

# ANNUAL REPORT 2013







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## PRESIDENT &amp; EXECUTIVE DIRECTOR MESSAGE



Sheila Olan-MacLean  
Executive Director

## KCCS VISION

*Kawartha Child Care Services envisions a place where children are valued as citizens of today; where the principles of democracy guide our relationships with children, families, colleagues and our community.*



Tammy Sikma  
Board President

Early learning and child care continues to be an exciting and rewarding profession. On a provincial level, we have a new streamlined funding formula that allows municipalities the opportunity to plan and fund a system responsive to the community that they serve. The *Ontario Early Years Policy Framework* was released early in the year and honours children, families and professionals as partners. New legislation, currently in second reading at Queen's Park, and the promise of a curriculum framework for Early Learning and Child Care will guide our daily practice with children. We are also extremely proud of Lorrie Baird, Associate Executive Director at KCCS, and co-author of one of the research papers in the *Think, Feel, Act: Lessons from Research about Young Children* document published by the Ministry of Education. The article highlights the work we have been doing at KCCS on Pedagogical Leadership. Within KCCS, we continue to build a greater shared understanding of our Guiding Values and how they can impact our practice with children, families, staff and community. Embedding these principles into administrative protocols, as well as into our programs, has been a focus this year that has been rewarding and inspires us to want to do more.

Over the past 8 years, Kawartha Child Care Services has been developing an organizational culture based on our values. Our original Program Values were developed collaboratively with our staff, as each program thought about what they wanted for the children in our care, the families and ourselves. These values became a launch for our 2012 Strategic Plan which included Guiding Values. What does it mean to believe in social justice and what are democratic principles? These have been the questions that we have asked ourselves and reflected on in 2013.



The challenge of recruiting and retaining RECEs continues as Full Day Kindergarten is implemented. In response, and because we believe our staff deserve more, we have increased our compensation package for staff. New incentives in 2013 included RRSP contributions, combining of personal and sick days so new staff have 10 personal days and 10 vacation days, up to 4 weeks unpaid leave which can be prorated across the year, and an extensive orientation and professional development program. Performance Reflections rather than Performance Appraisals also give staff an opportunity to participate in a strengths-based approach that builds on their strengths and the power of team work.



## PRESIDENT & EXECUTIVE DIRECTOR MESSAGE



Through partnerships and team work, we achieve far more. We are discovering that working together on systems issues leads to innovative and creative solutions to problems, within the classroom and throughout the organization.

Building positive relationships within our teams and in our communities has been a great experience this year. We have taken our documentation and experiences of children's learning to the community at conferences and coffee shops, hospitals and police stations, neighbourhoods and city centres. This has helped our communities understand more about our work and the brilliance of children, and given our children a sense of true community.

Kawartha Child Care Services continues to grow programs as well. In 2013, we added 3 new school age programs, 2 new infant programs and new spaces in many of our existing programs. We also welcomed the Investing in Quality Program to our administration space. This program is a community-based support to early learning and child care programs in the City and County of Peterborough.

Being intentional in our work brings us the rewards we are seeking. Our process of setting budgetary goals has helped us to realize a strong pedagogical structure, beautiful spaces for children and staff, competitive compensation practices and a culture of reflective practice and lifelong learning consistent with our Strategic Plan. In 2013, we have the leadership of a strong Board of Directors. Their thoughtful reflection on the direction and vision of our organization guides our daily work. Thank you so much for your time, energy, passion and dedication on behalf of children and families.

Our staff, as always, is amazing. You are the heart of our organization, fulfilling the promises made in our Strategic Plan. Many, many thanks to each and every one of you who have contributed to our success. We look forward to working and playing together in 2014 and beyond.

Respectfully

Sheila Olan-MacLean, Executive Director and Tammy Sikma, President





## BOARD OF DIRECTORS

*“Volunteers do not necessarily have the time; they just have the heart.”*

*~Elizabeth Andrew*



*Tammy Sikma  
President*



*Ralph Shiell  
Vice President*



*Tricia Gillespie  
Secretary*



*Kevin Kirkpatrick  
Treasurer*



*Erin Brown  
Director*

## WHY VOLUNTEER ON THE

“I enjoy my work on the KCCS board because of the people, small and tall. I love hearing about and contributing to the great work that is happening in our centres -- the relationships that are nurtured, the challenges met with dignity and respect, and the personal and group successes that take place at all levels. I want to help provide a safe, nurturing environment for families to work, play, and grow.”

“Volunteering on the Board of KCCS has enabled me to support this wonderful organization in giving hundreds of children a brighter future, where they are cared for in a loving environment, and where they learn so much throughout their formative years. Each year I have spent on the Board has been incredibly satisfying and worthwhile.”

“I continue to volunteer with KCCS to support an organization that is advocating for our children during these times of change in child care; to support an organization that provides amazing opportunities for my youngest to learn about his world and develop relationships with the people in it.”

“I volunteer for the KCCS Board of Directors because KCCS treated my daughter as an individual and nurtured her in the way she needed. They were an extension of our family and became friends. I can't wait until my little one starts there soon.”

“I joined the KCCS Board out of an interest and passion in contributing to high quality early childhood education in my community. My own family has benefited greatly from KCCS with our daughter in the Victoria Graduate program, where I saw her blossoming in their infant and toddler rooms. This inspired me to become a part of the organization. I was keen to share my skills and ideas while continuing on my own learning path.”

*“How wonderful it is that nobody need wait a single moment before starting to improve the world.”*

*~Anne Frank*





# BOARD OF DIRECTORS



*"Those who can, do. Those who can do more, volunteer."*

*~Author Unknown*



*Ann Douglas  
Director*



*Betty Halman-Plumley  
Director*



*Doug Lytle  
Director*



*Paula Mattie  
Director*



*Christina Scobie  
Director*

## KCCS BOARD OF DIRECTORS?

"I was drawn to the Board of Kawartha Child Care Services by the organization's commitment to social justice and democracy. To create a healthier tomorrow, we must invest in the children of today."

"It is such an honour and pleasure to be part of an organization that values every single person's unique contribution and role in providing care and learning for our youngest citizens. I am constantly impressed with the professionalism, enthusiasm, warmth and commitment that I see and experience with each member of the KCCS team."

"My own children went 'through the system' with KCCS: a rural centre, an urban centre, and home based care. At every point in our personal involvement with the people at KCCS we felt connected and that the staff were genuine. We felt secure in the fact that great people were a part of raising our family. What better way to say thank you than to be involved from the other side of the table?"

"I joined KCCS because I understand the critical role child care can play in providing children with the skills and knowledge they need to lead happy and healthy lives. I am looking forward to working on the Board to support the agency's delivery of high quality programming and environments. I hope my input will have a positive impact on the wellbeing of the children and families that are a part of KCCS."

"It has been an honour to work with KCCS and their amazing staff as they help build the future of our community with great vision and care. Being a part of such an ethical and directed group has been an amazing experience, and having my son enrolled in one of the programs has shown me firsthand what amazing work they do with the children they nurture."

