



2010

President's Message

Putting children and families first in the communities we serve has been at the forefront of KCCS's mission over the many years of its existence. This has been especially true the past year as we have dedicated ourselves to the advocacy needed to champion our vision for the future of child care in this province. At the end of my first year as Board President, I am proud to have been witness to the tremendous effort undertaken by all staff in 2010. I truly believe we continue to be the best of the best in building the social and emotional wellbeing of our future generations. For that, on behalf of the families that you serve, I congratulate you all.

The challenges we face going forward will continue to require our utmost dedication and focus on our core values. In this, the 30th anniversary of operations, Kawartha Child Care Services finds itself a leader in the field of child care, taking what we have learned and sharing it with our peers in the field. This has been largely due to the reorganization efforts put forward by Lorrie Baird to focus on pedagogical leadership and training, and how readily it has been embraced throughout the organization. Participation levels in professional development and Communities of Practice workshops are truly astounding.

On behalf of the board, I would like to thank Sheila and all the admin staff for the continued hard work over the last year, and to the program staff and home care providers who put the theory into practice each day. We look forward to another great year in 2011.

Mark Foster, Board President



2010 Board Members

President	Mark Foster
Vice President	Ralph Shiell
Secretary	Patti Fitzgerald
Treasurer	Christa Sandiland
Director	Doug Lytle
Director	Christine Leishman
Director	Betty Halman-Plumley
Director	Tricia Gillespie
Director	Sandi Evans
Director	Leeanna Cliff

2010 Award Winners

Janet Castle
Distinguished ECE Award

Sandi Ashton

Provider of the Year
Kelly Saltern

Award of Excellence
Tanya Lunn-Duggan

Leadership Award
Valerie McGee-Phillips

*Excellence in
Program Support*
Leslie Brown



Executive Director's Message

Through the eyes of others, we are able to see ourselves and the true impact of living our vision and values. A colleague in Sudbury who visited our programs in October said:

"Some of the points or aha! moments I came back with were:

- When a staff says they can't do something e.g. not wanting to try an emergent approach, instead of trying to convince them or push them to do it, we can say "What can we do then?" (Engage them in the solutions).*
- Less transitions - let children decide when they have to go to the washroom or if they want to eat - allows for more natural flow, less behaviour problems. Not about lining children up.*
- Educators need to be involved in setting up environments and moving forward to emergent.*
- Find purpose for items such as toys and equipment before placing them in the environment. What makes an experience vs. just a toy.*
- Importance of professional development and support from supervisors. Your staff says they felt heard and supported. Were told it's okay, it's a process.*
- Won't happen overnight...enjoy the process.*
- Constantly evolving and lots of personal growth.*
- Programming calendar - Inspirations.*
- Less boundaries; more respect.*

Your environments are inspiring and the children and staff in the daycares look so happy to be there. Thank you again for sharing."

Jane Tousignant BA RECE

Program Quality Coordinator

Children Services, City of Greater Sudbury

Highlights of this year include sharing our successes with other colleagues from Sudbury, Toronto, Durham Region, Seattle and Washington. We have shared with and learned from our colleagues. Participating in the Communities of Practice model of professional development has given renewed vitality to our field, where it can be so easy to get lost in the myriad of regulations, responsibilities and what I call "administrivia". What we really want to focus on is the wonder and magic of childhood, the curiosity and love of learning, the compassionate and caring nature within each child. The administrivia still gets done and it is important, but it is no longer our purpose. It is a means to an end.

This was our first full year with Victoria Graduate in Lindsay. The staff at this centre have added a richness to our discussions as they participate in the Professional Advisory Team, the Communications Team, Communities of Practice and professional development opportunities. The reality of a 20 plus year old building has kept us busy with plumbing and roof repairs, but we are so proud to have this team as part of our organization.

We opened our Apsley program in June. Enrolment is slowly building in this community and we are forging many partnerships with community services to build trust and respect within that community.

I would like to take this opportunity to congratulate our educators on the thoughtful and loving manner in which they care for children every day; our cooks, who provide us with nourishing and delicious food and our cleaning staff who keep our environments clean and safe.

