

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.

Annual Report 2012



Kawartha

CHILD CARE SERVICES

Discovering the Joy of Learning

PRESIDENT & 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

2012 was a year of celebration of our past, our present and our future. We began the year looking back over the past 30 years of KCCS history - a history steeped in leadership, innovation and excellence. 2012 was also a turning point for our profession. New directions from the Ministry of Education are transforming child care as we know it. Here at KCCS, we are responding and continuing to develop our excellence in early learning and care through a Strategic Plan that will prepare our children for the world.

This is a great time to be part of the Early Years profession in Ontario. New policy documents like “Modernizing Child Care”, “Early Years Policy Framework” and the “Funding Formula” are setting the foundation for a value-based system of early learning and child care. This new vision takes us from licensing that is steeped in a plethora of administrative details to accountable learning environments for children that are full of interest, investigation and creativity. Reflective practice, pedagogical leadership and engaging environments will be an expectation. These concepts are familiar to us at KCCS who have studied this work for the past eight years.

Our new strategic plan has inspired many conversations and questions this year. What does it mean to live as a democracy? How do we teach our children to be democratic citizens who support social justice concepts and structures? How do the traditions in our programs welcome families of all backgrounds? Do our environments truly reflect the diversity of our classrooms? How can we strengthen our partnerships within our classrooms, our programs, our community and our province? These questions continue this year, as we strive to live into our vision and mission. Inside this Annual Report we have documented our exploration of these concepts.

KCCS leadership continues as we set standards for our orientation and the documentation of our pedagogy. The pedagogical leader role that we have at KCCS is unique to just a few programs in Canada. We have made a conscious choice to pay attention to this important aspect of our programs to develop excellence in early learning and care. Careful study and reflection of children’s learning is essential to quality child care. And KCCS is living into our vision and mission by offering this research within our programs.

PRESIDENT & EXECUTIVE DIRECTOR MESSAGE



As we go through these transformations, our structure becomes our vehicle for change. Our board of directors continues to provide the leadership and vision necessary for living into our strategic plan. Our volunteers have used their knowledge and experience to maintain thoughtful guidance through our many changes. Mark Foster, Christa Sandiland and Christine Leishman will be leaving our board this year. We are so grateful to Mark for his leadership as past President, Christa for her leadership as Treasurer and Christine for her leadership as Secretary. Their thoughtful support and guidance will be missed.

We continue to have strong leadership from all staff within our organization. Educators such as Cara and Laura are offering workshops on the work that they are doing in the classrooms. Lorrie continues to be a leader in Ontario, across Canada and the United States. Our leadership at the Ontario Coalition for Better Child Care is supporting our province to raise the quality of child care available. Within our organization, our strong team of skilled and knowledgeable leaders such as Kathleen, Jenny, Annie, and Jill think together to ensure our administration is responsive and targeted to the needs of our programs, with an eye for efficiency and effectiveness. Our organization works in teams. The supervisor team, classroom teams, program teams, health and safety team, professional advisory team, communities of practice teams and more meet regularly to reflect on the work we are doing and make decisions based on our values and beliefs, sound business practice, solid research, and our own knowledge and experience.



We hope that you will enjoy our 2012 Annual Report. It is a product of our collaborative effort to document our reflections and our collective learning.





BOARD OF DIRECTORS

WHY VOLUNTEER ON THE KCCS BOARD OF DIRECTORS?

Rewarding. Seeing the vision of the organization take shape over the years and being a small part of that is really rewarding. To see a group of volunteers come together and give of themselves, asking nothing in return, restores my belief in people every time we meet.

Connections. The people we work with, the management and staff, those on the board now and those who have come and gone, are some of the most concerned and giving people you'll ever meet. We're in this for the kids – what better group of people could you want to get to know and work with? Some of my best friends have been made through association with KCCS.

Personal Growth. Let's be honest, there is something in it for those of us who volunteer. We don't get paid, but we do receive a great opportunity to grow as people and to contribute to something larger than ourselves. Being involved has given a boost to my confidence professionally as well. Working with a rapidly growing company – and it is a company, just not a profit seeking one, has given me the inside track on what it takes to be successful.

Satisfying. Working with a great organization like KCCS, where we provide a sense of community for so many families gives me a great sense of satisfaction. To know that we impact so many people in a positive way is something that I look forward to at every meeting.

Doug Lytle, Director





BOARD OF DIRECTORS



I joined the Board because I believe in KCCS's core values and wanted to give back to an organization that has meant so much to my growing family. I'm a part of the KCCS board because I want to help guide the organization that's helping to guide my kids.