*"Never doubt that a small group of thoughtful citizens can change the world.  
Indeed, it is the only thing that ever has."*

*~Margaret Mead*





# MINISTRY OF EDUCATION UPDATE

## Ministry of Education Documents Important to the Work of KCCS

In November 2007, the Premier asked Dr. Charles Pascal to recommend the best way to implement full-day learning for 4- and 5-year-olds. *With Our Best Future in Mind: Implementing Early Learning in Ontario* outlined for the government how this could be done. 20 recommendations were made in this report. Many of these recommendations have been implemented; some are on the cusp of being implemented and still more are in the works. Most significantly for KCCS, this report recommended that child care move to the Ministry of Education, as well as all Early Years programs, and that an Early Years Division be created within the Ministry. This has all been implemented. In addition, the recommendation to create a full day kindergarten program across the province will be fully implemented this fall.

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***"Children's experiences early in life have a profound and long-lasting impact on their future development and wellbeing."***

*~Ontario Early Years Policy Framework, 2013.*

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***Early Learning for Every Child Today (ELECT)***, also known as the ***Early Learning Framework (ELF)*** is a guide to support curriculum and pedagogy in Ontario's early childhood settings, including child care centres, kindergarten classrooms, home child care, nursery schools, Ontario Early Years Centres and other family support programs and early intervention services.

*Statement of Principles* is based on beliefs, values, experience and current research findings and are:

1. Early child development sets the foundation for lifelong learning, behaviour and health.
2. Partnerships with families and communities strengthen the ability of early childhood settings to meet the needs of young children.
3. Respect for diversity, equity and inclusion are prerequisites for honouring children's rights, optimal development and learning.
4. A planned curriculum supports early learning.
5. Play is a means to early learning that capitalizes on children's natural curiosity and exuberance.
6. Knowledgeable, responsive early childhood professionals are essential.



A tool to support practitioners' understanding of child development is included in ELF's document. This tool, the *Continuum of Development*, supports the abilities of early childhood practitioners to observe and document children's activities and interactions in order to plan the curriculum and talk with families and other caregivers.

The section called *Into Practice* helps early childhood practitioners anchor what they do with respect to the six principles and an understanding of child development. At KCCS we study and reflect on the principles and how we practice them every day in our work with children and families through a Communities of Practice model of professional development.







# MINISTRY OF EDUCATION UPDATE

The Ontario Early Years **Policy Framework** builds on the vision for the early years to ensure children from birth to age six have the best possible start in life. The framework is supported by a set of principles and is meant to provide strategic direction to our early years partners both within and outside of government. Moving forward, the Ontario Early Years Policy Framework will guide our collective approach to the development and delivery of early years programs and services for children and families. The four guiding principles are:

Programs and services are centred on the child and the family.

Programs and services are of high quality.

Strong partnerships are essential.

Programs and services are publicly accountable.



Ontario's Early Years **Curriculum Framework (EYCF)** is a professional learning resource to support early years curriculum development and pedagogy. The EYCF is centred on children, families and educators and the four foundations that ensure optimal learning and development. These foundations, along with the guiding principles of ELECT, inform the EYCF goals for children and expectations for programs.



Every child has a sense of belonging when s/he is connected to others and contributes to their world.

Every child is developing a sense of self and health and wellbeing.

Every child is an active and engaged learner who explores the world with body, mind and senses.

Every child is a capable communicator able to express him or herself in many ways.

***"Every day that you work, you give young children and families a precious gift that keeps on giving - the gift of your time, the gift of attention and the gift of high quality learning interactions with a caring adult."***

*~ Jim Grieve referring to Early Childhood Educators on Early Childhood Educator Day.*





## KCCS LOCATIONS

PETERBOROUGH  
REGION**KCCS Home Child Care***Various Locations*

Peterborough, ON

(705) 749-3488

*hcc@kawarthachildcare.com**Ages 6 weeks - 12 years***KCCS Peterborough**

730 Medical Dr.

Peterborough, ON K9J 8M4

(705) 740-9439

*peterborough@kawarthachildcare.com**Ages 6 weeks - 12 years***KCCS Shamrock**

525 Ennis Rd.

Ennismore, ON K0L 1T0

(705) 292-7117

*shamrock@kawarthachildcare.com**Ages 12 months - 12 years***KCCS Apsley**

238 Burleigh St.

Apsley, ON K0L 1A0

(705) 656-3488

*apsley@kawarthachildcare.com**Ages 12 months - 12 years***SCHOOL AGE PROGRAMS**(705) 749-3488 *schoolage@kawarthachildcare.com***KCCS Kawartha Heights**

11 Kawartha Heights Blvd.

Peterborough, ON K9J 1N4

**KCCS Millbrook/South Cavan**

47 Tupper St.

Millbrook, ON L0A 1G0

**KCCS Prince of Wales**

1211 Monaghan Rd.

Peterborough, ON K9J 5L4

**KCCS Queen Elizabeth**

830 Barnardo Ave.

Peterborough, ON K9H 5V9

**KCCS Queen Mary**

1445 Monaghan Rd. N.

Peterborough, ON K9J 5M8

**KCCS R.F. Downey**

1221 Neptune St.

Peterborough, ON K9H 7L9

**KCCS Roger Neilson**

550 Erskine Ave.

Peterborough, ON K9J 5T4

**KCCS St. Anne's**

240 Bellevue St.

Peterborough, ON K9H 5E5

**KCCS St. Martin's**

531 Ennis Rd.

Ennismore, ON K0L 1T0

**KCCS St. Joseph's**

405 4th Line

Douro, ON K0L 1S0

**KCCS St. Teresa's**

1525 Fairmount Blvd.

Peterborough, ON K9J 6S9

CITY OF  
KAWARTHA LAKES**KCCS Home Child Care***Various Locations*

City of Kawartha Lakes, ON

(705) 878-1236

*hcc@kawarthachildcare.com**Ages 6 weeks - 12 years***KCCS Discovery Space**

230 Angeline St. S.

Lindsay, ON K9V 4R2

(705) 328-9057

*discoveryspace@kawarthachildcare.com**Ages 6 weeks - 12 years***KCCS Lindsay**

320 Mary St. W.

Lindsay, ON K9V 5X5

(705) 324-8691

*lindsay@kawarthachildcare.com**Ages 6 weeks - 12 years***KCCS Rolling Hills**

694 Hwy 7A &amp; 35, R.R. #1

Bethany, ON L0A 1A0

(705) 277-9654

*rollinghills@kawarthachildcare.com**Ages 12 months - 12 years***KCCS Victoria Graduate**

A-24 Weldon Rd.