In 2010 we had an amazing supervisor team that kept our child care programs operating at their best. The supervisor's role is to accommodate everyone's needs, in the context of licensing regulations, employment standards, workplace safety requirements, fire regulations, health unit requirements and recommendations, Canada Safety Association and municipal requirements, to name a few. And they do this with smiles on their faces and an optimistic view that it is all worthwhile. For all of this I thank Shirley, Tammy, Julie, Dianne, Pat, Amy, Jill, Michelle, Cathy, Kerri, Krysta, Val, Stephanie, Megan, Jenny, Norma and Lorraine. This was indeed a talented group.

As mentioned before, administration is an important aspect of our programs, ensuring that we meet the obligations of our funders, make the most of our buying power and operate in an efficient manner. The supports offered by our administration team are carried out with the same values as are found in our programs. Many thanks to the finance team, Kathleen, Denise and Tracy, for providing this much needed service with humour, professionalism and creativity.

Jenny, Human Resources Manager, has brought her organizational skills, her knowledge of child development and early learning programs and her business experience and knowledge to this position. Thanks so much, Jenny for your dedication and courage in this new role.

Annie and Amy form our administrative team. Because of their skills we have improved our efficiency and effectiveness through an updated and improved website, in-house publications, policy and procedure protocols and updates, improved communication and response time to programs. Many thanks for your contributions made with humour and tact.

And Lorrie, our pedagogical visionary, it is an honour to work with you. You continue to inspire me and make me a better leader.

Our Board of Directors continue to lead our organization with strong principles and values. They actively participate in the major decisions in our organization to ensure that we are fulfilling our mission and working towards our vision. Thanks so much Mark, for your leadership during this year, and thanks to all board members who have provided new expertise and knowledge to our decision making process.

This has, indeed, been an exciting and rewarding year.

*Sheila Olan-MacLean
Executive Director*



Professional Advisory

For the past five years, the Professional Advisory Team has provided advice, feedback and recommendations relative to our curriculum and operations to the Executive Director and the Associate Executive Director. Our projects naturally grow from our values and discussions focus on how to fit our practice with our values. For this reason, this group amended our Parent Survey so that the questions were in the context of our values. We also published our Play Booklet, which offers information about the value of each centre in our play-rooms, as a resource for families and educators. Our Exploration Calendars were published this year as a tool for each group to document the life of their classroom.

Many thanks to this team for their vision and their creative, emergent ideas. I look forward to continued collaboration on projects in 2011.

Allison Davidson	Norma Curtis
Jenny Thompson	Charlene Gattie
Joanne Richardson	Ashley Walker
Megan Panter	Stephanie Kelly
Michelle Chamberlain	Kelly Welch
Lorrie Baird	Sheila Olan-MacLean

Sheila Olan-MacLean, Executive Director



Raising The Bar

Raising the Bar (RTB) is a community-driven initiative designed to help families ensure their children are receiving high quality early learning and child care services. This voluntary program moves participants through three levels of standards. In our first year we achieved bronze level for our programs in City of Kawartha Lakes and City of Peterborough and each year we will progress further through the standards. Our Courtice and Bowmanville programs are participating in the pilot in Durham Region and will reach bronze level in the coming year.



Bronze level programs follow fundamental quality indicators and are also in full compliance with Ontario's Day Nurseries Act.

Silver level programs have additional strategies to enhance quality.

Gold level programs demonstrate a long-term commitment to high quality learning.

Lorrie Baird, Associate Executive Director

Cooks' Networking

This networking group consists of the cook/housekeeper staff at each of our full day programs and a facilitator. It is an opportunity for the cooks to meet and dialogue about current best practices with regards to nutrition and food preparation.

In 2010 we met quarterly and had rich discussions about everything from cooking for children with multiple food allergies to how to most effectively utilize large portions of produce over long periods of time to retain nutrients. The group also supported cooks new to our organization by putting together binders that support time management in the kitchen as well as providing easy one-stop information for supply cooks and students. These binders consist of four weekly menus. Following each menu are the recipes for that week along with cooking instructions for the centre based on daily enrolment. Some cooks have also included a list of foods for these recipes for their weekly and bi-weekly food orders. One of the cooks said that the development of this book has proven to be very effective and she feels much more organized and efficient in her work.

In the spring we were able to make revisions to the Nutrition Policy. The cooks are extremely dedicated to providing nutritious meals as set out by these guidelines. So dedicated, in fact, that these changes were seen as easily attainable because of the high standards of nutrition that had already been established in their menus and food purchasing.

