



# LICENSED CHILD CARE NETWORK MEETING

(Virtual)

**Feb. 27, 2024 @ 9:30 a.m.**

## Land acknowledgement

### 1. A PATH TO PERMANENT RESIDENCY FOR RECES IN ONTARIO – JOAN BRODETH RABINO, VENUS RAMIREZ, KRISTINA GUERRERO

#### Elected Official Letter to Premier Doug Ford

- **Objective:**
  - To advocate specific PR stream for International ECE graduates in the OINP (Ontario Immigration Nominee Program).
  - To invite fellow ECE international students and graduates to advocate at a macro-level the importance of their economic contributions, and to create awareness to the provincial government of their rising number which can help solve the shortage of ECE educators in the province.
- Post graduate work permit – federal government is allowing graduates to work 3 years in Canada after graduation.
- Throughout the 3 years as a contributing member of the workforce, allows the ability to apply for PR.
- However, this is a challenge because of the high comprehensive ranking scores that international students need to get.

**Table 2**  
**Characteristics of child care workers and all other workers, 2016**

Characteristic	Early childhood educators and assistants	Home child care providers	Total, child care workers	All other workers
<b>Immigrant status</b>				
Non-immigrant	72.4	55.9	67.3	74.9
Immigrant	26.6	33.4	28.7	23.8
Non-permanent resident	1.0	10.7	4.0	1.3

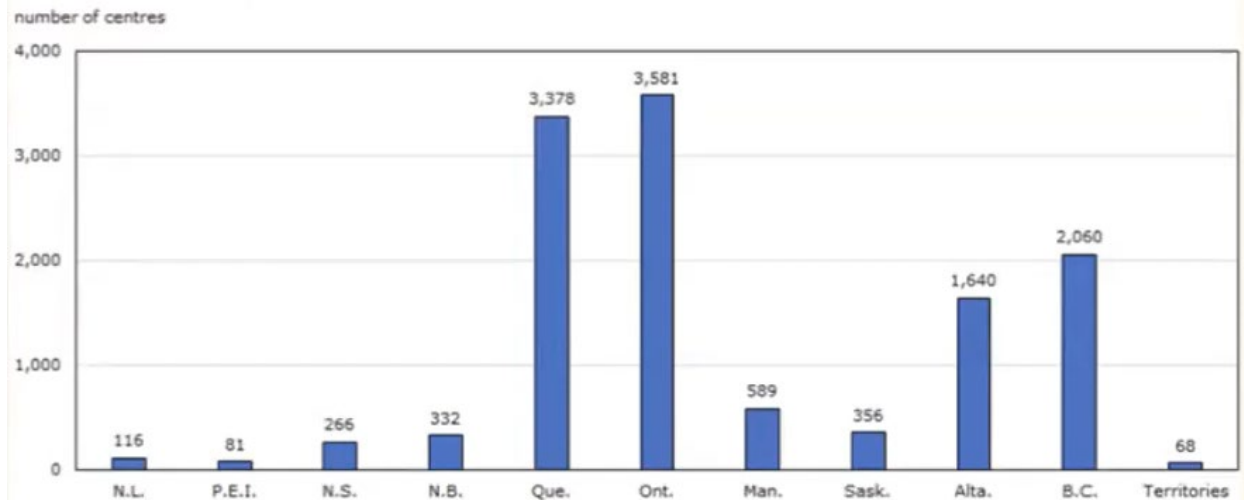
Source: StatisticsCanada

- This is data from 2016 however the boom of international students was around 2018 so this data doesn't reflect accurately.



- But for 2016, almost a third of the workers in child care sector are immigrants or non-permanent residents.

**Chart 1**  
**Child care centres by province and territory, Canada, April 2022**



Source: Statistics Canada, Canadian Survey on the Provision of Child Care Services, 2022.

