

# Childcare Advisory Committee

## Report

3rd Meeting of the Childcare Advisory Committee  
November 6, 2018  
Committee Room #4

Attendance                   PRESENT:               D. Gordon(Chair), T. Blaney, S. Carter, B. Jackson, J. Keens, S. McKee, J. RInker; and P. Shack(Committee Secretary)  
ALSO PRESENT:   A. Benton, L. Cross, J. Frederick, H. Gerrits and A. Rae

The meeting was called to order at 1:40 PM.

### 1. Call to Order

#### 1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

### 2. Scheduled Items

None.

### 3. Consent

#### 3.1 2nd Report of the Childcare Advisory Committee

That it BE NOTED that the 2nd Report of the Childcare Advisory Committee, from its meeting held on April 10, 2018, was received.

#### 3.2 Municipal Council Resolution from its meeting held on May 8, 2018 with respect to the 2nd Report of the Childcare Advisory Committee

That it BE NOTED that the Municipal Council resolution, from its meeting held on May 8, 2018, with respect to the 2nd report of the Childcare Advisory Committee, was received.

### 4. Sub-Committees and Working Groups

#### 4.1 2019 Work Plan

That it BE NOTED that the Childcare Advisory Committee held a general discussion with respect to the 2019 Work plan.

#### 4.2 Adopt a Councillor 2018-2019

That it BE NOTED that the Child Care Advisory Committee (CCAC) held a general discussion with respect to updating the information packages for new councillors for the Adopt a Councillor/Trustee program; it being noted that the Committee Secretary will forward the names to the CCAC when information is available.

## **5. Items for Discussion**

### **5.1 City of London Update-A. Rae**

That it BE NOTED that the attached, Child Subsidy Application and Placement Statistics, and Licensed Spaced and Vacancies at City of London Child Care Subsidy Sites Statistics from A. Rae, Manager, Childrens Services, were received.

### **5.2 Thames Valley District School Board Update-H. Gerrits**

That it BE NOTED that the attached report, submitted by H. Gerrits, Thames Valley District School Board (TVDSB), with respect to TVDSB updates, was received.

### **5.3 London District Catholic School Board Update-D. Gordon**

That it BE NOTED that the attached report from A. Benton, London District Catholic School Board (LDCSB), with respect to the LDCSB updates, was received.

### **5.4 Licensed Child Care Network Update-B. Jackson**

That it BE NOTED that the attached report submitted by B. Jackson with respect to the Licensed Child Care Network, was received.

### **5.5 Services for Special Needs Update-L. Cross**

That it BE NOTED that the attached report submitted by L. Cross, with respect to services for children with special needs, was received.

### **5.6 Indigenous-led Child Care and Family Centres Update-J. Keens**

That it BE NOTED that the attached report submitted by J. Keens , with respect to Indigenous-led Child Care and Family Centres, was received.

### **5.7 2018 Work Plan Review**

That it BE NOTED that the Childcare Advisory Committee (CCAC) held a general discussion with respect to their 2017 and 2018 Workplan.

### **5.8 Membership Review**

That it BE NOTED that the Child Care Advisory Committee held a general discussion with respect to the review of the membership.

## **6. Deferred Matters/Additional Business**

None.

## **7. Adjournment**

The meeting adjourned at 3:10 PM.

### Licensed Spaces and Vacancies as Reported - City of London Child Care Subsidy Sites

\*From September onwards, changes in the children's age categories took place.

	Infant		Toddler		Presch		Kindergarten/Primary-Junior/Junior SA			Totals		Totals			
	L	V	% Use	L	V	% Use	L	V	% Use	L	V	% Use	% Use		
Jan 2018	535	45	91.6%	1,270	139	89.1%	2,798	196	93.0%	7,095	1,618	77.2%	11,698	1,998	82.9%
Feb 2018	535	25	95.3%	1,270	100	92.1%	2,750	170	93.8%	7,095	1,625	77.1%	11,650	1,920	83.5%
Mar 2018	535	29	94.6%	1,270	88	93.1%	2,750	194	92.9%	7,095	1,455	79.5%	11,650	1,766	84.8%
Apr 2018	535	22	95.9%	1,270	81	93.6%	2,742	98	96.4%	7,108	1,518	78.6%	11,655	1,719	85.3%
May 2018	535	23	95.7%	1,270	74	94.2%	2,742	70	97.4%	7,108	1,564	78.0%	11,655	1,731	85.1%
Jun 2018	535	27	95.0%	1,270	90	93.0%	2,742	105	96.2%	7,108	1,567	78.0%	11,655	1,788	84.7%
Jul 2018	535	30	94.4%	1,270	105	91.7%	2,742	140	94.9%	7,108	1,570	77.9%	11,655	1,845	84.2%
Aug 2018	535	31	94.2%	1,270	120	90.6%	2,742	172	93.7%	7,108	942	86.7%	11,655	1,265	89.1%
Sep 2018	535	22	95.9%	1,270	116	90.9%	2,747	248	91.0%	7,108	936	86.8%	11,655	1,322	88.7%