KCCS understands the importance of proper nutrition for the growing bodies and minds of young children and how much of an impact it has on their ability to think and learn. We appreciate the daily contribution cooks make in support of KCCS's mission and values.

Angela Hoar, Cook's Networking Facilitator



Professional Development

One of the major aspects of our organization that sets us apart from others in our community is our passion and strong commitment to ongoing professional development. We believe that to truly offer the best care and education for young children we must deepen our understanding of the teaching and learning process. A recent study (*Understanding Quality In Context*) found that the disposition of child care directors and their commitment to professional learning, and expectations of staff in relation to professional growth and development directly impacts the quality of care provided. There is also growing research and evidence that professional development can make significant contributions to enhancing and building a stronger relationship with children and families. There is powerful evidence that professional development is linked with positive impacts on outcomes for children in the areas of literacy, mathematical understanding, and scientific understandings.

As we have evolved in this work we have also come to know that not all professional development is created equal. Professional learning today must go beyond “drive-through training” and take a constructivist learning approach that mirrors our daily approaches with children. This past year we have revised our internal training and development, striving to offer sessions that promote this deep reflective practice. It was with great excitement that we designed and now offer a year long program for supervisors and educators, “Becoming a Reflective Educator” using a “Communities of Practice” (CoP) approach to learning. Essentially, Communities of Practice are mini learning communities. Participants come together in small groups to have focused dialogue and reflections. The sessions have a presenter and each small group has a facilitator to guide discussions. The groups stay together over time to build deep relationships with each other.

“Beyond networking, the purpose of these Communities of Practice is to engage in disciplined dialogue to uncover possible significance of their documentation of children’s play and learning, implications for their teaching.”

Margie Carter

Building this culture where our practice is informed by reflecting together on our daily experiences and observations has allowed us to strengthen our skills as educators and in turn offer children and families programs that are truly based on children’s interests, ideas and curiosities.

Lorrie Baird, Associate Executive Director



As a member of the United Way of Peterborough and District, KCCS has been participating in the Outcome Measurement program since early 2008. The Outcome Measurement project has been designed to support non-profit organizations to statistically measure and demonstrate the effectiveness of a program for participants. As our funding from United Way is allocated directly to our infant care program in Peterborough to offset the high cost of care, we moved forward developing the following outcome related to this program:

Children who participate in Kawartha Child Care Services Infant and Toddler programs demonstrate healthy social emotional growth.

To measure this outcome we used the Devereux Early Childhood Assessment for Infants and Toddlers (DECA IT) – strength based assessment which measures within-child protective factors in the areas of initiative, self control and attachment. The overall results of each of these scores are combined to make up a child’s “total protective factors” score. Social and emotional outcomes are important attributes that children need to acquire to play well with others, to regulate their body (calm down), to build good relationships with peers and the adults in their lives and to initiate plans and make good decisions for themselves. Our goal was to measure the following indicators:

- The # of infants and toddlers that demonstrate typical or strong abilities to use independent thoughts and actions to meet their needs.
- The # of infants and toddlers that demonstrate typical or strong abilities to form long lasting, caring relationships with the people in their lives.

Our pilot group began with four children in 2008 and expanded to 30 children by 2010. The initial ratings for each child were taken one month after registration in the infant program and the final scores were taken in October 2010. The scores fall into a range reflective of area of need, typical or area of strength.

In 2005 KCCS embarked on a journey towards excellence in curriculum design, with the implementation of Emergent Curriculum. As part of this journey we implemented Primary Care into our classrooms. Primary Care essentially means that each child has someone special (primary caregiver) with whom he/she will be able to build a stronger, more intimate relationship. It is our belief, and research indicates that, primary care has a positive influence on children’s social and emotional health and development. Our findings from this project prove just that. After careful data collection and analysis our final outcome reflects that: ***96% of children who participate in Kawartha Child Care Services Infant and Toddler Programs demonstrate healthy social emotional growth.***

Thank you to the committee, board members and staff who have worked many hours on this very worthwhile project.

Lorrie Baird, Associate Executive Director

Outcome Measurement

Kawartha Child Care Services

An Evolution of Thinking... An Evolution of Language...



This painting was developed and unveiled as part of a table display in London that portrays our journey and the development of our thinking about the work we do and how professional development is offered in our organization.