Lindsay, ON K9V 4R6

(705) 324-8434

*vicgrad@kawarthachildcare.com**Ages 6 weeks - 12 years***KCCS Grandview**

698 Hwy 7A &amp; 35, R.R. #1

Bethany, ON L0A 1A0

(705) 277-9654

*rollinghills@kawarthachildcare.com**Ages JK - SK*DURHAM  
REGION**KCCS Bowmanville**

125 Aspen Springs Dr.

Bowmanville, ON L1C 0C6

(905) 697-3030

*bowmanville@kawarthachildcare.com**Ages 6 weeks - 12 years***KCCS Courtice**

78 Glenabbey Dr.

Courtice, ON L1E 2B5

(905) 432-7630

*courtice@kawarthachildcare.com**Ages 12 months - 12 years***KCCS Charles Bowman**

195 Bons Ave.

Bowmanville, ON L1C 0H8

(905) 697-3030

*bowmanville@kawarthachildcare.com**Ages JK - 12 years***KCCS Good Shepherd**

20 Farmington Dr.

Courtice, ON L1E 3B9

(905) 432-7630

*courtice@kawarthachildcare.com**Ages JK - 12 years***KCCS Harold Longworth**

350 Longworth Ave.

Bowmanville, ON L1C 5J5

(905) 697-3030

*bowmanville@kawarthachildcare.com**Ages JK - 12 years*

# KCCS OPERATIONS



## 2013 Operations Statistics

<b>Number of programs operated by KCCS in 2013:</b>	<b>25</b>
<b>Total Licensed spaces available:</b>	<b>1082</b>
Infant Spaces:	<b>147</b>
Toddler Spaces:	<b>165</b>
Preschool Spaces:	<b>294</b>
School Age Spaces:	<b>476</b>
<b>Number of families served:</b>	<b>1200+</b>

## Operations Report

The first year as Operations Director has been exciting, one of growing and learning. I had the wonderful opportunity of bridging connections, building relationships and supporting new opportunities. Our Administration team began the year by reflecting on how we welcome families, staff and community members into our space. We began by creating a more welcoming entrance. We updated our vision statement and ended the year by creating an identity wall of pictures - people who live in this office. In 2013 our team of supervisors, staff and administration worked together to open five new licensed FDK classrooms and two new infant programs. We built budgets, prepared proposals, ordered toys and equipment, set up classrooms and hired staff. In September we successfully opened beautiful, rich and inviting classrooms to families and children in Durham Region, City of Kawartha Lakes and the City and County of Peterborough.

Over the past several months we have been revisiting our Operational Policies and Procedures. Our hope is to better align our policies with our strategic plan and guiding principles.

At the end of the year the Ministry of Education introduced a new online Child Care Licensing portal. We now receive all licensing information and report any serious occurrences through this portal.

### Our staff team of over 200 are the key to our success.

Leadership emerges from all aspects of our organization with each staff taking pride in the skills, knowledge and abilities that they bring to their role. Our daily work is reflective of our shared values about relationships, wellbeing, environments and experiences. Teamwork is evident throughout our organization: Professional Advisory, Health and Safety, Communities of Practice, Leadership and Programs work collaboratively to realize our strategic plan and deliver excellence in early learning and care.

## HR Report

2013 saw many changes in our HR practices as we strive to align them with our KCCS Guiding Principles. The Hiring Protocol developed in 2013 improved consistency and efficiency in the hiring process. Supply On-Call staff are now interviewed in a group setting, allowing the candidates to learn about KCCS and us to learn about them. At the end of the interview the candidates reflect on the process and link it to our guiding principles.

The success of the changes to our benefits in 2013 was measurable as demonstrated during our renewal meeting with Health Source Plus. We bundled our paramedical coverage to total \$1000/year coverage for one or more practitioners. This allowed people to take a preventative approach to wellness and as a result drug and prescription costs decreased. Permanent staff are able to "buy into" up to four weeks of unpaid leave, which is prorated over 24 pay periods. In 2014 57 staff are taking part, totalling 112 weeks.

KCCS is currently sponsoring five Child Development Practitioner Apprentices at three different colleges. Two staff have recently completed their apprenticeships; both of them have just returned from maternity leave. Congratulations to Tammie and Missy!

The supply registry was introduced in our community by the Investing in Quality Committee. KCCS was chosen to be one of the pilot organizations and is committed to this initiative. We have the ability to post and fill a staff absence; supply staff is able to work at different locations.

## 2013 HR Statistics

<b>2013 Employee Base:</b>	<b>186</b>
(Average # of employees on payroll in 2013)	
<b>Permanent Hires:</b>	<b>46</b>
<b>Short-term Contracts:</b>	<b>96</b>
<b>Supply Hires:</b>	<b>39</b>

## Financial Report

The finance team is pleased to report that KCCS had a successful year. In 2013 our two main areas of focus were accounts receivable and reinvesting in KCCS facilities. By working together to improve understanding and management of our accounts receivable, we were able to build stronger relationships between co-workers, departments and families while helping families manage their monthly financial commitments to KCCS. Together, we were able to reduce the parental accounts receivable from 9% of fee income in 2012 to 8% in 2013, despite an overall growth of 12% for fee income. I would like to extend my appreciation to the Program Supervisors and Tracy, Accounts Receivable for their efforts over the past two years to accomplish this success. Careful budgeting, extra health and safety funding, and prudent use of resources enabled us to reinvest in KCCS facilities and personnel by upgrading our technology for documentation of children's learning and administration of our programs, and renovations to many of our programs and administration office. We look forward to the coming year as we continue to improve the accounts receivable and look deeper at our financial systems to find efficiencies to more effectively serve families and children.

## 2013 Financial Statistics

<b>Revenue</b>	
Parent Fees:	\$4,120,766
Gvmt Grants/Subsidy	3,164,379
United Way	40,800
DNRFP & Other Income	454,833
<b>Total Revenue</b>	<b>\$7,780,778</b>
<b>Expenses</b>	
Salary & Benefits	\$5,952,020
Provider Fees	589,805
Food	247,897
Rent & Maintenance	196,973
Other Expenses	719,684
<b>Total Expenses</b>	<b>\$7,706,379</b>
<b>Revenue over Expenses</b>	<b>\$ 74,399</b>







## RELATIONSHIPS

RELATIONSHIPS ARE THE FOUNDATION OF ALL THAT WE DO. THROUGH COLLABORATION AND REFLECTION WE BUILD RESPECTFUL, AUTHENTIC RELATIONSHIPS WITH OUR COLLEAGUES, CHILDREN, FAMILIES AND COMMUNITY. WE RECOGNIZE THE VALUE OF FAMILIES IN EARLY LEARNING, AND HOLD A HIGH IMAGE OF THE CHILD AND A DEEP RESPECT FOR CHILDHOOD.

### Engaging with Families...

Families are essential partners in our work with young children. We are always seeking ways to invite families into the daily life of the classroom. Our doors are always open for families throughout the day and we are eager to partner together in their children's learning. Throughout the year we invite families into our programs to share stories and experiences from the daily life of the classroom.



*At KCCS Lindsay families are invited to listen to the stories of the work in the classroom and to create a gift for the children.*



### Engaging Together as a Community...



This summer, with the leadership of KCCS Rolling Hills staff and children, a summer carnival was held for all KCCS programs to attend. Even the rain couldn't dampen our fun as everyone took part in the face painting, the bouncy castle, guessing games, relay races, popcorn, a barbecue and a visit from the fire fighters. We love these times when we can come together as a community to experience joy and laughter.



**"My girls are so lucky to attend daycare at KCCS, it's an amazing family. Thanks for all that you do. "**

-KCCS Parent



## Building relationships through stories of ourselves...

This past year the Best Start Classroom in Lindsay engaged in a project with the children and families to share their unique story of the day their child joined their family. The stories brought great joy to the children as they listened to each story being read and then were invited to illustrate their own and other children's stories...