- Quebec and Ontario have the highest number of child care centres (Ontario has 3,581, April 2022).
- You may have noticed that some of the workers are going to other provinces (BC, New Brunswick, Nova Scotia, Manitoba) These are some of the provinces that are known for ECE workers having a higher chance to become PR in Canada.
- In January 2023, there was published news from the Canadian Press – “Government officials estimate Ontario could be short 8,500 early childhood educators”.
- On Oct 12, 2023 – Minister Lecce shared to the public that they will be building nearly 2,900 spaces in the London-Middlesex area alone. So if they are building more spaces, they will need more ECE workers.
- Despite the need of ECE workers in Ontario, unfortunately Ontario doesn't have a specific PR stream to help those student/graduates to become PR.
- However, provinces like Manitoba, Nova Scotia, PEI have made specific immigration streams for ECE students/graduates to become PR.
  - Many of these graduates are taking a risk and moving to these provinces despite not knowing anyone to have a better chance to get the scores needed for PR.

### Conclusions/Learnings:

- Premier Ford has the power to influence policies as head of the government in the Ontario.
- Other provinces have specific PR streams for ECE (acknowledged massive demands for the profession), but not Ontario.
- Ontario has the greatest number of child care centres across Canada, and has a shortage of 8500 educators. London-Middlesex plans to erect additional 2900+ spaces.



- International graduates can contribute to the economic growth of the province through employment, taxes, and consumer spending. Fanshawe Collage has 80 level 1 domestic students and 54 level 1 international students for Fall 2023 enrolment alone.
- According to the 2016 census, approximately one-third of childcare workers in Canada are immigrants or non-permanent residents.

**Proposed Immigration Pathway:**

- Early childhood advocates serve as the backbone of the childcare system.
- In 2021, the federal government launched its Canada-Wide Early Learning and Child Care (CWELCC) Program.
- The Ontario government has committed to building 71,000 more childcare spaces.
- It is estimated that the province could be short of 8,500 ECEs by 2026.
- Wage concerns contribute to issues in recruitment and retention. However, other childcare providers have expressed about Ontario ECEs leaving the province due to immigration opportunities.

In 2022, Canada welcomed

**551,405** international students

(Hornstein, 2023)

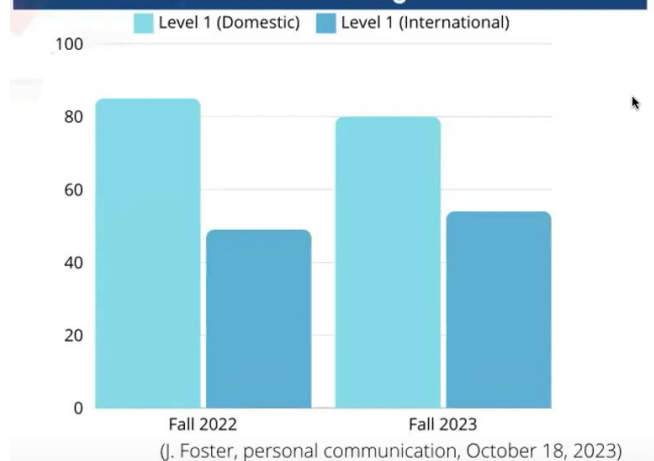
**Number of Study Permit Applications (Including Extensions) Approved and Refused by IRCC between January 1, 2022 and April 30, 2023**

**DLI 019361039982 – Fanshawe College**

Approval Rate (2022)	Refusal Rate (2022)	Approval Rate (Jan 1-Apr 30, 2023)	Refusal Rate (Jan 1-Apr 30, 2023)
55%	45%	62%	38%

(Study Permit Statistics | Meurrens Law, 2023)

**Number of International Students in ECE Program at Fanshawe College**



- We have a growing number of international students in the ECE program.
- But they are capping the number of international students by September, this might be a factor as to the prospective students in the future.