We used to develop broad themes... Now we investigate ideas and provoke deeper thinking

We used to call ourselves preschool teachers... Now we call ourselves classroom educators

We used to provide art activities... Now we provide experiences

We used to do circles... Now we have group explorations and discussions

We used to do table set ups... Now we offer invitations to explore materials

We used to provide facts for the children... Now we ask open-ended questions

We used to only visit nature outside... Now we invite the natural world in

We used to structure our time... Now we reflect on time

We used to provide more teacher direction... Now we invite collaboration

We used to take workshops to get information... Now we participate in reflective practice to share perspectives

We used to meet as large groups... Now we meet as learning communities

We used to answer the why's... Now we wonder why together

We used to look at ways to educate our families... Now they educate us

We used to only record our observations... Now we write learning stories for children

We used to tell families about our programs... Now learning is visible

We used to use a checklist to assess children's development... Now we use documentation to share children's development

We used to plan the incredible... Now we see the incredible in the ordinary moment

We used to see children as needy... Now we see children as resourceful

We used to see each other as caregivers Now we see each other as learners and researchers

We used to see busy activity Now we see the many languages unfold

We used to have children and families as our core value Nothing has changed!!

A message from our Pedagogical Team Leaders

In the fall of 2010 the Team Leader positions were redefined to have a stronger focus on the pedagogy in each of our programs. We (Angela Hoar, Kerri Riel, Julie Thompson and Dianne Traynor) came to these positions of Pedagogical Team Leaders (Pedagogistas) with unique strengths and perspectives developed through many diverse experiences within KCCS. Each day we strive to live into the words of Tizana Filippini, of the schools in Reggio, Emilia, Italy:

"The Pedagogista works to promote within herself and among teachers the attitude of learning to learn, the openness to change and willingness to discuss opposing points of view."

Today, we have the joyful and fulfilling opportunity to work and learn alongside the dedicated and thoughtful educators and children at Kawartha Child Care Services. Each day we, along with the educators and children, strive to make visible the complexities of thinking, the richness and challenge of shared perspectives and the love of learning and living together. Together we study observations, theories and the hypotheses of children, we delve into rich and reflective dialogue with children, and educators gain multiple perspectives. It is this process that motivates our thinking and brings our curriculum to life.



Program Reports

KCCS Locations

Home Child Care
Peterborough
Apsley
Shamrock
Lindsay
Discovery Space
Victoria Graduate
Rolling Hills
Courtice
Bowmanville
Good Shepherd
St. Martin's

BAM Clubs

Kawartha Heights
Millbrook/South Cavan
Prince of Wales
Queen Elizabeth
Queen Mary
R.F. Downey
Roger Neilson
St. Teresa's

Home Child Care

The Home Child Care Program continues to grow as a valuable child care option for parents and a career choice for those who want to share their lives with young children.

We receive an average of 10 to 15 calls per week. Parents consistently communicate their preference for monitored home child care. I believe there is work to be done on behalf of parents in advocating for licensing. I look forward to our involvement with the Ontario Home Child Care Association and the Coalition for Better Childcare.

Presently, we have 10 providers in Peterborough and the surrounding area, 3 providers in the City of Kawartha Lakes, and 5 providers in the process of being approved by June 2011. All providers have been welcoming towards yet another supervisor. They are a resilient group of individuals and I find joy in every home I visit.

I am thrilled that many of our providers are involved in professional development at KCCS and with other local agency sponsored initiatives. We had our first Provider Night in February, giving educators an opportunity to share stories regarding the care of young children. Many offered their views of the future of home child care, given the potential loss of 4 and 5 year olds to the education system. As a group we decided it was important to continue to meet and share ideas for programming as well as celebrate the work that we are doing. This spring we will explore a few providers' homes on a road expedition.

Marketing Home Child Care has been a huge focus for us. I have received much support from our administrative staff at KCCS in developing and distributing a new flyer as well as developing ads on Kijiji. To date we have targeted Lakefield, Lindsay, Millbrook, East City and the city's west end.

I look forward to a year full of learning opportunities with providers, children and parents.

Norma Curtis, Home Child Care Supervisor



Shamrock/St. Martins

KCCS - Shamrock has had a year full of growth, development and reflection. Enrolment in the later part of the year rose substantially in all age groups, most notably in the preschool group. Many of our children are siblings of previous enrolments and families returning to care, which creates a fabulous connection among our children, families and educators. This was evident at our first annual Halloween Open House and Art Auction which welcomed more than 70 people and raised over \$400.00 for United Way, as well as at our Annual Breakfast with Santa that saw record attendance of more than 85 people. It was wonderful to welcome generations of family members into our program - at one point we had 3 generations of family members that had all attended a program in our building. Oh, the stories these walls could share!