*"After a long time of waiting and hoping we found out we were expecting a baby. We were absolutely thrilled! Imagine how shocked and excited we were to find out that there were TWO babies coming."*



*"That's me!!!"*

*"At the hospital we painted your little foot and took an imprint. Daddy took it to the tattoo parlor and got it tattooed on his arm with your date of birth. He was such a proud daddy."*



## Identity Panels

Identity panels have become an important part of each of our classrooms this past year. Each program has their own unique way of bringing visibility to the people that share their space. Often children will be invited to share a bit about who they are, their hopes for the future etc. Families often share with us their hopes and dreams for their children. It has been a wonderful way to connect with families and get to know each other better.







## WELLBEING

WE VALUE THE JOY AND HAPPINESS A SENSE OF WELLBEING BRINGS TO EACH OF US. WE UNDERSTAND THE IMPORTANCE OF NOURISHING OUR HEARTS, MINDS AND BODIES. TOGETHER WE PROVIDE AN ENVIRONMENT THAT FOSTERS AND PROMOTES A HEALTHY LIFESTYLE.

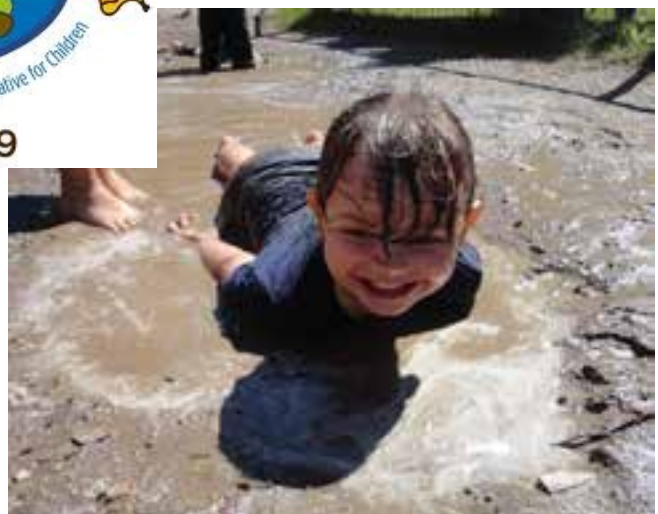
Many of our programs came together, like so many other schools and spaces for children, to celebrate International Mud Day! What a fabulous way to connect children all around the world through nature.

*"Studies have recently revealed the positive qualities of earth, soil, and mud. Science says that being barefoot is good for you. Mud has microscopic bacteria that soothes you, relaxes you, and calms you down. So that's why it feels so good to kick off your shoes and socks!"*

~Rusty Keeler



JUNE 29





**"Both of our children routinely eat more at daycare than at home because it is so good. We like that they are getting healthy meals that they like!"**  
-KCCS Parent



## Building Beautiful Outdoor Spaces for Children



*In May the Lindsay program created an inviting and beautiful front garden as a welcoming first impression of the program. The children, parents and educators worked collaboratively toward this goal. Educators met and created a vision that was then posted, and families and community were invited to come together to build a plan.*



*In Bowmanville the children enjoy the fruits of their labour.*



*Spaces were created to challenge children's minds and bodies in the outdoors.*



*In Apsley the playground project took the collaborative efforts of parents, staff, children and community. Their efforts earned them the front page cover of the Apsley Voice.*





## LEARNING & DEVELOPMENT

WE RECOGNIZE THE VALUE OF LIFE LONG LEARNING. WE BELIEVE THAT EDUCATORS, CHILDREN AND FAMILIES DESERVE ONGOING OPPORTUNITIES, RESOURCES AND TIME FOR REFLECTION SO THAT THEY MAY BE EMOTIONALLY AND INTELLECTUALLY ENGAGED IN LEARNING TOGETHER.

As part of our commitment to learning, we continue to network with a growing number of organizations that share the same commitment to children and families. In June, eleven educators from our organization were participants in an art institute in London, ON. This institute offered the opportunity to consider and build on our own experiences with art as representations of our thinking and learning. This experience helped us to consider children's creative representations and to help us to understand the depth of the logic and imagination portrayed in their work.



In February, Dianne Traynor and Angela Hoar, Pedagogical Team Leaders, joined 32 other delegates from across North America and Australia for an exciting conference and study tour in Auckland, New Zealand. Through seminars, presentations and center tours with NZ colleagues, university faculty, center staff and the NZ Ministry of Education, they explored the rich bi-cultural Reggio inspired curriculum. Upon their return, Dianne and Angela offered an evening of reflection to the educators here at KCCS and presented a visual tour of New Zealand's beautiful outdoor learning environments at the Annual General Meeting in April. This experience continues to impact the daily practices throughout the organization.



In June, 15 participants were given the opportunity to hear Jim Grieve, Minister of Education – Early Learning Division, offer a keynote address on the *Early Learning Framework*. This informative keynote was followed by a two-day institute presented by Anne Marie Coughlin and Lorrie Baird who guided educators and administrators from across Ontario to consider how we might bring visibility to the vision of our province. They offered a reflective model for helping to connect to values in order to make meaning of our classroom observations through the Principles of the *Early Learning Framework*.





**"The warmth and encouragement that you provide to the children is exceptional, and the focus on interest-based learning fosters engagement and opportunities for growth."**

-KCCS Parent



## Pedagogical Orientation Series

In 2012 *Building Foundations Together*, a pedagogical orientation for new staff, was developed by the Pedagogical Team to support new educators' understanding of the organization and our curriculum practices. We thank every educator who dedicated their time and focus to engaging in the journey with us. Together we now have an understanding of the value and importance of learning together through reflective practice, as well as the critical role we play in the lives of those we spend time with each day.



We continue to support learning and development by offering Communities of Practice (CoP) as a model for developing reflective practice. This year our extensive internal PD calendar included series on Numeracy and Literacy, Enterprise Talk, Early Learning Framework, and general reflective CoP with School Age and Leadership Teams. In addition we came together to study articles, books and Ted Talks throughout the year.

## Internal Study Tours

A practice that began in 2012 of opening up our programs to each other as a way to reflect and study our work has flourished in 2013. This past year Study Tours were held at our Lindsay, Courtice, Bowmanville and Shamrock programs. These opportunities to engage together to study documentation and environments and to share our thinking have been a great support in forwarding and celebrating our work.







## CITIZENSHIP & COMMUNITY

WE PROMOTE AND VALUE A SENSE OF PERSONAL INTEGRITY, SOCIAL RESPONSIBILITY AND RESPECT FOR OURSELVES AND OTHERS. WITHIN OUR PROGRAMS WE PROMOTE THE PRINCIPLES OF DEMOCRACY AND SOCIAL JUSTICE. WE MAKE VISIBLE THE CAPACITY AND CONTRIBUTIONS OF OUR YOUNGEST CITIZENS.

### United Way Ball Tournament

The creative and fun-loving educators of Victoria Graduate organized a baseball tournament on October 5th 2013 - \$2715.35 was raised for the United Way. 10 teams participated and many players were KCCS staff along with their families and friends. The rent for the diamonds was paid for with funds from a bake sale at the program. The hardworking educators from Victoria Graduate played in the tournament as well as offered



a silent auction, home run derby, buy-a-square draw and wonderful high quality raffle items. They were grateful to the many parents and educators that donated items. The weather was perfect and it was a great day to get exercise, meet new people and have fun with healthy competition. They are already planning the tournament for 2014.



### Art Auctions

This year many of the School Age Programs as well as our Peterborough Program presented Art Auctions to raise funds for United Way.