### **Benefits of an Immigration Pathway for ECEs:**

- Maintaining quality childcare services in Ontario
  - International ECE students possess comprehensive training that can enrich and diversify Ontario's childcare services, benefitting children and families. Their expertise can foster educator retention, ensuring a stable and experienced workforce.
- Promoting inclusivity and diversity
  - ECEs play a vital role in upholding the four pillars of early childhood learning.
  - A pathway for international ECE students is crucial in shaping future Canadian generations, embracing diverse backgrounds and cultures, and bridging the gap between child-rearing practices in Canada and those from their countries of origin.
- Addressing the looming educator shortage
  - International ECE students can help address the anticipated shortage of ECEs by 2026 with their 2 year educational and training program, theoretical knowledge, practical skills, and adaptability to diverse sociocultural practices in Canada.
- Boosting the province's economy
  - Hiring international ECE students can strengthen Ontario's development and boost the economy. This would create revenue for the province and lead to more career opportunities and economic growth, enhancing the workforce.

### **ECE Pathways in Other Provinces:**

- Prospective Registered ECEs may apply as a Skilled Worker via Express Entry.
- The employment opportunities for ECEs are highly sought after in provinces such as Manitoba, Nova Scotia, Prince Edward Island and the Yukon territory.
- Alberta, New Brunswick, Newfoundland and Labrador, and Manitoba all have their respective Provincial Nominee Programs (PNP) for ECEs.
- I will be focusing on the top 2 of where our ECEs are going: Alberta and B.C.

### **Alberta ECE Pathway:**

- If you are an RECE in Ontario, you can easily apply for certification in Alberta for no cost. Apply online, send diploma, proof that you are an RECE - you are automatically a level 3 ECE in Alberta.
  - If you are given a level 3 ECE, you can apply for childcare centres in Alberta. And once employment is obtained, you can apply for the Advantage Immigration Program (AIP). This is temporarily paused now since Feb. 15<sup>th</sup>. But they are still prioritizing ECEs.
  - AIP prioritizes PGWP holders who are graduates of an Alberta Advanced Education publicly funded post-secondary institution.



Early childhood professionals certified in another province are eligible for certification in Alberta. They do not require another formal assessment of educational credentials. The following table lists the equivalencies for certification in Alberta.

Alberta	Early Childhood Educator Level 1	Early Childhood Educator Level 2	Early Childhood Educator Level 3
British Columbia	Early Childhood Educator Assistant	Early Childhood Educator	Early Childhood Educator with Special Needs or Infant/Toddler
Manitoba	None	None	Early Childhood Educator II or III
Newfoundland/ Labrador	None	Level 1	Level 2, 3 or 4
Nova Scotia	Entry Level or Level 1 or School-Age Approval	None	Level 2 or 3
Ontario	None	None	Early Childhood Educator
Prince Edward Island	None	Early Childhood Program Staff	Early Childhood Supervisor
Saskatchewan	Early Childhood Educator I	Early Childhood Educator II	Early Childhood Educator III
Yukon Territory	Child Care Worker 1/1a	Child Care Worker 2/2a	Child Care Worker 3

(Government of Alberta, 2024)