The educators at Shamrock have embraced the concept of collaboration and reflection to support their journey in this curriculum. Living KCCS's values and making them visible every day has become an integral step in creating an environment that nurtures an appreciation for learning and exploration and the creation of a strong sense of family and the community. We look forward to the opportunity to create wonderful, lasting memories that our families will cherish for generations.

Kerri Riel, Administrative Supervisor

Apsley

KCCS' newest program opened its doors to the children and families of the Apsley community on June 1, 2010. Since our opening, our three dedicated Early Childhood Educators have provided care for 18 families, with children ranging in age from 12 months to 12 years old. We have been so fortunate to be able to collaborate on the design of our space. KCCS - Apsley's environment is a sight to behold. In our first few months, we observed deer from our kitchen window, various birds in our bird feeders and a mother fox walking her young across our parking lot. Our large windows allow our children to experience nature whether they are inside or out.

At KCCS-Apsley we have strived to establish our presence within the community by participating in the Grand Opening of the Apsley Public School and the Annual Santa Claus Parade and by hosting two open houses. Familiarity helps to establish trust which is paramount when bringing licensed care to a new community. We would like to thank the community of North Kawartha and its partners for their support and unlimited resources. We are excited to be an important part of this dynamic community as it continues to grow and flourish.

Kerri Riel, Administrative Supervisor

School Age Programs

In 2010 the school age programs focused on our core values and worked proficiently on relationship building with children, families and the school community. Professional development supported and emphasized the value of collaboration, along with reflection within ourselves and our programming.

This is the first year of full day learning for kindergarten children at Prince of Wales and we opened an additional licensed space to support increasing child care enrolment for all JK/SK children, adding 10 child care spaces.

The other school age programs have grown significantly, particularly children aged 6-12. At Queen Elizabeth we opened an additional room to support the increasing need for child care. Prince of Wales, Millbrook and Queen Elizabeth are offering full day programs for all school PD Days. Full day programs have been well attended and there is an increasing need for more available spots for these days within the city of Peterborough. Our growing waiting lists have given us insight into the areas of the city that may need increased capacity to support after school care in 2011.

Stephanie Mazzocca, BAM Supervisor

Peterborough

2010 was definitely a year of transition, adjustments and relationships at KCCS - Peterborough. The introduction of full day kindergarten impacted our families, staff and organization. Professional development altered our documentation, provided us with a community of peers to discover and reflect with and had us question our beliefs.

Everywhere we looked we saw reminders of why we love the work we do and of the influence that our families and children have on us. Our team of caregivers and families has been strengthened by tragedy, bonded together in celebrations and created relationships that go far beyond our expectations. 2010 was a year that shaped us all and reminded us to take pleasure in ordinary moments.

Val McGee-Phillips, Administrative Supervisor

Program Reports

Lindsay

KCCS - Lindsay continues to have strong, dedicated, caring staff continuing their journey of best practices for early learning and care, providing invitations and expanding their documentation to learning stories. Invitations were set up for the parents and families to participate in during our open house and over the holiday season; it was exciting for parents to share their hopes and dreams for their child(ren)'s future.

The staff, children and families worked together for a very successful United Way campaign.

The staff started to plan various areas to expand the outdoor environment. Wood chips and a sand shelter cover were added to the playground.

The school-age staff created an "Amazing Race" though Lindsay during the summer months, which provided the children and centre with wonderful community outreach.

Many of the staff participated in a variety of professional developments throughout the year: Communities of Practice, various book clubs, Ottawa Conference as well as community based development.

Pat Porter, Administrative Supervisor

Discovery Space

2010 was a great year at KCCS - Discovery Space. The program changed its status from a satellite program to a standalone program, with Cathy Vaughan taking on the role of Administrative Supervisor. Cathy is also the primary educator with the infant group, while Kim Payette is the primary educator of the toddler group and Miranda Rusnak is the primary educator of the pre-school group.

KCCS - Discovery Space had some successful parent events in 2010. Educators teamed up with children and parents for the Terry Fox walk. It was inspiring to see how proud the children were to be walking hand in hand with their parents for a good cause. In our efforts to raise money for the United Way, we found great support from the parents and from the students at the high school. This fundraising included a bake sale and a chili lunch sale. Our Christmas dinner with children and parents was also a great success. It was a wonderful time to sit with the parents and have some laughs and heartfelt conversations. All of these events helped to build strong relationships with our families.

We are excited to see what 2011 has in store for us.

Cathy Vaughan, Administrative Supervisor

Victoria Graduate

KCCS - Victoria Graduate continues on its journey of inspiring, reflecting and learning with the children and their families. Together we have formed strong relationships of trust and friendship. Each day the educators look for opportunities to make visible the learning of our children and to share their successes. They have created a sense of belonging and realize the unlimited potential of each child.

KCCS-Victoria Graduate staff has embraced their own learning by participating in many professional development opportunities provided by both Kawartha Child Care Services and the community. These experiences have allowed the staff to share, collaborate and reflect on new ways of providing learning opportunities for children, enhancing their environments and reflecting the values and beliefs of KCCS.

We are looking forward to the next year as we receive side by side support from our Pedagogical Team Leader and reflect individually and as a team, allowing us to think deeper as we learn with the children and their families.

Jill Wickins, Administrative Supervisor



Bowmanville

KCCS - Bowmanville underwent several changes in 2010 as staff returned from their maternity leaves. 2011 looks like it will be very similar with 2 educators leaving and 2 returning from maternity leaves. The staff's children are keeping the toddler room busy!

Staff took advantage of professional development opportunities throughout the year, including the ORA and Ottawa conferences. Evidence of PD was visible in the program with invitations being provided for children and learning stories being included in documentation.

Enrolment was good throughout the year, although many of our families withdrew or reduced their hours to part time over the summer months. Enrolment in the Best Start program was reduced due to two schools in Bowmanville implementing the full day kindergarten program in September. However we changed the ratio in order to accept younger children and we are now operating at almost full capacity in this room.

The warm summer allowed daily exploration of the creek in our playground. The children enjoyed planting, harvesting and eating the vegetables in our garden. We planted tomatoes, zucchini (we really enjoyed the zucchini bread we made), onions, carrots and peppers.

In the fall Julie Thompson became the Pedagogical Team Leader of Bowmanville and Courtice. Shirley Miltenburg was the Administrative Supervisor of both programs for four months at which point a decision was made to hire an Administrative Supervisor for Courtice. In 2011 we look forward to implementing the DECA Program and receiving side by side support from our Pedagogical Team Leader.

Shirley Miltenburg, Administrative Supervisor

Courtice/Good Shepherd

"The only thing constant in life is change."

Francois de la Rochefoucauld

This quote has proven to be true continually for KCCS - Courtice in 2010. With the first year of full-day kindergarten, maternity leaves and unfortunately a sick leave, staff changes have been quite high. The staff at KCCS - Courtice have embraced these changes and thrived.

The program's curriculum has flourished and expanded. This is apparent as you tour the centre and hear the conversations the educators and staff are having with families, children and one another.

The centre had a wonderful time at Cedar Park in August as many of the families were able to attend. This has been an annual event for the program and we look forward to many more in the future.

Julie Thompson, Pedagogical Team Leader

Our Team of Staff and Providers

Aldrich-Cunday, Julie
Amyot, Bianca
Arney, Laura
Ashton, Mike
Ashton, Sandra
Bailey, Sue
Baird, Lorrie
Baker, Angela
Baptie, May
Barber, Carolyn
Barge, Melissa
Barnes, Stephanie
Barrett, Christine
Bartley, Alaina
Bolton, Carley
Boudreau, Mary
Brady, Angel
Brethour, Angela
Brown, Beverly
Brown, Jenna
Brown, Leslie
Byrne, Kristyn
Cajindos-Henry, Geri-Lynn
Camacho, Amanda
Cambridge, Karen
Cameron, Shelby
Carere, Dominique
Chamberlain, Michelle
Chartrand, Denise
Chartrand, Jeanette
Clarkson, Julie
Clement, Kay
Coad, Lacey
Copeland, Esther
Corp, Kandis
Corp, Terri
Coughlin, Noelle
Covert, Sharon
Cox, Lori
Cripps, Sarah
Cruickshank, Louise
Curtis, Ashley
Curtis, Norma
Dalgarno, Lisa
De Hann, Stacey
Deal, Julia
DeMastro, Kelly
Delsordo, Antonella
Deluca, Nicole
Dennis, Ashley

