .