



An Eye on Early Learning and Child Care in Manitoba

Summer 2010

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Family Choices Moves Forward

Now in the third year of Manitoba's Five Year Agenda for Early Learning and Child Care, the province continues to strengthen and expand Manitoba's child care system.

In announcements for Budget 2010, Manitoba made a commitment to create a pension plan for child care. The first province wide plan outside of Quebec, the pension plan will be launched this fall to retain a strong early learning and child care workforce.



Capital Projects Announcement: Diane Hale, Premier Selinger and Minister Mackintosh at Rainbow Day Nursery.

An additional 650 child care spaces will be funded in 2010/2011 bringing the province closer to the target of funding 6,500 spaces by 2013. With 2,350 spaces approved for funding in 2008 and 500 in 2009, the number of funded spaces will now total 3,500 since the launch of the five-year agenda.

This year Manitoba is also investing in the construction of 8 new child care centres located across the province. With the addition of these new centres, the province is already funding the construction of 29 centres now in various stages of development. By the end of Family Choices, the province plans to invest in 35 new child care centres.

Other Family Choices projects or programs are now in place or about to start. Quality initiatives, including the curriculum framework and inclusion policies, are well underway. Infant and preschool environment ratings scales to enhance program quality continue to be well-received by centres. On May 1, 2010, The Child Care Safety Charter became law. For the first time, early childhood educators (ECE) IIs can apply for a \$350 annual training grant to help them upgrade their education and skills.

As you read, you will see Manitoba examples of quality practices and stimulating learning environments. Individual child care professionals, who have shown strong leadership and skills, will also be recognized for their important roles in maintaining and enhancing quality child care. As we all know, quality does not just happen. Quality child care is the result of education, commitment and lifelong learning.





Highlights From the Family Choices Building Fund

Stonewall Children's Centre

Stonewall Children's Centre was located in the basement of a local church for 30 years. The facility was no longer meeting the needs of the centre and more space was required. In 2003, centre director Janet Goodman, along with the centre's board members, set out to relocate and expand their centre. Partnering with the Town of Stonewall and the local Scouts organization, they secured a site and the fundraising and development began.

The new centre held its grand opening September 17, 2009. It is located on three residential lots, adjacent to a public playground and Stonewall's Recreation Centre and sports fields. It has been designed to fit beautifully in the neighbourhood. Careful thought and planning ensured that the design promoted children's independence with fixtures at their height and lots of windows framing interesting views of the world outside. Their partnership with the Scouts resulted in a large multipurpose room that is used for child care during the day and Scout activities in the evenings. Their outdoor play area is a natural space among some lovely oak trees with a large sand area for play. Congratulations to Stonewall Children's Centre on their relocation and expansion.

River Avenue Co-operative Day Nursery Inc.

River Avenue Co-operative Day Nursery Inc. has been providing quality and flexible child care to the community for over 30 years.

The centre director and the building committee raised funds and planned this relocation project for nearly 10 years. One of the challenges was to find a location in their area that would allow them to continue to serve the community. Working closely with the City of Winnipeg, an appropriate site was secured. In February 2008, a groundbreaking ceremony was held at 127 Bell Avenue and the construction was officially underway.

The new centre opened November 17, 2008. It has a playful design with lots of high windows to capture the natural light and low circular windows that allow children to connect with the outside world. The 4,500 square foot building is energy efficient and includes many environmentally friendly design features.

The outdoor play area creates a natural oasis in the middle of the city. Many of the existing trees were saved to provide shade. All our best wishes go to River Avenue Co-operative Day Nursery on their recent relocation and expansion.

MCCP Staff Changes

On February 16, 2010, **Michelle Carman** joined the Qualifications team as a full-time staff member. Michelle has extensive child care experience working with children from birth to school age. Most recently, she was employed at Villa Rosa Parent Child Centre where she worked with infants and their parents.

On December 1, 2009, **Donna Grainger** and **Carol Gardiner**, child care co-ordinators from Westman and Central regions, accepted term positions as safety specialists. They have been busy delivering safety charter orientation workshops and reviewing provider safety plans and codes of conduct.

With the retirement of **Dianne Anderson** in March 2009, **Fereshteh Daneshfar** accepted the position of office manager/financial analyst. Since 1993, Fereshteh has worked in the accounting sections of several government departments.

Robyn McEvoy joined the quality enhancement team by taking a term position as a quality enhancement specialist. She has been mentoring centres as they learn about the curriculum framework.

In February 2010, **Rosemary Woodby** left the civil service when she accepted a position at Red River College in the Princess Street Campus library.



Hiring Temporary Foreign Workers Trained as Early Childhood Educators

Some centres have recruited temporary foreign workers, trained as early childhood educators, to fill staff vacancies. A temporary foreign worker (TFW), also known as a temporary resident, is a person who can legally work in Canada because they have a temporary work permit. To understand the steps required in hiring TFWs, centre staff should visit www2.immigratemanitoba.com/browse/employers/employers-tfw.html

A TFW may hold an employer-specific work permit that allows them to work only for the employer listed on it, or they may have an open work permit that allows them to work for any employer in Canada. For more information, go to www.cic.gc.ca.

All temporary work permits have expiry dates. To continue working beyond the expiry date, a TFW in Manitoba must apply to Human Resources Development Canada to renew their work permit before the date, either with a new Labour Market Opinion (LMO) or a Manitoba Provincial Nominee Program (MPNP) work permit support letter. For more information on this process, go to www.hrsdc.gc.ca or www2.immigratemanitoba.com/browse/howtoimmigrate/pnp/pnp-employerdirect.html

For general information, contact Manitoba Labour and Immigration at www.immigratemanitoba.com or call Larry DeBlaere at 945-4404.

Childcare - Family Access Network

Langruth Playground Dedication

The Lakeview Children's Centre in Langruth dedicated their newly renovated playground, in Master Corporal Timothy Wilson's memory, on September 15, 2009. Parents, children, local residents and representatives of the child care community gathered for the official plaque unveiling on the play structure and christening the ship, the "LCC Timothy."

The late Timothy Wilson, the son of Jane Wilson, founding executive director of Lakeview Children's Centre and Childcare Family Access Network (CFAN), died in Afghanistan in March 2006.

With approximately \$4,500 donated in his honour, the centre built a pirate ship play structure, a tree stand and kitchen area play structure, a bridge and rock garden. Tree stumps and a balance beam were also added. Parents and community residents donated their labour to create a natural playground with green space for physical activity and outdoor education.

Lakeview is one of six child care centres operated by CFAN with other centres located in Plumias, Alonsa, McCreary and Laurier. CFAN thanks all those who donated time and money toward the project.

Retirements

Doug Ritchot, manager of administration, finance and systems retired in December 2009 after 36 years with the provincial government and 22 years with the Manitoba Child Care Program. Doug's skills, knowledge and pleasant disposition are missed.



Yvette Bruneau, child care co-ordinator in the Eastman Region, retired in August 2009 after 18 years. She started her career in child care in 1983 and became the director of La Garderie Jolys Co-op Inc. before beginning her career with the province.





Makoosag Child Care and Intergenerational Centre

Urban Circle Training Centre

With plans for the Makoosag (pronounced Makoosug) Child Care and Intergenerational Centre complete, Phase 1 of Project Makoosag was launched with a groundbreaking ceremony on April 23, 2010. In this phase, three vacant lots behind the Urban Circle Training Centre (UCTC) will be developed into an infant and preschool outdoor play space, an intergenerational green space, urban forest and nature garden. Over the fall and winter, UCTC will begin Phase 2 with the transformation of the former Red Apple building into a new child care and intergenerational centre, connected to their training centre.

The Urban Circle Training Centre, established with the spiritual guidance of Stella Blackbird about 20 years ago, offers holistic, skill-specific training to over 120 Aboriginal students. Currently, students at the centre can earn a Grade 12 education and go on to study for a college diploma as a nursing assistant, a family support worker or an education assistant. Discussions with Red River

College to offer an early childhood educator diploma are also taking place.

Project Makoosag, meaning “many little bears,” began after elders, board members and students at the UCTC recognized the need for an onsite child care centre to support students and the surrounding community during a 2006 workshop. A community partnership with the Inner City Social Work Program soon developed and the plan expanded to include an intergenerational focus.

Most students are single parents requiring child care while they upgrade their education and skills. Offering 52 child care spaces (12 infant and 40 preschool), Project Makoosag will provide child care that allows students to see their children during the school day. Elders will be available to share stories with the children and teach them about their culture. The centre will create an intergenerational environment where children, parents and elders learn from each other and celebrate special times with traditional dancing, drumming, meals and music.



This strong cultural component is already embedded in the structure and teaching of the training centre. The medicine wheel is represented on the walls, windows, flooring and artwork. Ceremonies are held within the frame of a teepee, located in the foyer of the training centre, with the sacred eagle staff at its core. The turtle teachings of love and truth provide the spiritual foundation. UCTC students learn about Aboriginal culture and history for the first four weeks and then one day a week for the remainder of their skill development training. Cultural teachings are also integrated into all aspects of the curriculum.





Sitting (L-R) Diane Scribe-Niigani, Yvonne Landon, Patti Wandowich, Steve Britton
Standing (L-R) Sharon Slater, Kim Embleton, Haven Stumpf, Eleanor Thompson.

With a Manitoba board governance grant, UCTC is developing an alternative governance model to oversee the child care operations. They plan to introduce an inclusive governance structure with high parental and community involvement, based on Aboriginal cultural values. This model will allow for flexibility, creativity and community building while ensuring the child care needs of students are met. The model will also provide for strong connections to colleges, other training institutions and research facilities.

Planning to exceed provincial regulations, Makoonsag Child Care and Intergenerational Centre hopes to be a demonstration centre with an early childhood education training and research component. Eleanor Thompson, director of development, is currently discussing these plans with Red River College and the Inner City Social Work Program. By working with the community, government, schools and local organizations, UTCT is moving forward with Project Makoonsag. Soon, it will be a reality.



Board Development Training

Child care board members had the opportunity to attend one of ten Enhancing Board Governance Workshops currently being offered across the province by the Agency Accountability and Support Unit (AASU). These workshops have been well received in the past, so the Spring sessions filled up quickly.

Board members from 24 child care centres participated in one of the 14 workshops offered between September and December 2009. Conducted by the AASU, these three hour sessions were held in Dauphin, The Pas, Steinbach, Gimli, Flin Flon, Brandon and Winnipeg. Nine additional training sessions were provided for child care centre board members and directors during the same time period.

The workshops provide board members with information about the roles and responsibilities of non-profit boards, legal duties and liabilities and the differences between governance and management.

Overall feedback from participants indicated the workshops were well presented, informative and useful for new and seasoned board members. Examples of participants' comments include:

"Very interesting, no waste of time, valuable information."

"Great. Exceeded my expectations. Glad I had the chance to come."

"This was a very good session. New members should be encouraged to learn and long-term members can be reminded of what their job is. Presenters were very knowledgeable and open to questions. PLEASE offer the sessions again."

Quality Environments to Stimulate Children's Development

ART

Arrange materials in an inviting, accessible, familiar and organized manner. A variety of materials with more than one purpose (drawing, paint, 3-D, collage and tools) stimulate and sustain children's creativity. Allow for individual creations through self-expression. Display children's artwork at eye-level in an appealing, aesthetically-pleasing way. Include comments and quotes of children's thoughts and ideas.

Agassiz Child Care Centre – Creative Ideas for Art Projects



3-D art created from recycled materials.



Individualized art using tin foil, rather than paper, displayed in an attractive way.

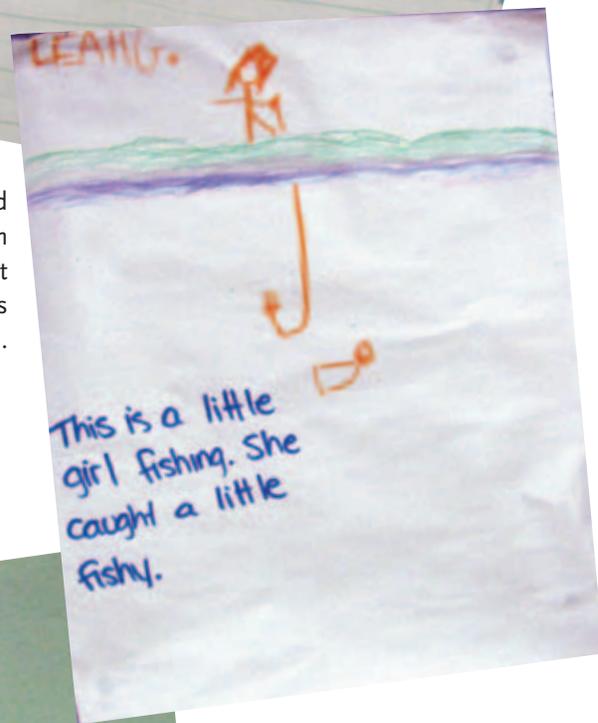
Hamiota Kids Club



A variety of materials are neatly organized and accessible. Children can easily see, reach and choose materials for their projects.



Individualized artwork with comments about the children's thoughts and ideas.



Universal Day Care



Individualized preschool artwork, using different materials, where no two creations look the same. Created during free play, staff showed the importance of the child's work by displaying the art on the wall.



NATURE/SCIENCE

Nature/Science is a collection of natural objects, living things, games and activities that are accessible and appealing to explore. Science is everywhere. Through experiences and interactions, find out what the children know and what they want to know more about. Use this information to choose your nature/science materials.

Beautiful Savior Lutheran School Nursery/Day Care Program

A collection of natural objects, living things, games and activities attractively displayed and easy to use. Pictures, books and materials also show diversity.



Hamiota Kids Club

Inspired by children's comments and questions, this simple, colourful display invites children to explore sea life.

St. Maurice Day Care:

Texture table filled with shells and stones to touch, look at and sort.



Exemplary Leaders in Child Care

Every day, child care providers influence the healthy development of children in their care. They understand that children's learning happens throughout the day, often during seemingly ordinary moments. The child care providers complement parents and support the family unit by providing children with a home away from home. Children take their early learning years with them, so child care providers have an important role in children's future success.

In this, and future editions, we will recognize outstanding child care providers for their years of dedicated service in child care. As leaders and mentors, they consistently demonstrate their desire to improve child care practices and create safe, inclusive and stimulating environments for children. They strive for excellence and encourage others to do their best. They inspire by example. Manitoba's child care system is stronger because of the diligent effort of these individuals and other quality child care providers.



Brigitte Insull
Director of Seven Oaks Child Day Care Centre Inc. and School Age Program

"Roots are important," says Brigitte Insull. "I feel entwined with the Seven Oaks Child Care Centre and its staff. We've experienced births and deaths together and we care about each other."

Brigitte has strong bonds with the staff at the Seven Oaks Child Care Centre where she has worked for 25 of her 35-years in the field. A number of other employees have more than 20 years of service at the centre.

The opportunity to work with a team of child care providers attracted Brigitte to the child care field. She always knew

she would work with children in some capacity after earning a degree in psychology and developmental studies at the University of Winnipeg.

As director, she stays current with child care best practices to maintain quality programming for children at the centre. She also encourages staff to do their best so they may feel a sense of pride in their work. Throughout her career, Brigitte has offered an inclusive environment. Children with additional support needs represent about 10 to 15 per cent of the centre's enrolment, as in the general population. Brigitte also provided leadership in the field by promoting natural playgrounds and gardens as a member of the steering committee for the Manitoba Nature Action Collaborative group. She says the natural outdoor setting at the Seven Oaks Child Care Centre has enhanced programming and resulted in many enjoyable opportunities for children to play and learn.



Nienke Schutz-Kolster
Director of Teulon Daycare Inc.

"It's the people and children that have kept her in child care for 35 years," says Nienke Schutz-Kolster, director of Teulon Daycare Inc. "It's such important work and there aren't many jobs that pay you for playing in the sandbox either."

Born in The Netherlands, Nienke completed a degree in child care in her homeland. After a number of years working as a play therapist, she attended a special needs course in Minneapolis in 1975. That's when she decided to move to Canada.

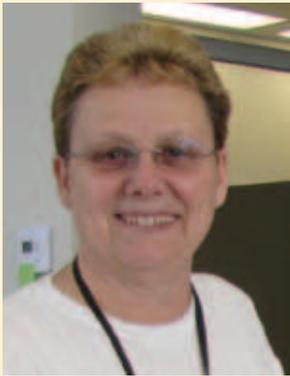
At the time, few people were educated in child care practices, so she was readily accepted when she applied as the director for the Teulon child care centre. Teulon had a small nursery school program licensed for 25 children with one staff and a two-seater outhouse.

Nienke is now working with the second generation of children and the program has grown considerably. She says she "hopes that she has grown with it."

Still the only child care centre in Teulon, it has 12 child care employees caring for up to 46 infant, preschool and school age children at two sites. With an enormous amount of fundraising and the support of the community, they also built a new centre that opened in 2007.

Over the years, Nienke has mentored many staff members, encouraging them to upgrade their educational qualifications. Four staff members have worked at the centre for more than 28 years. Others, who started their careers in Teulon, have moved on and now work as directors at Stony Mountain and the Stonewall Child Care Centres.

Nienke realizes that she also needs to stay fresh and focused on the best child care practices. She stays current as a practicum instructor and participating in quality enhancements in the child care field, such as the curriculum framework and the environmental rating scale.



Diane Hale
Director of Rainbow Day Nursery (six sites)

“Child care is incredibly rewarding, because we deal with the whole child, the whole personality,” says Diane Hale. “Every single day, we go home knowing we have had an impact on the minds of the children.”

Arriving from England in 1982 with two young children, Diane decided to start a child care centre and “hasn’t looked back.” While Diane has a teaching degree, she found the child care field met the needs of children while meeting her own.

“Child care is such a wonderful vocation,” says Diane. “The young children learn, play and love to cuddle with staff.”

Diane is the administrator of six sites, but she still walks

children to school and works side-by-side with other early childhood educators.

To support quality child care, Diane encourages staff to upgrade their qualifications to an Early Childhood Educator (ECE) II or III. When she sees talented and creative child care assistants, she strives to give them the opportunity to grow and develop. Before Manitoba started the Staff Replacement Grant, Diane convinced the board of directors to pay staff salaries while they attended the workplace ECE training program.

She builds on staff strengths by allowing them to take on leadership roles or co-ordinate workshops. She also lets the employees introduce new ideas and supports them along the way. As a result, children are not afraid to try new things either.

Diane strives to offer an exceptional program for children and their families. It’s clear that her love of child care has been infectious – her sister, daughter and daughter-in-law are now early childhood educators at the centre.



Fernanda Hodgson
Executive Director of Day Nursery Centre Inc. - Crossways, Greta Brown and Kennedy sites

“I was lucky to be one of those people who knew what they wanted to do,” says Fernanda Hodgson, executive director of Day Nursery Centre Inc.

While studying human development in high school, her teacher recognized her talents and encouraged Fernanda to consider a career in child care.

Thirty years later, Fernanda continues to enjoy working in a field that allows her to grow personally and professionally.

As a child of immigrant parents, she was drawn to the inner city where Day Nursery Centre’s three sites are located. Here, Fernanda was given the opportunity to help children from immigrant families and families facing other challenges, such as poverty, to reach their potential.

“Working with a great team of people in a dynamic profession has kept her interested and fulfilled,” says Fernanda. “I am happy to see the child care field continue to move forward as a profession.”

By introducing a workplace health and safety program, Fernanda improved working conditions for child care employees at her centre and provided an information video for other facilities to use. Fernanda says she is honoured to be part of the Day Nursery Centre’s 100 year tradition of providing service to families.



Lori Cariou-Markusoff
Early Childhood Educator III at K.I.D.S. Inc.

“It’s a joy to come to work everyday,” says Lori Cariou-Markusoff says about her position at K.I.D.S. Inc. After working in a number of capacities in the child care field, including as a teacher and director, Lori

realized that she is “happiest with the kids.” Currently 80 per cent of her time is spent in frontline care. She spends the rest of her time as the training and curriculum mentor for the centre.

“It’s a perfect combination for me,” says Lori. “I love learning and discovering with the children, but I also enjoy introducing new child care practices to my peers.”

Lori introduced emergent curriculum at the centre and helped establish multi-age groups. Lori says these practices were welcomed because she works with a highly trained, talented team, dedicated to quality care.

Lori Cariou-Markusoff with Lucas and Jennifer Goldenberg.



Donna McCann Family Child Care Provider

When her children were young, Donna McCann realized that there was a need in her community for family child care, so she began caring for children in her home. Her own children agreed to share their home and mother with other children and Donna noticed they were enjoying the socialization.

While her children are now grown, she says she does not know what she would do without eight children coming to her home five days a week.

“The children and their parents are like an extended family,” says Donna. “For 33 years, I have been giving children the same care I would give to my own children.”

Donna believes some children need a home environment and gentle teaching to thrive. To maintain quality care, Donna upgraded her education to an ECE III classification and continues to attend workshops offered at the Family Centre. She also stays connected with other providers in the neighbourhood.



Maxine Balbon Family Child Care Provider

(Left to Right)
Saad Qasim, Jennifer Black, Kashton Kaptein, Landen Furnival, Brogan Antonation and Maxine Balbon

“One accomplishment always led to another goal,” says Maxine Balbon.

Maxine originally started a family child care to pay for a vacation. After 25 years in the field, she still thoroughly enjoys working with children.

Once she made a commitment to the child care field, she upgraded her training. Maxine first completed the family day care training program through New Careers in 1991. She earned an ECE II diploma in 1998 as a part-time student in the

Red River College Prior Learning Program, before enrolling at the University of Winnipeg. Completing one or two courses each year, she earned a degree in Developmental Studies in June 2009. Maxine now has an ECE III classification. She continues to stay current in child care best practices by teaching a 40-hour introductory child care course at Red River College.

“I believe child care is a wonderful career, with many opportunities to support children’s healthy development,” says Maxine. “One of my greatest rewards is having children visit after they have graduated from child care.”

Many children start with her program as infants and don’t leave until they are 12 years old. The families become friends, including one father who joined the children for lunch every day for four years.

She also feels a sense of satisfaction in bringing family child care providers to the Manitoba Child Care Association, where they now receive health insurance and group benefits.



Noelle Campbell Director of Wolseley Family Place Playroom

“Working with the whole child and their families” is important to Noelle Campbell. For 12 years, she has been the director of Wolseley Family Place Playroom Nursery School.

During her 33-year career in child care, she has worked in rural and urban settings in family child care, full-time centre care and nursery school programs. Always wanting to ensure that she “does what’s best for the children,” she upgraded her child

care skills by completing an Early Childhood Development diploma (ECE II) and earning a degree in Developmental Studies (ECE III).

Wolseley Family Place serves inner city families where parents can book a child care space or just drop in at the centre with their child to get respite or attend courses at the Wolseley Family Place. Activities vary from day to day, according to the ages of the children attending. This nursery school has to be flexible to respond to the needs of families facing difficulties.

“I feel gratified, knowing that the nursery school is helping parents and their children during stressful times,” says Noelle. “With my education and experience in different types of child care, I am able to adapt to the constant changes that make my job both interesting and challenging.”



Carolyn Young

Director of Manidoo GiMiini Gonaan/ R.B.Russell Infant Centre, David Livingstone School Age Program, the Lord Selkirk Resource Centre and the Lord Selkirk Child Care Centre (under construction)

Carolyn lives by the motto, “See a need, find a solution. That’s what I like to do – make a difference.”

While studying in England as a nursery nurse, Carolyn first realized her love of child care. Thirty years later, Carolyn is still enthusiastic about the work.

As the director of three sites, Carolyn has many opportunities to provide solutions and help the community. She listens to parents and children about their needs and then demonstrates leadership and energy to make improvements or develop new programs.

Carolyn started a hot meal program at the infant centre when she realized the teenage parents were eating junk food for lunch. Now, parents enjoy nutritional lunches with their infants every day and learn about healthy food choices. Providing leadership for the school age program at David Livingstone School, a community resource centre and a Moms and Tots program are other examples of Carolyn’s efforts to respond to community needs. Currently, Carolyn is guiding the development of the Lord Selkirk Child Care Centre.

Tips for Attracting and Keeping Substitute Staff

To attract substitute staff:

- Advertise under general help in newspapers.
- Advertise at colleges and universities where students are looking for part-time work and willing to work various hours.
- Place public service announcements in local newspapers.
- Use plain language such as “interested in working with children” or “gain new skills with children.”
- Avoid jargon, such as CCA. People outside of the child care field will not know what that means.
- Ask part-time, permanent staff if they are willing to increase their hours periodically.
- Contact retired staff or staff wanting to reduce hours leading to retirement.
- Offer more than minimum wage, if possible.
- Apply for a Canada Summer Jobs grant for post-secondary students who qualify and top up the salaries.

To keep substitute staff:

- Show that you value substitutes and make them feel like part of the team.
- Invite substitutes to social events, such as Christmas parties and farewell luncheons.
- Provide orientation to substitutes, including how they will receive ongoing support on the job.
- Communicate any changes in child care practices and why they were made, such as hand washing procedures.
- Acknowledge their work regularly and remember them during the week of the ECE.
- If the substitute is hired on a regular basis, assign a specific job function such as outdoor/nature education assistant.
- Keep your commitment for paid time. Do not send substitutes home if regular staff unexpectedly show up for work or make a last minute change in vacation dates.

- Inform substitutes in advance if they will be needed to cover regularly scheduled events, such as a staff meeting every Wednesday morning.
- Hire a substitute to assist with special occasions (ie Christmas party) during normal work hours to enhance ratios.
- Hire a permanent, full-time substitute to cover staff holidays and sick days.
- When possible, overstaff by one person so the substitute is part of the regular staff.
- If substitutes work full-time during the summer months, make them term employees, so they have benefits during those months.



Family Choices Scholarships

In September 2009, Manitoba offered, for the first time, a \$1,500 Family Choices scholarship to students enrolled in the first year, full-time Early Childhood Education diploma program in St. Boniface College and University College of the North. These scholarships will help support child care students in francophone and northern communities where there are considerable ECE labour shortages.

Based on academic achievement in high school, Lizanne Sabourin, Nicole Beaudry and Emilie Allard were the successful recipients from St. Boniface College. These students describe the college as an “awesome” place to study with small classes and great support from instructors. French books are more expensive, so the scholarships help defray the costs. All recipients love working with children and see themselves enjoying careers as ECEs.



Eveline Garand, Lizanne Sabourin, Nicole Beaudry, Emilie Allard



Investigation Authorization Process - Avoiding Delays

1. Pay by cheque, Visa, MasterCard or money order for the Child Abuse Registry check.

These are the only acceptable methods of payment. Do not pay by cash or send cash through the mail.

2. Attach a separate payment for each individual Child Abuse Registry check being requested.

When one cheque or money order is received for several Child Abuse Registry checks, the Investigation Authorization (IA) process will be delayed for all if documentation is missing from any of the forms. Payment and all forms received, including those completed correctly, need to be returned to the facility.

3. Review all IA forms to ensure they are completed accurately before sending them to the Manitoba Child Care Program.

If information is missing or required documents are not included, the forms will be returned to the facility and the process will stop until corrections are made or missing documents are provided. Centres with affiliated sites need to record all facility numbers relevant to the employee seeking authorization.

4. New employees in nursery schools and child care centres must be classified and entered on the facility's Record of Child Care Employee (RCCE).

The IA checks (Criminal Record and Child Abuse Registry checks) cannot be processed until the Manitoba Child Care Program has confirmed classification and employment. All newly hired staff are responsible for completing the classification application, if they are not already classified in Manitoba. Employment is confirmed through the RCCE.

The only exception are Nursery School parent volunteers who do not need to be classified or added to the facility RCCE.

5. If the Manitoba Child Care program receives accurate IA forms, a facility can expect to receive results in four to six weeks.

A results letter will be issued for each IA request and must be kept on file at the facility.

For information, contact Manitoba Child Care Information Services at 945-0776 in Winnipeg; toll free in Manitoba 1-888-213-4754.

Introducing the child care Safety charter

With The Child Care Safety Charter coming into force on May 1, 2010, all family child care providers and child care centres are now required to have an approved child care safety plan and a code of conduct.

Three child care safety specialists – **Carla Kernsted** – Winnipeg, **Carol Gardiner** – Central Region and **Donna Grainger** – Westman Region – delivered 49 workshops across the province to help providers develop these plans and codes. Child care co-ordinators and Manitoba Child Care Program staff helped run the workshops.

With extensive experience in the child care field, the workshop facilitators answered questions and helped guide discussions at the workshops. Resource manuals and templates for Developing Enhanced Safety Plans and Codes of Conduct were distributed to all participants. The child care safety specialists were also available as consultants when providers were developing their plans.

The safety plans and codes of conduct are expected to build on the existing regulations to ensure the health, safety and well-being of children in child care centres and homes. Manitoba is the first Canadian jurisdiction with a comprehensive legislated Child Care Safety Charter to ensure children's safety is a top priority.



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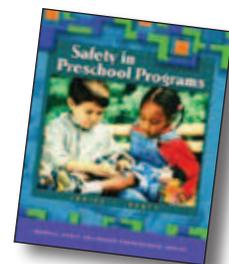
- 1 Slavica Maric – Carpathia Children's Centre Inc.
- 2 Teresa Dingley and Karen Pearase, Family Child Care Providers
- 3 Carla Kernested, Safety Specialist and Jo-Anne Palanuk, Child Care Co-ordinator
- 4 Scott Michaluk – Fort Garry Child Care Centre Co-op, Barb'ra Kravetsky – Downtown YM-YWCA Creative Play, Karen Ohlson – K.I.D.S. Inc.



Safety in Preschool Programs

Janice J. Beaty, Pearson Education / 2003

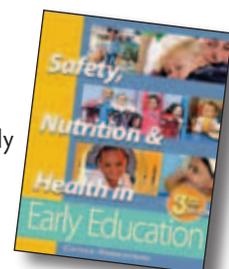
Janice Beaty gives practical advice about how to create a safe indoor and outdoor preschool environment and teaching safety through play. The author also discusses how to maintain safety and calm in various emergency situations. Each section contains checklists, activities for the children, and a list of recommended children's books. This book is available through Chapters and Amazon.



Safety, Nutrition & Health in Child Care

Catherine Robertson, Nelson Education Ltd. / 2001

This textbook author discusses how to effectively handle issues of children's safe environments, good nutrition and health in practical settings. Robertson discusses techniques in caregiving, building cultural sensitivity and using theory and health assessment tools. The book includes a variety of resources to help you work with children, families, and staff.



This book is available through Chapters and Amazon.

Health, Safety, and Nutrition for the Young Child, Lynn R Marotz, Marie Z. Cross, and Jeanettia M. Rush /2008

Learn about the health, safety and nutrition needs of infants through school-age children, backed by the latest research findings in this well-organized textbook. It is loaded with practical and useful activities, easy-to-access charts, checklists, guidelines and lesson plans that provide good reinforcement of the key concepts.

This book is available through Chapters and Amazon.

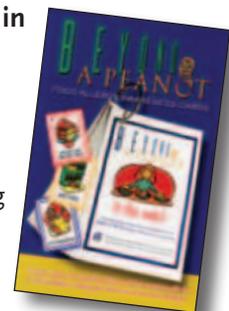


Beyond a Peanut: Managing Food Allergies in a Child Care Setting, Dina Clifford / 2007

An easy-to-use training course to generate a greater understanding of the safety challenges associated with food allergies, these awareness cards help build caregivers' confidence in caring for a child with life-threatening food allergies. The kit includes:

- 36 color-coded food allergy awareness cards
- a DVD and trainer handbook with a food allergy management training presentation
- assessment questions
- a food allergy awareness sign for your program

This book is available though Redleaf Press (www.redleafpress.org).



Take our Kids to Work Day



(left to right) Tracey Lewis, Matthew and Prince

As part of Career Week, thousands of Grade Nine students gained on-the-job experience during Take Our Kids to Work Day in November 2009. Matthew and Prince spent the morning at the Manitoba Child Care Program, learning about a variety of jobs in child care. In the afternoon, they listened to Manitoba Family Services and Consumer Affairs Minister Gord Mackintosh talk about career opportunities in government.

Did you know ..

- 97 per cent of invited preschool centres and nursery schools with enhanced funding participated in the curriculum framework mentorship program.
- A **Nature Summit for Early Childhood Educators on September 10-12, 2010** is being organized by the Manitoba Nature Action Collaborative for Children. For more information, e-mail mnaccnaturesummit@gmail.com or call Mavis at 945-0497 in Winnipeg.
- ECE IIs working in licensed child care centres or operating a family child care home are now eligible to receive a \$350 annual training grant to upgrade their early learning and child care qualifications. Centres must apply on behalf of their ECE II employees. Contact Child Care Information Services in Winnipeg at 945-0776; toll free in Manitoba 1-888-213-4754 for more details.
- On April 28, the Manitoba Child Care Program (MCCP) held a celebration to recognize the accomplishments of participants successfully completing the program's Competency Based and Prior Learning Assessment Program (5 variations) between April 2009 and March 2010. In total, forty participants completed the program and are now classified as Early Childhood Educator IIs.

Northwest Territories Staff Tour Winnipeg Child Care Centres

In fall 2009, five Northwest Territories Early Childhood Services staff shadowed child care co-ordinators for one week to tour quality child care centres in Winnipeg. Each visitor was able to see 12 centres and had the chance to take pictures and gather ideas they can share with providers to improve the quality of child care in the North.

The visitors said they "loved" the opportunity to see quality programs in action and felt it was "wonderful to be here." Their photos will be made into a PowerPoint presentation and DVDs for training child care providers. One Northwest Territories employee said she is the "eyes" for providers who cannot travel outside of the north. She can now show them what they can accomplish in their child care program.

Along with the Manitoba Child Care Program, Winnipeg child care co-ordinators - **Gail Provinciano-Lippens, Sue Sydorчук, Kathy Morton and Wendy Hoffman** – arranged the tours and provided information on Manitoba's licensing and quality enhancement initiatives.



Northwest Territories visit.
Marlene Edgi, Anne Keizer,
Wendy Hoffman, Sherri Hughson,
Shona Barbour, Jo-Ann Burkitt

COMMUNITY SERVICE DELIVERY DIVISION

Child Care Co-ordinators

WINNIPEG					
Name	Community Area	Phone	Mailing Address	E-mail Address	Area Supervisor
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Darlene Lee	Transcona	938-5186	845 Regent Ave. West Winnipeg R2C 3A9	darlene.lee@gov.mb.ca	Diana Renaud 938-5055
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Susan Sydorчук	Seven Oaks	938-5654	Unit 3-1050 Leila Ave Winnipeg R2P 1W6	susan.sydorчук@gov.mb.ca	Vincent Villanueva 948-4144
Donna Tom-Brannan	St. Boniface/ St. Vital/ River Heights Fort Garry	945-0037	2nd Floor 614 Des Meurons Winnipeg R2H 2P9	donna.tom-brannan@gov.mb.ca	Heather Mazur 948-4062
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Brenda Wild	Point Douglas	948-4175	2A-111 Rorie St. Winnipeg R3B 3N1	brenda.wild@gov.mb.ca	Norlyn Ritchie 948-4448

COMMUNITY SERVICE DELIVERY DIVISION

Child Care Co-ordinators

RURAL & NORTHERS

Name	Community Area	Phone	Mailing Address	E-mail Address	Area Supervisor
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Cathy Cyr Holly Sweetman	Parklands	622-2344 622-2302	Dauphin Provincial Bldg. 3rd Floor, 27-2nd Ave. S.W. Dauphin R7N 3E5	cathy.cyr@gov.mb.ca holly.sweetman@gov.mb.ca	Lee Greig 622-2362
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Terry Smith	Eastman	268-6762	Box 50 20 First St. Beausejour RoE oCo	terry.smith@gov.mb.ca	Kerry Terwin 268-6002
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Karen Vandijk	South Central	822-2868	63B Stephen St. Morden R6M 1Z6	karen.vandijk@gov.mb.ca	Micheline Durand 239-3137
Deb Odegaard	Northern - Flin Flon	687-1723	102-143 Main St. Flin Flon R8A 1K2	deb.odegaard@gov.mb.ca	Anne Danis 687-1717
Anissa Dawson	Northern -Thompson	677-7275	Box 5 – 59 Elizabeth Dr. Thompson R8N 1X4	anissa.dawson@gov.mb.ca	Nickie Jensen 677-7251



FAMILY CHOICES: Manitoba's Five-year Agenda for Early Learning and Child Care

Progress Report to March 31, 2010

Agenda Commitment	Progress Report
√ 6,500 More Child Care Spaces Funded by 2013	Funding committed for 2,850 child care spaces for children of all ages in need of care.
√ Increased Nursery School Enrolment	<p>Enhanced funding allocated to 23 nursery schools (429 spaces) so more children can access an early learning opportunity.</p> <p>Maximum fee of \$5 per session maintained with full subsidies for qualifying families available.</p>
√ Family Choices Building Fund	<p>Funding approved for 57 projects to renovate, expand or create new child care centres, including:</p> <ul style="list-style-type: none"> ■ 22 that are complete and operating, creating 600 new child care spaces ■ 21 brand new child care sites (with 10 already complete and operating) ■ 18 in schools with surplus space across the province <p>Grants offered in November 2008 and June 2009 to help facilities buy equipment, enhance centre security and complete renovations to support high quality environments for children.</p>
√ Child Care Safety Charter	<p>Manitoba becomes the first Canadian jurisdiction with a legislated Child Care Safety Charter, passed in June 2008.</p> <p>Resources and supports, including province-wide workshops, provided to facilities to help them develop comprehensive safety plans and codes of conduct.</p> <p>Weather radios provided for programs.</p>
√ Age-appropriate Curricula and Enhanced Program Quality	<p>Materials developed for use by preschool centres and enhanced nursery schools as they define their play-based, early learning curricula.</p> <p>Mentorship and support provided by quality-enhancement team.</p> <p>Infant and preschool environment rating scales used to enhance program quality. Use of family child care home-rating scale introduced as a self-assessment tool.</p>
√ Centralized Online Registry	A centralized registry under development to provide parents with current, reliable information about child care in their communities.
√ Lowest Fees Outside of Quebec	<p>Manitoba continues to regulate maximum fees (only Manitoba and Quebec do so) and has the lowest fees outside Quebec.</p> <p>Fees across Canada monitored.</p>

Agenda Commitment	Progress Report
<p>✓ Greater Inclusion</p>	<p>Program name changed to Inclusion Support Program and regulations established to support inclusive programming for children.</p> <p>Resources distributed to help facilities write an inclusion policy.</p>
<p>✓ Flexible Hours</p>	<p>Currently identifying needs for off-hours and seasonal programs; options being explored.</p>
<p>✓ Stronger Workforce</p>	<p>Six per cent unit increase provided in operating grants – three per cent in July 2008 and three per cent in July 2009.</p> <p>Wage adjustment fund established to support hourly wages of \$15.50 for Early Childhood Educator IIs and \$12.25 for Child Care Assistants in training.</p> <p>Workplace training expanded.</p> <p>Annual training grant increased to \$350 for Child Care Assistants and also extended to Early Childhood Educator IIs.</p> <p>A new recruitment campaign launched – “It’s the small wonders that make this career great”.</p> <p>Family Choices Scholarship Fund started as an incentive for high school students at University College of the North and Collège universitaire de Saint-Boniface (areas with the greatest labour shortage).</p>
<p>✓ Strategic Expansion</p>	<p>Ongoing research to identify the need for the strategic expansion of child care spaces for under-served areas.</p>
<p>✓ Stronger Parental Stewardship</p>	<p>Six groups funded in 2008/09 and four groups funded in 2009/10 to support initiatives that enhance board governance.</p> <p>Ongoing board orientations available for new child care board members and ad hoc training sessions for child care centre boards.</p> <p>Board members from 24 facilities across Manitoba received training in fall 2009.</p>