Deyell, Samantha
Di Natale, Aleia
Diminie, Jade
Dodwell, Tammie
Dolan, Stephanie
Dowell, Elizabeth
Duggan, Gerard
Duley, Jenny
Duncan, Amanda
Dunford, Emily
Dupont, Megan
Dusseldorp, Brittany
Dyck, Jessica
Edney, Joanne
Edwards, Julie
Ernst, Meghan
Ferguson, Debbie
Foss, Michelle
Fulford, Susan
Galloro, Jennifer
Gagollari, Kristina
Gardner, Tammy
Glover, Donna
Goodman, Sandra
Goodwin, Barbara
Graham, Meghan
Grenier, Carolanne
Grimshaw, Victoria
Growden, Tara
Hall, Tracy
Hamshaw, Kelly Ann
Hannon, Laurie
Harabin, Elizabeth
Heetkamp, Danielle
Hermans, Janice
Higgins, Amanda
Higgins, Ashley
Hill, Jessica
Hill, Sarah
Hillyer, Emma
Hoar, Angela
Holdcroft, Anne
Holder, Shannon
Hoppe, Anne
Hosking, Kim
Howard, Tara
Howell, Brittney
Hunter, Dalice
Hurst, Maribeth
Hutchings, Andrea

Jack, Sandra
Jacobs, Tara
Jasmer, Krista
Jebson, Rebecca
Jeffery, Jessica
Jensen, Lorraine
Johnston, Julie
Johnstone, Denise
Jones, Lisa
Julian, Jessica
Kelly, Stephanie
Kemsley, Joanne
Kent, Nicole
Kingsley, Michelle
Kraayvanger, Laura
Kremer, Ashley
Lafferty, Karen
Lang, Tabitha
LaRue, Laura
Lawder, Paula
LeBlanc, Linda
Lehman, Ashley
Lenz, Melissa
Lewis, Courtney
Linton, Brittany
Little, Courtney
Little, Nicole
Louise, Margot
Lowry, Helen
Lunn, Michelle
Lunn-Duggan, Tanya
Lynch, Michelle
Lynch, Pam
MacArthur, Kelly-Anne
MacLean, Wilma
Marston, Carolyn
Martin, Rebekah
Mason, Deborah
Matthews, Jennifer
Matthews, Kim
Maude, Darci
Mazzocca, Stephanie
McAvoy, Ashlee
McClelland, Katrina
McConkey, Anne-Marie
McCulligh, Stacey
McDonald, Alison
McEachern, Robert
McEwan, Ann
McGee, Valerie

McKeown, Lorna
McLeod, Courtney
McPherson, Laura
McVeety, Tammy
Meunier, Sharon
Miller, Kelsea
Miller, Lyn
Miltenburg, Shirley
Moher, Lorraine
Monteith, Samantha
Monteith, Tanya
Moore, Mandy
Morrison, Mandy
Moulton, Charlene
Mundy, Emily
Murdock, Laurie
Murtha, Cara
Noble, Sarah
O'Neill, Jessica
Olan-MacLean, Sheila
Ottens, Christine
Ouellet, Kaehly
Panter, Megan
Parker, Michelle
Parrott, Ashley
Parypa, Andrea
Paterson, Monica
Patterson-Brands, Lindsay
Payette, Kim
Payne, Melissa
Perdue, Mary
Perritt, Robyn
Perritt, Tammy
Phillips, Sarah
Piggott, Sandra
Pilatzkie, Peggy
Pindar, Carrie
Plumbe, Amy
Porter, Pat
Post, Lisa
Powell, Morene
Prentice, Melissa
Putnins, Pamela
Raaphorst, Lori
Rankin, Julia
Reil, Brandi
Richey, Lorraine
Richardson, Amanda
Richardson, Joanne
Riel, Kerri

Robbins, Jennifer
Roberts, Jackie
Robinson, Cindy
Robinson, Heather
Robinson, Kathleen
Roche, Ed
Rodosky, Danielle
Rolph, Maryanne
Rose, Susan
Rosebush, Melanie
Ross, Lindsay
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Also a big thank you to the donors who wish to remain anonymous and who make a significant difference in the support we are able to give to families and children. Your generosity is truly appreciated.