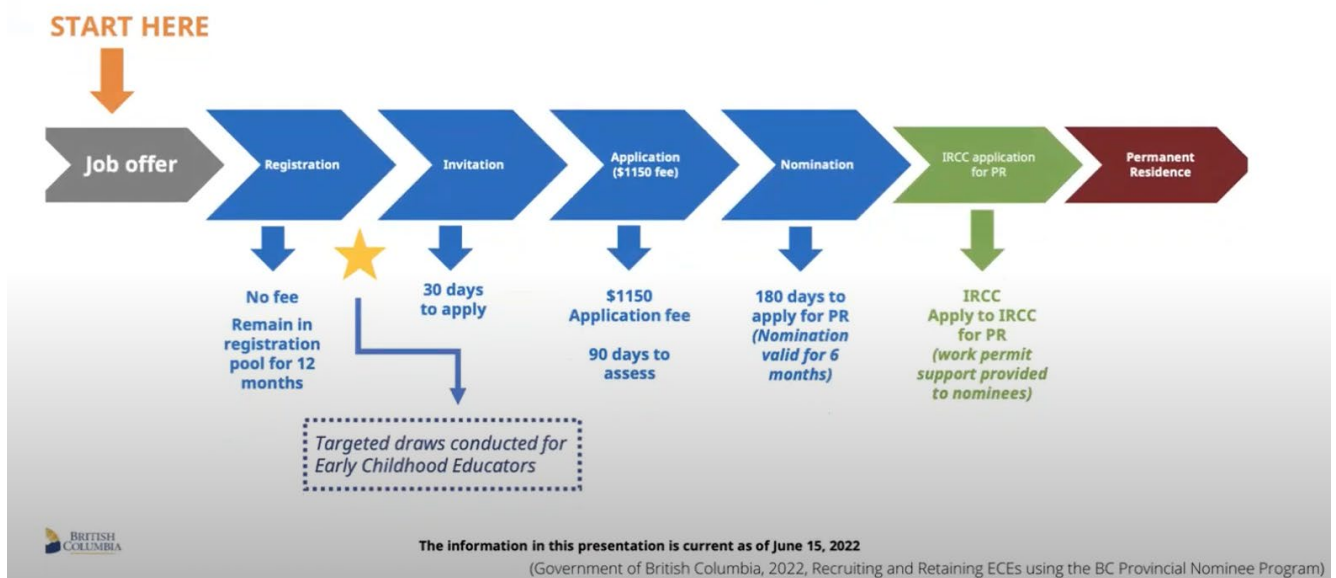
### **B.C. ECE Pathway:**

- Special pathways are given to health care professionals and early childhood educators under the BC PNP.
- Early childhood educators will receive a \$2 per hour raise starting January 2023, raising their salary to around \$28 per hour.
- Grants are given to ECEs holding an infant toddler educator or special needs amounting to \$2000 or \$3000 per year.
- B.C. Provincial Nominee Program - talks about supporting B.C.'s childcare workforce needs.
  - They have a targeted draw for their "Care Economy" and the professions are health care workers, veterinarians, and ECEs.
- This is very appealing for international ECEs as they are eligible to go to B.C. as long as they have the following requirements:
  - Indeterminate, full-time job offer with eligible employer
  - Qualified ECE



- Min. language proficiency of CLB 4
- Meet wage and income requirements.
- On January 31, B.C. updated their requirements for international student requirements.
  - Need to confirm work experience of 500 hours
  - Hours of work must be from within the 5 years before the application.
  - Thus, prospective students would consider going to B.C

## Skills Immigration Stream Process



- We have this in Ontario but the only difference is the targeted draw for ECEs in B.C.

### Letter to Hon. David Piccini

- He is Ontario's Minister of Labour, Immigration, Training & Skills Development.
- His office manages the Ontario Immigration Nomination Program (OINP).
- 2 months later, we got a reply:
  - In general, he redirected back to the OINP.
  - He acknowledged the challenges of ECEs and the temporary foreign workers.
  - Ontario has 9 streams, divided into 5 subsections (refer to image below)
    - The stream that would apply to ECEs are the Job-Offer Stream and Human Capital Stream
  - In Ontario, the draws for the foreign worker stream are targeted towards healthcare and tech sectors, not for ECEs.
  - Additionally, there are not a lot of international student streams.
  - For temporary foreign workers, there are 2 options; they leave the profession and go for the In-Demand Skills or stay in the profession but leave the province that has a targeted draw for ECEs.



Ministry of Labour,  
Immigration, Training and  
Skills Development

Ministère du Travail, de  
l'Immigration, de la Formation et du  
Développement des compétences



Office of the Minister

Bureau du ministre

400 University Avenue  
14<sup>th</sup> Floor  
Toronto ON M7A 1T7  
Tel: 416 326-7600

400, avenue University  
14<sup>e</sup> étage  
Toronto ON M7A 1T7  
Tél.: 416 326-7600

Kristina May Guerrero  
Fanshawe College  
[k\\_querrero@fanshaweonline.ca](mailto:k_querrero@fanshaweonline.ca)

Dear Ms. Guerrero:

Thank you for your letter regarding the challenges Early Childhood Educators (ECEs) are facing in Ontario. I appreciate the time you have taken to share your and your classmates' thoughts on how we can better support them.