**"Over the past year, KCCS has been a huge help and support for us as we have made our curriculum transition. "**

-Local Child Care Organization



In October the Ontario Reggio Association invited early learning programs from across the province to open their doors to share experiences and reflections from their work. At KCCS we participated through our study tour at Shamrock, Open House and materials exploration at Victoria Graduate and Tea with Ted at our Admin Office. It was wonderful to dialogue with community members around this incredibly important and complex work we do.







## ADMINISTRATION & LEADERSHIP

TO CREATE OUR FUTURE REQUIRES LEADERS FROM ALL ASPECTS OF OUR ORGANIZATION TO WORK COLLABORATIVELY FOR SHARED SUCCESS. THROUGH A HEALTHY, VIBRANT ADMINISTRATION WE FACILITATE HIGH PERFORMANCE, VIABILITY AND SUSTAINABILITY.

### Leadership Retreat

In late November a team of Supervisors, Pedagogical Leaders, Administrators and Site Supervisors gathered for two days to deepen our understanding of our Strategic Plan and to celebrate our successes. Together we focused on the “Why” behind all of our practices and considered what possibilities can happen when we live into the principles of social justice and democracy.



*“I felt privileged and valued to be included in my role as Assistant Supervisor. As my role is ending I am thinking about how I am a leader within my work and practice. I felt that having the opportunity to spend time together socially helped to get to know people on a different level and forged some new and deeper relationships.”*

*~Tammy Smeall, Victoria Graduate*

*“Speaking from our values and beliefs, people don’t care what you do as much as why you do it. Make the connection with people through values and beliefs. I connected with the Golden Circle. Loved this as a visual that the ‘why’ must always remain central to our core vision.”*

*~Angela Hoar, Pedagogical Team Leader*





"We saw how your teaching teams interacted with each other – both independently and intricately together. You could tell that they were so 'in tune' with each other and the children."

-Local Child Care Organization



## Sharing in a Vision

"The Future isn't a place we get to go...it's a place we get to create."

~Nancy Duarte

In 2013, Jim Grieve, Assistant Deputy Minister of Education - Early Years Division announced that Early Learning and Care programs can look forward to having a "curriculum" from the Ministry of Education in the very near future. While we don't know exactly what that may look like, we do understand that the Principles as outlined in the *Early Learning Framework* (ELF or ELECT) will be the foundation it stems from. It is an impressive framework that stems from some of the latest research on early learning and development. The framework itself mirrors our own values and beliefs at KCCS and will not replace our current practice but rather closely compliment so much of the work that we do. At KCCS we have been proud of the leadership our organization has taken in Ontario's movement to building a high quality early learning and care system in our Province. Sheila Olan-MacLean sits on the Ministry of Education Professional Advisory Table and is the President of the Ontario Coalition for Better Child Care. Both Lorrie Baird and Sheila Olan-MacLean have been invited to share their thinking and perspectives as we move forward in our partnership with the Ministry of Education.



To support educators working in early years settings in their continuous professional learning, the Ministry worked with leading experts in the early childhood field to develop resources to support deeper thought into practices connected with the Principles of the *Early Learning Framework*. We are proud that Lorrie Baird is a part this group of experts selected by the Province. Lorrie Baird alongside her colleague Anne Marie Coughlin wrote the research brief on Pedagogical Leadership. The following URL will take you to the site where you can find the full document *Think, Feel, Act*.

<http://www.edu.gov.on.ca/childcare/research.html>

Sharing the stories from our classrooms has become an important part of not only our internal professional development but also for others who are working towards an Emergent Curriculum. This past year Cara Murtha and Laura Howell were asked to share their reflections from classrooms in our community as well as at the National Canadian Association for Young Children Conference. Our hope is to continue this practice as it offers us a way to reflect on our work and deepen our understanding from other perspectives.



Cara Murtha (centre) with educators from London Bridge Child Care





## PROGRAM REPORTS

KCCS Discovery Space has had a successful 2013. We continued living into our values and beliefs. The educators are still building strong relationships with families, community partners and our KCCS team. Discovery Space's enrollment continues to be strong in all the rooms. Our partnership with the community continues to grow. We are in constant collaboration with the Adult Education Center to provide supports to families that attend the school. Our strong relationships with outside agencies brought many referrals to our program in 2013.

2013 was the first year that Discovery Space was able to have permanent staff. We welcome and congratulate Bethany Hartin and Esther-lynn Copeland on their success. We also welcome Heather Gorrill and Kim Payette to our team and are grateful for the support they provide.

Together the Discovery Space team completed the foundation series in September, with our pedagogical leader, Dianne Traynor. The team felt that the series brought us closer by sharing our perspectives. We are now coming together for a book study of *The Diary of Laura*.

An ongoing goal for Discovery Space in 2013 was to create a warm welcoming environment for families and the community to come into. We have provided identity panels of the staff for families and visitors. This will demonstrate our value of relationships, helping connections to be made early and providing a familiar face on a family's first day. The walls have pictures of families' children to convey the message that this is their space too. The rooms received a fresh coat of paint to help add to our welcoming environment.

With dedication and the hard work of the educators, our yearly family gathering was a success, with lots of laughter and great conversation. This lunch really helps bring our Discovery Space family together.

A focus for 2014 is to incorporate more outdoor experiences into our daily programming and encourage more family involvement opportunities.



KCCS Lindsay has had a busy year with many changes and new growth. In July, Cheryl Schweer joined the team as Program Supervisor. We have also welcomed new educators and many new families into our program.

In May, the educators collaborated with our families and the children to put together a "garden project" to create a welcoming entrance into our space. Families donated their time, small trees and a lovely wooden bench to help complete the beautiful garden they had envisioned. The garden looks wonderful and many lasting memories were created for everyone involved in the process.

In September we were very excited to open our Infant Pro-

gram and Full Day Kindergarten Program. Much time and reflective thinking happened with everyone involved around the relocation and creation of our space to provide beautiful environments for our new programs.

Michelle Chamberlain took on the role of Site Supervisor for our new FDK program and the School Age program. We continue to have strong relationships with St. Dominic Elementary School and together we create a seamless day for our children and their families. Our enrollment continues to grow in this program and we are excited to see what next year will bring.

Many of our educators took part in Professional Development opportunities this year. As well, thinking and reflecting with our Pedagogical Team Leader, Dianne Traynor, has allowed us to think deeper and grow together. This process has influenced the great work that is being done in our classrooms.

Moving forward into 2014, we are excited to explore our visions for our outdoor space. We look forward to continuing to build relationships with our families and the community.





# City of Kawartha Lakes



KCCS Victoria Graduate has had another successful year in 2013. Our enrollment continues to stay steady, supporting the need for quality child care in the City of Kawartha Lakes. We continue to live into our values each day to provide the best possible early learning and care for the children and families in our community.

Our relationships within our community continue to strengthen and grow. We are located next door to IE Weldon SS. Their students complete cooperative education programs in our classrooms; we partner with their child development and parenting classes and meet with their faculty. A partnership was developed with VCCS employment students to complete work placements in Victoria Graduate. We supported a group of Fleming students to complete an outdoor classroom project in our preschool playground. They created a music garden, covering our teepee with amazing material.