\* Data not available. Used averages.

\*\* The reason found for these outliers is that LSAP for both English and French does not have vacancy data in the report. I have added 700 vacancies to normalize it in both 2017 & 2018

**2018 Child Subsidy Application and Placement Stats**

	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Average
# paid child placements	3,135	3,125	3,232	3,228	3,141	3,193	3,137	3,049	3,045				3,143
# of applications	146	100	116	128	137	121	150	184	243				147
# of ineligible applications	18	21	26	28	27	37	35	37	27				28
% ineligible	12.3%	21.0%	22.4%	21.9%	19.7%	30.6%	23.3%	20.1%	11.1%				19.3%
# of children on wait list...beginning of month	164	189	180	206	226	185	198	205	261	414			223
# of wait list placements	87	128	93	137	136	126	252	183	0				132
OW Placements into DNA due to Earnings or OSAP	5	1	0	0	4	3	13	3	0				3
Emergency Placements due to Professional Referrals for immediate care	4	0	1	0	2	0	3	0	7				2

**City of London Child Care Advisory Committee**

**TVDSB Report**

**November 6, 2018**

**1. September 2018:**

**400 Kindergarten classes, 2 without ECEs (below 15 children)**

**36 K2/Grade 1 classes**

**September 2017:**

**386 Kindergarten classes**

**11 K2/Grade 1 classes**

**2. 119 of 132 elementary schools have before and after school programs**

**Plus 3 schools who have before and after school care provided at a neighbouring schools (Davenport to McGregor, Northdale to River Heights, Mosa to Eckoe)**

**3. 5 Capital Projects:**

**All waiting approval to proceed from the Ministry of Education**

**a. Aldborough (Rodney)**

**Child Care Centre – 10 infants, 15 toddlers, 24 preschoolers (Dutton Child Care)**

**EarlyON Child and Family Centre (Community Living Elgin)**

**b. River Heights (Dorchester)**

**Child Care Centre – 10 infants, 30 toddlers, 48 preschoolers (Call for Submissions process)**

**EarlyON Child and Family Centre**

**c. Algonquin (Woodstock)**

**Expansion of existing child care centre – 10 infants, 24 preschoolers (Good Beginnings Child Care)**

**d. Harrisfield (Woodstock)**

**Child Care Centre – 10 infants, 15 toddlers, 24 preschoolers (Oxford Community Child Care)**

**e. New SE London School**

**Child Care Centre – 10 infants, 30 toddlers, 48 preschoolers (Call for Submissions)**

**4. TVDSB initiating a new on-line pre-registration process for families newly registering.**

**6 schools piloting the process November and December. Kindergarten to Grade 8 on-**

line pre-registration beginning January. Kindergarten registration dates will be January 21 – February 8, 2019. Before and after school survey will be embedded in the on-line registration process. Upon completion of the on-line pre-registration families will receive an email confirming their information and indicating their need to visit the school in person to show the appropriate documentation. If families indicated interest in before and after school care, their confirmation email will direct them to the OneList.

## **5. Early Years Leadership Strategy – Ministry of Education**

Boards' Early Years Lead to develop and implement an annual early years plan through collaboration, consultation and joint decision-making with the CMSMs. LDCSB, TVDSB and all CMSMs developed a shared plan submitted to the Ministry October 31, 2018.