The Ontario Immigrant Nominee Program (OINP) manages most of its streams through an [expression of interest system](#), which allows greater control over the types of individuals who apply and are then nominated. For example, the program conducts targeted draws to match the current job market, or to target people with job offers in critical sectors and occupations like ECEs, that support Ontario's economy.

Through the OINP, ECEs and assistants are eligible for several program streams including: the Employer Job Offer; Foreign Worker and International Student streams, as well as the Express Entry Human Capital Priorities and French-Speaking Skilled Worker streams. Individuals interested in these streams must first register an expression of interest, and throughout the year, the program conducts draws that will allow them to submit an application.

Our government also recognizes the demand for the OINP, which is why we are investing \$25 million over three years to improve and expand the program. An increased nomination allocation would allow Ontario to fill targeted labour market gaps across the province and drive overall economic growth. We continue to call on the federal government to allow Ontario to select a higher proportion of the people coming to our province.

We welcome all comments on the ministry's programs and will take you and your classmates' input into consideration as the OINP plans for 2024 and beyond. To stay updated on news, announcements and program developments, I invite you to continue to monitor the [program's updates webpage](#).

Thank you again for writing and for your interest in the OINP.

Sincerely,

David Piccini  
Minister of Labour, Immigration, Training and Skills Development

(Hon. David Piccini's reply via e-mail, January 25, 2024)

# ONTARIO'S 9 streams

- JOB-OFFER**
1. Foreign Worker Stream
  2. International Student
  3. In-Demand Skills

- EDUCATION**
4. Masters
  5. Doctorate

- BUSINESS**
6. Entrepreneur

- SKILLS & EXPERIENCE**
7. French-Speaking
  8. Skilled Trades

## 9. HUMAN CAPITAL STREAM

### What Piccini is proposing as our pathways:

#### Job-Offer Stream:

- **Foreign Worker Stream**
  - at least 1 year work experience
- **International Student Stream**
  - recent graduate with a job offer for a permanent position
- **The employer must sign the Employer form (not a sponsorship)**
- **Draws are usually targeted to Healthcare and Tech Sectors**
- **Most Recent General Draws:**
  - Foreign Worker stream
    - January 19, 2024
    - March 1, 2022
  - International Student stream
    - February 8, 2024
    - January 24, 2023



## Conclusion

- Establishing an immigration pathway for international ECE students within OINP's human capital stream seeks to strengthen Ontario's leadership in childcare education and acknowledge the valuable contributions of international students. This initiative aims to inspire aspiring professionals to pursue their careers, creating opportunities for their professional advancement and elevating the quality of childcare services.
- This collective research effort has provided us with insights into the importance of advocating for the rights of early childhood educators and acknowledging the potential value of international students pursuing ECE. It highlights the importance of voicing our concerns and emphasizing the vital contribution we provide.

## 2. ADVOCACY SUBCOMMITTEE - NIKKI NOURSE, JENNIFER MILLER

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- We met with Teresa Armstrong, MPP last year and brought up this concern of international students/RECE.
  - She announced that she wanted to put forth a bill about workforce.
- She has followed through and drafted a bill focusing on solutions for the ECE workforce shortage, not only in London but northern rural areas.
  - She is in the final stages in preparing the bill to proceed and using it for her private members' bill. She is submitting it in April and debating it in May.
- As part of that, we've been speaking about the international streams.
- Also, we spoke with her about 6 weeks ago and provided more information about what we are noticing.
  - She has taken that and wrote her own letter.
  - Just this week, submitted that letter about this specific issue to the Ministry of Education; Ministry of Labour, Immigration, Training and Skills Development; Ministry of Citizenship and Multi-culturalism.
- We are hoping to support Teresa in this bill so we have put together 3 surveys out Mar 1<sup>st</sup> with a 2 week turnaround:
  - Current International Students in ECE that are on temporary permits.
  - Current workforce that are on temporary work permits
  - Organizational Survey – how many temp workers, have you lost workers etc.
    - We want to get a sense of what's going on in London-Middlesex.
    - Please take the time to complete the survey but also speak to your educators and share with everyone applicable.
    - We really want to have great data to use to advocate and provide to Teresa.
    - If you have any questions, please reach out to Nikki Nourse or Jennifer Miller.
- Teresa wants to meet with the lovely individuals that presented today to do their presentation, tentatively on Mar. 8th, in person.
  - We are excited that they have this platform.
  - Its not just letters but we are seeing movement.