All of the educators have participated in a variety of professional development opportunities both internally and externally. At our staff meetings we plan professional development so we can collaborate and share as a team. We hosted an amazing evening of sharing documentation and learning through the ORA, opening our doors to the community with many community members joining us for reflection. We are very thankful for the abundance of PD that allows us to continue learning and growing as leaders in the early learning and child care field.

The first annual 3 pitch tournament took place in October with all proceeds going to the United Way. KCCS staff, families and community came together for a fun day at Wilson fields. This day was so successful because so many amazing people volunteered their time, donated items for a raffle table, set up the bases, umpired and ran a home run derby. The feedback was fantastic and we are already planning the 2014 tournament day.

We look forward to 2014 and continuing the journey of collaborating and growing within our KCCS community as well as our CKL community.



This past year the centre expanded with the creation of a full day kindergarten program at Grandview Public School. Lindsay Ross is the site supervisor with Robin Brooks supporting the program.

Heidi joined the school-age room; Heather joined the kitchen, Lori joined the toddler room, Amanda joined the preschool room and Corinna joined the program as our pedagogical leader. We said good-bye to Angel as she moved to the Peterborough program, Dianne as she will be supporting Lindsay, Discovery Space and Apsley, and Robin and Alyssa left the program to pursue new adventures within the community. Along with the amazing internal PD regularly attended by all staff, Lindsay, Amy and Pat went *Early Learning Framework Institute* in Guelph. Eileen and Amanda attended the *Art Institute* in London. Heidi and Robin completed the Foundation Series.

Relationships were a main focus this year with families, school and community. Over the past year we have developed a wonderful, supportive open dialogue with the schools we service. Through our positive interactions with the staff at the schools we have been able to provide the children and families with a sense of unity and collaboration within the buildings. Lindsay and Pat have joined the parent councils of both schools.

The centre hosted a carnival day in the summer for the school-age programs within KCCS. It was a wonderful day organized by the staff and school-age children. The children worked as a team to provide a great experience for all in attendance. Our annual mud day experience was exciting; all age groups joined together for fun and a mixing experience. Every Wednesday the program excitedly awaits the community recycling truck.

Over the past year we have developed a personal relationship with Duane. We have sat in his truck, honked the horn and exchanged Christmas gifts. Everyone embraces the changes at the center; our hopes continue to be to provide a wonderful, enriched program for all families. With 2014 upon us, one goal for the year is to expand and enrich our outdoor environment.







## PROGRAM REPORTS

# Peterborough

2013 offered KCCS Peterborough another eventful year. Cheryl Schweer filled the position of supervisor at KCCS Peterborough until the summer, when Valerie McGee-Phillips returned from maternity leave. Both ladies were required to lead the first double graduation ceremony at the centre, where we saw over 30 children leave for full day kindergarten. It was an incredibly emotional day with lots of memories shared and hugs given. The idea of the children leaving us so soon after we have just started to get to know them has become reality.

The fall brought us three new educators with Angel Brady and Erica Clyens-Nagy accepting positions in our toddler and preschool rooms. With Stephanie Springett giving birth to a beautiful little girl named Desiree in November, we have been fortunate to have Stephanie Ferguson step in as acting Assistant Supervisor for the duration of her maternity leave.

We are also pleased to welcome Corinna Krockner as our new pedagogical leader. Corinna spent a few months observing and getting to know each individual educator and their documentation styles. Through the children's work for the United Way Art Auction, Corinna recognized that a common interest of the educators at the Peterborough centre is their love of art. In November Corinna initiated a book study with the entire centre called the *Language of Art* by Ann Pelo. To begin the research, educators were randomly given 1 of 4 chapters that discussed materials and how to introduce and study them with the children in their primary care. We look forward to sharing the children's work and the educators' thoughts and potential next steps at our study tour in February.



With a vast turnover of staff due to maternity and medical leaves, we are happy to announce two full-time permanent staff at the Apsley program - Robin Trotter, Program Educator and Geri-Lynn Cajindos-Henry, Program Supervisor.

Our goal this year has been to strengthen and build our relationships with our families and community.



We have established a strong connection to the families in our care this past year. Each family is welcomed with a warm smile and personal greeting and family pictures are displayed as you enter each room. As well a little bio of our staff is displayed at the entrance of the centre. The families feel they really know us as individuals.

The partnership that we hold with the school has proven to be extremely strong this past year, as we collaborated on our playground plans, snow removal for our entranceway, and developing a handbook tool for fostering a partnership between school and care providers. We keep our communication lines as open as possible and share newsletters going out to families, as well as

involve each other in events going on throughout the year.

The engagement of families has been wonderful this year, as many families donated time, money, service, and/or items towards the centre and playground development and programming. To show our appreciation we acknowledged them in our local paper, *The Apsley Voice* and are continuing to submit articles and little blurbs about our centre in order to keep the connection with the community.

We had an amazing turn out for our Holiday get together this year where about 25-30 people attended a potluck dinner and craft. Our journals and portfolios have come a long way and it is becoming a regular occurrence for parents, children, and families to look for them as they enter or leave the program.

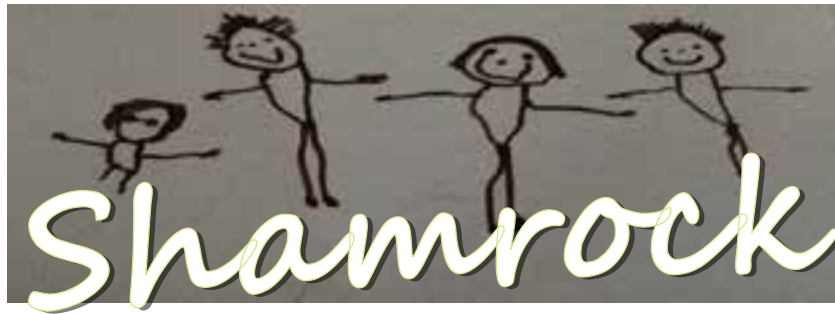
In 2014 many children are due to come back with their new siblings. As the families of our community grow, so will our role in it.



# Apsley



# Peterborough County & City



2013 was another year in which the Shamrock team provided quality child care to the children and families in the Ennismore community. Throughout the year we let our values and beliefs guide us as we transitioned along with our community to full day kindergarten, collaborated with others through different professional development opportunities and enhanced our environments.

The transition to full day learning at the neighboring St Martin's school presented us with the challenge of decreased enrolment in our preschool room. However brain-

storming together resulted in unique advertising ideas and we are now celebrating our increasing enrolment. This transition also brought the opportunity to strengthen our relationships within the school and we are excited to be making connections with the kindergarten teaching teams as well as new administrative staff. Professional development provided us with other opportunities to make connections. This year we hosted our first study tour which also coincided with ORA Days. We welcomed members of KCCS, staff from other community child care agencies as well as members of the Ministry of Education to come and reflect with us on our work. It was wonderful to hear the thoughts and perspectives of others and we continue to reflect on this evening as a means to further our work. This evening also encouraged us to reflect on our environments. Earlier in the year we transformed our spaces with beautiful new carpets, new cubbies in the preschool room and freshly painted white walls. We continued to look closely at our environments, being thoughtful about what went up on our newly painted walls and presented materials around the room which were inviting and engaging.