Our collective action plan was developed within the Ministry's 3 priority areas:

- a. **CMSM and Community Partner Engagement – We will use data (EDI, EYE@K etc.) to inform our collective decision making to enhance child care and early years planning in an increased intentional way.**
- b. **Developing a Shared Culture in Schools – Analyze and assess 4 school sites where seamless integration occurs among before and after school care, EarlyON, Kindergarten and Grade 1.**
- c. **Early Years Professional Learning – A research and assessment source will develop metrics to measure the impact and outcomes of collaborative professional learning opportunities that have occurred over the past 2 school years. What are the gaps? Who are the existing professional learning levers that may offer their expertise and resources?**

## **6. TVDSB's Strategic Plan**

## **7. TVDSB's Operational Plan**

## 5.3

London District Catholic School Board Report

London Child Care Advisory Committee

Provided by: Amanda Benton RECE, Early Years Support Specialist

Submitted: November 7, 2018

Kindergarten Capacities:

School Year	Number of JK/SK Classrooms
2017-2018	110
2018-2019	122

School Year	Number of K1 (JK)	Number of K2 (SK)
2018-2019	1061	1036

\*London schools only

27 schools located in London provide the extended day program through 3<sup>rd</sup> party providers.

Capital Projects:

Blessed Sacrament has been previously approved to be extended in offering a child care facility to be operated by the YMCA, and an EarlyON Family Centre which will be led by Childreach. Given the recent change in provincial government leadership, this project has been temporarily put on hold as we are waiting on direction from the Ontario government.

LDCSB worked in collaboration with the TVDSB and CMSMs in completing the School Board Early Years Leadership Strategy which has been submitted to the Ministry of Education. Both boards are dedicated to working together and supporting each other in early years initiatives and research in order to better inform our practice of collaborating with community partners, developing shared culture in schools and early years professional learning.



## Child Care Advisory Committee Report

November 6, 2018

The Licensed Child Care Network continues to meet the last Tuesday morning of each month. We have observed our committee steadily growing with the increased need for collaboration and networking amongst early years leaders in our community.

The marketing and advocacy subcommittees have joined forces to embark on a marketing campaign for the attraction and retention of RECEs in London and Middlesex. Many local organizations have been struggling to retain and recruit qualified educators to meet the required ratios in licensed child care. LCCN has heard this is a concern in our profession around the province of Ontario. This combined special committee interviewed marketing companies and decided to work with adHome for this project.

adHome has experience working with the child care sector and the committee felt they listened to the demands our profession is facing. The subcommittee has been working on the creative brief with adHome and will be meeting next week to review the storyboard. LCCN hopes to create an emotional campaign that will draw candidates with the appropriate skills into the early childhood education profession. LCCN recommended a video or series of videos to relay this message to the target audience. The target audience will include high school students, parents of students choosing career paths, guidance counselors, college students, pre-service educators, candidates seeking second career options, educators currently working in the profession, and the general public. adHome agreed a video series would be effective and also suggested ads for movie theatres, bus shelters and educational print material to guide professionals working in career services with students.

LCCN owes a huge thank you to the City of London for the funding of \$150,000 for this important and necessary work. Our Indigenous partners have been invited to the table as they are facing the same issues with attraction and retention of qualified educators in their early learning communities. Location shoots for the videos are currently being discussed and will include up to three or four locations. LCCN's intention is to be inclusive of all forms of licensed child care in London and Middlesex, including centre-based, Indigenous programs, school age programs and home-based child care.

In addition to this important work, LCCN has been discussing the changes with Bill 148 as it relates to expectations for employers. The larger group also shares information regarding legislative requirements for licensed child care operators. Policies and conversations are shared between large multi-site operators and smaller single-site operators to ensure there is support for





the broader child care community. Many licensed programs can be isolated so LCCN works to ensure all types of programs have the opportunity to share their voice and ask questions.

Committee report updates include Strive’s professional learning opportunities for early years professionals, All Kids Belong special needs resourcing updates for licensed programs, Family Info’s website updates, and an information sharing session. LCCN is a platform for operators and early learning professionals to seek support and offer a variety of perspectives and expertise to better serve the children and families of London and Middlesex.



### **All Kids Belong Updates November 2018**

So far in 2018 our Resource Consultants have served over 550 children (unique client count) in London-Middlesex, and caseloads continue to grow steadily. On an ongoing basis, our Resource Consultants facilitate the development of Family Service Plans, and provide strategies to Classroom Educators to help them to build their capacity to include children with special needs in their programs. In order to strengthen our ability to complete these tasks, the Resource Consultants recently participated in Solution Focused Coaching training. Solution Focused Coaching is used by many children's treatment centres in Ontario. This approach is family-centred, goal-oriented and focused on the positive. We believe this approach will be a great addition to how we work with centres and families.