### 3. MUNICIPAL & PROVINCIAL UPDATES – ANNE RAE, LAURE ELDIK, KELLY SMITH

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#### **City of London:**

- We want to thank everyone for getting all the reporting for both year end and the beginning of the 2024 year to date submitted. We know this has been a very busy time and appreciate your diligence in reaching the deadlines. If there are items that are missing, Sontai will be reach out to you to follow up and our colleagues in Middlesex will do the same.
- Thank you to LCCN for providing the space to seek feedback on the renewed Service System Plan; we are finalizing the plan and it will be going to City of London/Middlesex County councils in March.
- Once endorsed by our councils, we will share out the final copy with the sector
- We've had several inquiries about workforce funding and want to share we've had no updates from the province on this or the funding formula to date. We are committed to sharing any info we can as soon as it is received.
- We thank you for your Emerging Issues budget submissions and are working through the details to support agencies in any manner we can. Stay tuned for an update on this and other funding that may be available to operators in the very near future.

#### **Update on OneHSN**

- OneHSN policy effective Mar. 1, 2024.
- It's aiming to address challenges faced by families, operators, the city, and the county.
- We are hoping through this policy and your support that we will be able to improve the efficiency and effectiveness of accessing child care in London and Middlesex.
- This will involve streamlining the child care registration process, assisting operators in effectively managing/updating the waitlist, tracking data, communicating with families more systematically, and ensuring data accuracies for comprehensive service system planning.
- We are aware that some use it regularly while others don't use it all or are new to it.
- The OneHSN platform has a lot of resources, tools, technical support to help guide you through this process.
  - The resources are available in English and French and we have training sessions scheduled. Recordings will be posted on the website.
  - They also have a support email that you can contact. They will respond and help you step by step. And we are here for any questions, please connect with us.
- Thank you for listening, we need your support as we can't do it without you. When we all use the system, it becomes easier to use and more manageable. For this to be successful, it requires compliance, and we will be monitoring this.
- The system will be better to serve our families in London and Middlesex.

#### **Middlesex County**

- We are finalizing the Middlesex portion of the child care and early years service plan. This will go to council early March.
- We will share with everyone once this has been approved.
- OneHSN training – we had 2 sessions already. Some great information and the support team at OneHSN has been really helpful and they responds immediately to any questions or concerns.
- Effective Mar. 1<sup>st</sup> – we do want all child care operators to be on the system so we can track data and help those families out.
- Any reports and deadlines, we really appreciate you getting them out on time. I will be following up for anything outstanding.



- We understand if there's a delay in getting your submissions on time as there's been plenty of reporting due.
- Thank you for all your work that you do!

#### 4. MARKETING SUBCOMMITTEE UPDATE – DIANE GORDON

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- Our campaign performance summary for the period of Jan. 4-Feb. 26.
- Digital campaign (Google Ads, TikTok, Facebook, Instagram) – total of 3,530 new users to the website, contributing to 84% of all website traffic.
- We achieved 33 potential leads, 16 contacts through the form submissions, 17 external link clicks to college and university programs by driving relevant users to the website who are interested in becoming ECEs.
- Google search campaigns were the primary driver for potential leads – achieving 22 out of the 33 that we have received so far.
- TikTok campaigns are excelling in driving ECE awareness.
  - The videos have been viewed 861,643 times.
- We launched the Facebook and Instagram halfway through the February and achieved 5 conversions since launch.