Moving forward into 2014 we are excited to continue strengthening our relationships within the school, participating in professional development and enhancing our environments. With a new year comes new opportunity.

Peterborough city and county school age care continues to grow each year with extended day programs and the forging of new partnerships. We have ten amazing programs in our communities. In addition we welcome a new partnership with St. Joseph's Elementary School in the community of Douro. What started as a small program is growing at a fast rate with continued interest and increasing enrolment.

Our school age programs focus on intentional play-based learning, supporting children's learning through their curiosity and explorations, and collaboration with children and adults while supporting relationships and social development. The ELF Principles and our own Guiding Principles guide our practices.

## School Age Programs

Our solid commitment to adult learning and development this school year has resulted in an increase in internal professional development for School Age educators. Our Pedagogical leadership supports us to deepen the way we think about our work, the spaces we create for children and our relationships with children, families, colleagues and the community. Together we have been observing how children use space and materials and how they respond to their environment. Through this work we have re-shaped our thinking about our environments and the materials we offer children.



PVNCC School Board extended an invitation for collaborative learning with full day kindergarten/extended day classroom

teams by participating in professional development together. This was a great opportunity for dialogue around building a learning community and for making connections with our shared values and beliefs for children.

Moving forward we will continue to explore the latest research available and tools like that of the *Think, Feel, Act* document and *Early Curriculum Framework*. These documents will guide our practice in adult/child relationships, focusing on supporting children's self-regulation skills, creating environments that challenge children's thinking and building respect for materials. As always our documentation will continue to provide visibility of life in the programs.







## PROGRAM REPORTS - Home Child Care



Two Providers in the City of Kawartha Lakes area and three Providers in Peterborough joined the Home Child Care team in 2013.

Home Child Care is in the process of developing and revising policies and procedures and with that have come some changes to our Provider and Child Registration packages. At our annual policy review meeting Providers had the opportunity to reflect together on what they thought was important to be in the Provider Contract.

An annual Parent Survey was distributed in March for feedback on our strengths and areas for improvement. The surveys that were returned to us indicated that parents appreciate that our Providers are passionate about caring for children. Parents feel our providers are very good communicators, verbally and through the use of journals, and that their children are in safe, happy, comfortable environments. Suggestions for improvements were also made, and we have listened and made changes in those areas.

Professional Development was a success again this year. Book Study with some of the City of Kawartha Lakes Providers, as well as a Book Study in Peterborough took place early in the year. We were able to attend the POND Conference, First Aid and CPR, 2013 CKL Haliburton Conference and the 2013 Peterborough Child Care Conference. CKL Providers have had an incredible opportunity to attend a Nutritional Workshop with Betty Smith, Victoria Graduate's Nutritional Specialist. This is something that will continue every other month as the Providers found it very valuable.

We received our new License in September. The Providers who participated in the inspection felt that it was a valuable experience not only for the information they received, but the validation that they are providing quality child care in their homes. Norma has changed roles in KCCS; she is now the Pedagogical Team Leader for our Durham region. Jenny and Amanda remain as the contacts for the program and hope to continue to make this program a success.





# PROGRAM REPORTS - Durham Region



KCCS Courtice has had a busy but wonderful year. We welcomed Shelley who is working in our school age program & Stacey in our JK/SK room. Norma is our new pedagogical leader; she has been working very hard with individuals as well as supporting team meetings. Our new signage went up in November, and as a result we have had many new families tour our centre and enrollment is quite high. We are looking forward to FDK & opening an infant program in September 2014 and have met with the fire and health departments to get the process started.

We have a new team at Good Shepherd. Tabitha is our site supervisor & Ersi joined us in September. We first met Ersi at an open house at the school as she is on the Parent Council. What a great way to build relationships within our community. Our program continues to network bi-monthly with Good Shepherd, Bowmanville, Harold Longworth & Charles Bowman. We take turns hosting at each location & have facilitated discussions around our programs. What an enormous benefit it is to think together & reflect on our practice.

We took part in "Outdoor Playground" with Sir Sandford Fleming College. A team of students came together to help support the vision of a beautiful & natural outdoor play-scape for children to learn & grow. We were also very fortunate to receive Health and Safety funding. We used the money to replace our deck & to purchase a new freezer.

We have created sub-committees to help in planning events for the program. We will be hosting a family night in the spring & have started to think about fundraising for United Way for 2014.

## Courtice



## Bowmanville

2013 has been a busy and successful year at the Bowmanville program. We focused on centre renovations/expansion, opening a new satellite school age program and collaborating with community partners.

KCCS Bowmanville opened a new infant room in September 2013, re-licensed new classrooms for our school age program and expanded the kindergarten school age program. Our license capacity increased from 93 to 112. All age groups continued to be operating at nearly full capacity.

The Harold Longworth School Age program, licensed for 46 children, was also opened in September 2013. Lindsay and Kirsty both transferred to this location and their professionalism & enthusiasm has made the experience very positive. The program continues to grow with enrollments already happening for fall 2014. The program has built relationships with the kindergarten teachers, Boys and Girls Club (who operate on site after school) and the Ontario Early Years who uses our room one morning per week for a school readiness program.

The Charles Bowman school age program continues to grow. We continue to share classrooms with the kindergarten teachers as well as a dedicated space for school age. Recently I had a meeting with the Principal and she commented on how Joselyn, the Site Supervisor, is so very accommodating, supportive and professional.

We continue to collaborate bi-monthly with Bowmanville, Courtice, Harold Longworth, Charles Bowman and Good Shepherd Programs with our Pedagogical Team Leader, Norma Curtis. This allows us the opportunity for reflection, team building and collaboration among all the educators. Over the last year all three programs have really strived to work with the schools to which we are linked to build relationships and open communication. We are continually growing and using more

and more school shared spaces so this communication and trust is very important. At the Bowmanville location we also built a relationship with Kingsway Arms Retirement Home. The children look forward to their regular visits and are becoming very comfortable in the space.





# PARENT ENGAGEMENT - ACCOLADES



Thank You!

Chrissy has been and continues to be a tremendous influence in our son's life. She has a very true and genuine affinity for children and goes out of her way to ensure that relationships are established with families and that children ALWAYS feel safe and LOVED in her care. We are hoping to see Chrissy back in the classroom so that our second little boy can have the opportunity to have her as a caregiver! Thank you for everything that you do Chrissy and know that you are most definitely appreciated!!!!

We feel very lucky to have Sophie in the St. Peter's Day Care environment. The warmth and encouragement that you provide to the children is exceptional, and the focus on interest-based learning fosters engagement and opportunities for growth. St. Peter's provides a unique culture of caring and development, and it all starts with the educators themselves. Thanks for all that you do!



Our daughter Ayda has been going to KCCS in Peterborough for 4 1/2 years and our son Oliver has been attending for 2 1/2 years. Both of our children love Leslie's cooking and routinely eat more at daycare than at home because it is so good. We like that they are getting healthy meals that they like!

Ayda has had many amazing care givers; Andrea (the first to cuddle Ayda to sleep), Tammy (Ayda is her princess) and Amy (Ayda has painted many pictures that say "I love Amy"). Ayda has a special bond with each of them and we trust all of them!