Our Resource Consultants continue to provide workshops to individual child care programs on request; so far this year over 20 different topics related to the special needs of children have been presented. We have been building our expertise in the areas of Circle of Security (promoting strong attachments and relationships) and Mindfulness (which can assist with development of self-regulation.) With funding from the City of London, and in partnership with Strive, we were recently able to present a full day community workshop, "Tool Time," that provided practical strategies and ideas based in play therapy that attracted over 100 participants. In addition to being a wonderful opportunity for the community, it was also the first time we have formally partnered with Strive. We have continued our discussions about how AKB and Strive can work together to share expertise and serve our community, and look forward to continued collaboration.

All Kids Belong has placed a special focus on "hands on" in-classroom supports (commonly known as Program Assistant hours) this year as we know this type of support is a high priority for the community. We were able to devote resources to more fully understanding the needs of community child care programs, and to investigating program models utilized by other special needs resource providing programs. We have learned that the needs related to in-classroom supports are complex. Programs feel the need for additional staff in the classroom, but sometimes even with the availability of funding to provide Program Assistant hours, challenges related to recruitment and retention prevent centres from being able to effectively use funding. We learned that other communities are facing similar challenges, and none have found an ideal model. As we continue to pursue answers, and to work with community committees on system-wide issues such as the ECE shortage, we are improving our processes to create efficiencies and to enable centres to more easily communicate their needs to us, and to formalize some processes to ensure that available Program Assistant funding is allocated in a consistent and equitable way.

Respectfully submitted by Lee-Anne Cross, Program Manager All Kids Belong

## **Indigenous-Led Family Centres Update**

**November 6, 2018**

### **Brief Recap:**

- The Province of Ontario recently announced 3.7 M for the construction and operation of an Indigenous-led Child and Family Centre in London.
- In addition, Province of Ontario announced just over \$100,000 for culturally safe spaces across London and Middlesex through the Journey Together initiative.
- The Journey Together initiative is a response to the Truth and Reconciliation calls to action.
- The hope is to have the Child and Family Centre built by the end of 2019.

### **Recent News:**

- Culturally Safe Spaces Training is planned for this fall
- At a recent Licensed Child Care Network (LCCN) meeting, Adrienne Small Specialist II, Municipal Policy with the City of London, advised the group that at this point the land or operator for the Family Centre has not been determined
- The Journey Together group has identified a shortage of qualified ECE's to fill the anticipated positions required to operate the Indigenous-Led Family Centre. The group is seeking a representative to join the upcoming meeting along with the LCCN at adHOME Creative to prepare a marketing campaign to recruit and retain educators. This marketing campaign was initiated by LCCN and has been funded by the City. This individual from Journey Together would represent the perspective of the indigenous communities.

# The Journey Together

Reported on April 10, 2018

- The Province of Ontario recently announced 3.7 M for the construction and operation of an Indigenous-led Child and Family Centre in London.
- In addition, Province of Ontario announced just over \$100,000 for culturally safe spaces across London and Middlesex through the Journey Together initiative.
- The Journey Together initiative is a response to the Truth and Reconciliation calls to action.
- The Journey Together identifies developing culturally appropriate early childhood education for Indigenous families as a way to address these calls to action.
- To support this process we have been engaging with Indigenous families to understand the challenges they face.
- We heard that access to quality, Indigenous-led programming that supports families with young children is critical.
- In addition to quality early years programming, we heard that families want culturally relevant programming.
- We heard that families:
  - Want to learn their language and culture together with their children
  - Want a place where all Nations were welcomed
  - Want a place to call their own
- We are in the early days of planning and our next step is to find a location for the Child and Family Centre in London.
- We hope to have the Child and Family Centre built by the end of 2019.
- As part of the Journey Together planning we have also submitted a request for an 88 space Indigenous-led licensed child care centre that will be integrated with the Child and Family centre
- A Request for Proposals will be posted on the City website on Bids&Tenders for interested and qualified organizations to make a submission.
- A panel will review the submission using criteria developed by members of the planning Committee. The panel will include members of the Planning Committee, a caregiver from the community, potentially an elder and City of London staff.
- Following this review, those submission that meet the criteria will be invited to complete a more detailed RFP
- We will continue to plan and engage with families throughout this process.

Updated April 5, 2018