#### 5. SCHOOL BOARD UPDATES – RACHELLE MORISSETTE, CSC PROVIDENCE

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- I am replacing Julie as she is on leave now.
- Last update, I mentioned that we are in the process of kindergarten registration right now.
- We did have our open house and we are planning out 'Mini Départ' program.
  - It's a program that we do for families and children that are enrolled and helping with the transition with kindergarten.
  - They come to school for a week, for 2 hrs a morning, usually in May or June
  - Mini camp – where they come in August for half a day
  - We do have post cards with QR codes to register.
    - If you would like to have these post cards, please reach out to Rachelle Morissette: [morirach@cscprovidence.ca](mailto:morirach@cscprovidence.ca)
- Family orientation session in the spring.
- CSC Providence is a French Catholic school board but French speaking or being Catholic is not a mandated criteria to attend our schools.

#### 6. MIDDLESEX-LONDON HEALTH UNIT- EARLY YEARS TEAM UPDATE - HEATHER BYWATERS

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- We have had lots of change. Our team of 9 people is now just me and the other nurses are dispersed throughout the health units, so we are trying to figure out what is the capacity of one nurse to do the work that needs to be done.
- If you have any health-related questions, please contact [Heather.Bywaters@mlhu.on.ca](mailto:Heather.Bywaters@mlhu.on.ca)



**Newsletter:**

- If you or your staff haven't done so already, please sign up for our Early Years newsletter:
  - <https://www.healthunit.com/hcp-alerts-and-updates>
  - There are a lot of changes going on and we want to keep you up to date

**Infectious Disease update:**

- we do have chicken pox going around the community and a reminder that it is a reportable disease to the health unit.
- Respiratory season – the numbers are looking pretty good for COVID, flu and RSV.
- A reminder that the health unit does not offer TB testing.
  - Unless we were following you as someone who has TB
  - It not a requirement for employment any longer, as we don't have a lot of it our in the community.
  - So if you require this out of your staff that is a cost at a private lab.
- Measles – there was a press release last week. We have 4 cases in Ontario. There's 10,000s of cases around the world which is unusual and so we're fairly concerned about that.
  - Travel warning for those with young babies or if you are not vaccinated,
  - Typically, children don't receive their MMR vaccine until they are 12 months of age. But there is now suggestion that if they are travelling, they can get their first dose at 6 months, another dose after 12 months, then another dose between 4-6 years of age.
    - This is most likely temporary but not sure how long this will be in place.
  - Part of the reason is international travel as not all countries have access to free vaccines that we have.
  - Since COVID, there are vaccine fatigue. Because of the lockdown people got behind in vaccinating their children.
  - Also, there are always people saying that vaccines are not safe which is definitely not true, so we see vaccine hesitancy. Which puts our vulnerable and babies at risk.

**Immunization clinic:**

- At the health unit, we are only seeing those that do not have a health card, who don't have family doctors, or young people that are playing catch-up for those vaccines needed in Grade 7&8.

**Toxic drug supply in Ontario**

- there have been new drugs entering into the mix that are designed for large animals.
- They are not opioids and thus Naloxone does not help with these new drugs.

**7. FANSHAWE COLLEGE UPDATE – JANET FOSTER**

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- So proud of our graduates and I know how passionate they are. They also did our open house last year and you could see the passion they had when talking to potential students.
- There's not much to update, we are coming off our interim week.



- We have nothing to report about the decrease of international students.
  - Unofficially, I have heard that maybe the numbers will be announced this month in Ontario.
  - Unofficially, have also heard In colleges they will see where the need is for international students to be. So nothing official yet.
  - Going forward our may intake will be full but September, we do not know.
- Open house is March 23<sup>rd</sup> – please let anyone know if they are interested in ECE to visit.