Oliver has a disability that makes his bones fragile and has had many fractures. When he was born we NEVER thought it would be possible for him to attend a daycare and the thought of leaving him in someone else's care was terrifying!! But we knew the great people who worked at the KCCS; Val worked with Five Counties to help get the support that Oliver needed to be safe. This support came from Lorraine. Lorraine is a special, amazing and caring person who watches Oliver carefully and keeps him safe ALWAYS! The love and dedication she has for Oliver and the rest of the children is evident every time I see her with them.

Thank you does not even begin to describe our gratitude to all the staff at KCCS at St. Peter's.



As a first-time mother putting my 5-month-old in daycare for the first time, I had a lot of stress and anxiousness. After Ben's first week I let out a sigh of relief because his caregivers were wonderfully caring with him, he seems to enjoy the other babies and he gets some different perspectives and experiences than what he gets at home. I feel very secure to leave him at KCCS while I'm away during the day.



I just want to thank the Best Start Teachers for being such a positive influence in Logan's life. He loves going to school and talks about the educators and other kids often. He can't wait to go to Best Start (he calls it school) everyday. This is a great team that works well together. Thanks you for making a difference in Logan's life!



I want to send a special thank you to the Infant Room Child Care workers at Victoria Graduate. My son Nathan has been attending there since July 2013 and he loves it!! It gives me such reassurance as a parent to know he is happy and well taken care of while I'm at work. A special thanks to Brenda (Nathan's care giver) - Nathan is lucky to have you looking after him each day!





# PARENT ENGAGEMENT - ACCOLADES



## Thank You

Sam is an AMAZING caregiver. Her easy going, fun loving approach with children is just one of the things we love about her. Having to return to work this year, I had no reservations about how our little boy would make out with Sam in the toddler room! She gives him the same kind of love and attention that I would give him throughout the day and he is always greeting me at the end of the day with a HUGE smile. Sam is a tremendous asset to Victoria Grad and has become a special part of our lives!!!



I wanted to send a note to show our gratitude for the amazing care that our daughters are receiving at KCCS.

The transition from home to going to daycare has been difficult for our sweet Anna (and for us as a family), but Alice and the other staff in the toddler room have been so supportive, caring and helpful that it has made the situation bearable for us. And Anna is starting to see her caregivers as family, I hear it when she says 'Alice' when I ask her how her day was. Alice has been our stronghold, our rock during this time and I can't imagine going through this without her. And Carly always has a welcoming smile for Anna when we arrive on the mornings that Alice isn't there for early start. All in all, we are grateful every day for their tenderness and love. Thanks ladies, for being so amazing!

Gabrielle has been at KCCS since she was 13 months old, but many days she is reluctant to leave my side (or Ron's) once we arrive at the centre. She's always been like that, and although she loves it at KCCS she tends to dislike dropoff. Amy is usually the one who greets her upon our arrival, and she happily runs into Amy's arms for some hugs. Thanks Amy for being so sweet to my girl and for giving her a safe and happy place to run to. Gabrielle has been in Sharon's group in the senior room and I've watched Gabrielle grow, learn and explore under Sharon's amazing guidance – her ability to encourage the kids to learn things on their own and to support their development is something I admire and greatly appreciate. Thanks Sharon for your ongoing attention and inspiration.

Thank you to Kylie for all that you to make our little boy's time at day-care enjoyable. Your enthusiasm and patience are always appreciated!!! Thank you very much!!!!



I would like to specifically talk about one employee that made a huge difference to my family and definitely went above and beyond to help manage a pretty significant change in our lives. In the fall of 2011 I was asked to take part in a project at work that would require a significant amount of time away from home (just under 300 days as of this month). Our daughter was 3-1/2 at the time and as an only child, accustomed to a lot of our attention. I realize that there are many other children whose parents travel for work, and my travel in and of itself is not special in any way. What was special was the fact that someone recognized the impact that this was going to have on our family and did something about it. At some point prior to my leaving on the first leg of the project, Callesta worked with my daughter to prepare a scrap book that I could take with me on my travels with pictures of my daughter, some of her artwork, a handprint and other reminders of home. And travel with me it has. It's been to Brazil, Florida, Manitoba and North Carolina. This gesture meant so much to me and I just want to say an official thanks and recognize Callesta for this wonderful demonstration of compassion. Thank you so much!

## just a note...

I wanted to thank Sharon for making our little boy so happy! He is often playing with her and other toddlers or sometimes in her arms for a snuggle at the end of the day when I go to pick him up. She always has lots to tell me about his day and I can tell she really does care about my little boy. Thank you Sharon! We so appreciate the love and care you give our little boy!





# COMMUNITY CONNECTIONS



# THANK YOU!

At Kawartha Child Care Services relationships are the foundation of all that we do. Through collaboration and authentic, respectful relationships with our dynamic volunteers, supportive community partners, amazing dedicated staff and the brilliant children and their families we are able to offer environments full of joy, discovery and lifelong learning. For that we say THANK YOU!!

## Volunteers and Donors

Breanne Abercrombie  
Andrew Ball  
Samantha Challice  
Cotnam Family  
Kerri Dalzell  
Chris Davis  
Dunkerley Family  
Vera Ferguson  
Jennifer Finney  
Gerri's Arts & Crafts  
Grey Family

Natasha Hart  
Chef Brian Henry  
Laurie & Allen Hughes  
Kashack Family  
Margaret Kavanagh  
Kawartha Community Development  
Koehler Family  
Laing/Robinson Family  
Carly Lilburn  
Nicholson Family  
Kassi-May Orr

Brian Reeds  
Morgan Roberts  
Lacy Saulay  
Stewart Stainton aka "Grumpa"  
Shannon Stewart  
Audrey Virgo  
Wilson Family  
Kassy Wright  
Angela & Mark Yurick



## Community Partners

Algonquin College - *ECE Program*  
Alternatives Community Program Services  
Cavan Monaghan Library - *Millbrook Branch*  
City of Kawartha Lakes  
City and County of Peterborough  
Community Living Kawartha Lakes  
Durham Behaviour Services  
Durham College - *ECE Program*  
Durham Region Children's Services  
Five Counties Children's Centre  
Human Resources Development Canada  
IE Weldon Secondary School  
Kawartha Lakes Fire & Rescue Service  
Kinark Child and Family Services  
Kingsway Arms Retirement Home - *Bowmanville*  
KPR District School Board  
Loyalist College  
North Kawartha Community Development Group  
Ontario Coalition for Better Child Care

Ontario Early Years - *Haliburton, Victoria & Brock*  
Ontario Early Years - *Peterborough*  
Ontario Ministry of Child and Youth Services  
Ontario Ministry of Education  
Ontario Ministry of the Environment  
Peterborough & District United Way  
Peterborough Public Library  
PVNCC District School Board  
Resource for Exceptional Children - *Durham Region*  
Selwyn Public Library  
Service Coordination for Children and Youth – *Peterborough and Northumberland*  
Sir Sandford Fleming College - *ECE Program*  
Sullivan's General Store - *Ennismore*  
Township of Selwyn Fire Department  
Trillium Lakelands District School Board  
United Way - *Peterborough & CKL*  
Victoria County Career Services







Kawartha Child Care Services is a progressive non-profit organization where we work collaboratively to provide excellence in early learning and care. The richness and uniqueness of our learning environments are an invitation for adults and children to discover together the joy of learning.



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