## 8. ALL KIDS BELONG UPDATE – LEE-ANNE CROSS

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- Our Just Breathe Mindfulness Project funded by the Community Services Recovery Fund is going well. We've completed two of the three training sessions, and this round of training will wrap up the first week in March. Response has surpassed our expectations, and we've been really pleased with how engaged participants have been. We plan to run another round of training in the spring; stay tuned for dates.
- We have received wonderful news from the City of London, with an increase to our base funding. The increase will allow us to provide Program Assistant funds to the level provided in 2023. In 2023 we were able to provide significantly more PA supports than originally budgeted for due to the receipt of one-time funding. That increased amount is now included in our base funding, which will allow us to look at stabilizing that aspect of our program. We are proceeding thoughtfully to ensure that we develop a plan that maximizes use of hours while providing more certainty to the community, such as things like longer contract periods. Lee-Anne is working with the AKB team and our Advisory Committee to review our plan and provide feedback.
- In more good news, the increase in funding will also enable us to hire an additional Resource Consultant. This will enable us to lower caseloads a bit, and to meet the needs of new programs. We will review our current program assignments to ensure that we balance caseloads and look at efficiencies of travel, etc.
- The funding also enables us to hire an additional Enhancement Facilitator. This role will provide additional “hands on” supports in programs, additional coaching and mentoring in programs, and opportunities to support Resource Consultants by assisting actively with follow through of strategies and observations. We found it extremely helpful to have an additional Enhancement Facilitator for part of 2023, and we look forward to providing the additional supports to the community.
- This increased funding is very welcome news. We thank our representatives with the City of London for listening to community needs, being an incredible support to AKB as well as a strong advocate for children with special needs.



## 9. STRIVE UPDATE – KAYLA BARTLETT

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- Allie is now on maternity leave; her baby was born the beginning of Feb., and I will be interim manager until she returns next year. And we have Luka Wood joining as our new professional learning lead as well.
- We are working to build the calendar and get professional learning going for the year.
- New strategic plan did go live this month and can be found on the website.
  - We will be mailing out a one-page version as well for all organizations that need to be aware.
- Since the fall, we have launched a suggestion box on our [events page](#). So if there are any facilitators or topics you want to be seeing, please submit a suggestion through that box.

### [BEYOND THE BELL: BUILDING CONNECTIONS IN SHARED SPACES](#)

- Wednesday, February 28, 2024
- 6:30 p.m. - 8:00 p.m.
- Zoom

### [STRESS AND BURNOUT RECOVERY SERIES WITH MINAA B.](#)

- Part 3 - Tuesday, March 5, 2024
- 7:30 p.m.
- Zoom

### [MAKING CENTS OF YOUR FOOD BUDGET](#)

- Thursday, March 7, 2024
- 6:30 p.m. - 8:00 p.m.
- Zoom

### [MOVIE NIGHT: GRATITUDE REVEALED](#)

- Monday, March 18, 2024
- 6:30 p.m. - 8:30 p.m.
- Strive - 265 Maitland Street, London, ON, N6B 2Y3

### [CONNECTIONS WITH CLAY: INSPIRING EDUCATORS IN THE EARLY YEARS \(MIDDLESEX\)](#)

- Monday, March 25, 2024
- 6:30 p.m. - 8:00 p.m.
- Komoka Community Centre Meeting Room
- 133 Queen Street, Komoka, ON, N0L 1R0

### [FUNDAMENTALS OF EXCEL](#)

- Wednesday, March 27, 2024
- 1:00 p.m. - 2:30 p.m.
- Zoom



## 10. INFORMATION SHARING

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### **Solar Eclipse Day**

What information/strategies are you giving out to their families with the awareness and safety for their families and children? The school boards have decided to close that day.

MLHU:

- We are still hoping for some guidance from the province. It seems the province is looking at it as a mass gathering and the sharing of infectious diseases. That seems to be the focus right now. But will share information as we receive it.
  
  - Do an indoor dismissal so we would dismiss the children from inside and release them directly to the parents and it's the parents' responsibilities to get them to the car.
  - Operating PA day programs for that day, looking at spaces that do not have windows. Possibly looking to adjust licensed spaces to accommodate that.
  - Adjusting staffing schedules so we don't have staff coming or leaving during those peak times.
  - Possibly have additional staff on site so that children in the school age PA programs don't use the buddy system to go to the bathrooms. That way there will be staff with them at all times.
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**Next meeting is Tuesday, Mar. 26, 2024, at 9:30am.**