-Tammy Sikma, President

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.

-Ralph Shiell, Vice President



I volunteer with KCCS because it is a truly inspirational organization and I'm happy to be a part of it.

-Christa Sandiland, Treasurer

I always felt very fortunate to have my children in such high quality care. With a culture that embraces both children and their families as high priority, that invests in curriculum development as a critical building block for the future, and that encourages continuous learning as a benefit for both families and educators, KCCS brings so much to our local community, province and global child care network. I believe wholeheartedly in the culture of KCCS and I feel privileged to be a small part of such a strong and thriving organization.

Christine Leishman, Secretary



As parents our greatest hope lies in the health and happiness of our children. Over the last 5 years, as a volunteer board member at KCCS, I have had the honour to work with the devoted people that strive to make that hope a reality. It is uncommon to encounter such a spirit of enthusiasm and joy in an organization.

-Mark Foster, Director

I volunteer with KCCS to ensure my community has a variety of high quality child care options available and to help support the amazing care providers as they share in the growth and development of our children & families.

-Tricia Gillespie, Director



I am proud to be part of an organization that respects and encourages collaboration in order to bring the best possible early learning experiences for our children.

-Betty Halman-Plumley, Director

I volunteer with KCCS because I have two daughters. I have seen firsthand the care and focus on development that staff had. We felt that the team in Bowmanville was an extension of us and our support network.

-Kevin Kirkpatrick, Director



My own children went 'through the system' with KCCS: a rural centre, an urban centre, and home based care. At every point in our involvement with the people at KCCS 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?

-Doug Lytle, Director

I believe in giving back to the community, especially one that has welcomed me so graciously since 2005. KCCS provides quality childcare, and they believe in making the children the centre of it. As a single Mom, that means the world to me, and I am very proud of being associated with such a great organization!

-Christine Roberts, Director





AWARD RECIPIENTS

Relationships

Kelly Hickey



"Kelly greets each child with a smile and warm welcome every morning. Kelly loves each child as if they were her own and they love her as well. She continuously demonstrates an understanding of the value of nourishing our children's hearts, minds and bodies through her work."

Betty Lou Smith



"Betty Lou can be very tricky! You may think you are eating chocolate brownies, but little do you know they're full of wholesome healthy goodness in every bite. Betty is the heart of our Victoria Graduate program and we are so proud to work alongside her each and every day."

Amy Plumb

"Every day I witness Amy encouraging the children to wonder, supporting them as they explore ideas, and empowering them to problem solve. She seems to have a way that even in those most challenging situations she seems to be able to reach a child when no one else can."



Kelly Welch

"There is no doubt about the high level of dedication and love Kelly has for the children she works with. She believes that all children deserve love, security and respect and does not take her role and responsibility in achieving this lightly. She feels it and lives it with all her heart."



Learning & Development

Angela Hoar



"Angela recognizes that each of us is at our own junction in this learning. She sees our individual potential and supports us where we're at. Yet, she also challenges us to grow by encouraging us to consider new perspectives, to wonder more and to think more together. Angela not only loves the philosophy and principles that guide our work but lives them every day."

Citizenship & Community

Stephanie Mazzocca



"Stephanie is an advocate for the needs of children and families, building trusting and supportive relationships with colleagues, staff and community partners to meet the needs and goals of the children we care for. Stephanie has a good understanding of community supports and systems."

Administration & Leadership

Tina Thompson



"I believe that Tina has exceeded the limits & is truly valued & an asset to the school age program. She always puts her heart into everything."





AWARD NOMINEES

Ashley Adamson	Kelly Hickey	Sharon Meunier	Kimberly Rowlands
Angela Baker	Jessica Hill	Erin Mulligan	Betty Lou Smith
Louise Cruickshank	Angela Hoar	Laurie Murdock	Tina Thompson
Nicole DeLuca	Lynleigh Keat	Cara Murtha	Kelly Welch
Callesta Farrow	Tanya Lunn Duggan	Andrea Parypa	Shamrock Team
Tracy Hall	Stephanie Mauro	Amy Plumbe	Best Start Team, Courtice
Bethany Hartin	Stephanie Mazzocca	Lorraine Richie	



Here's what people are saying about these individuals...

"I have grown so much as an educator and as a person from knowing and being around her!"

"She has made the transition for my children an amazing experience."

"I believe that having these strong relationships with families, children and co-workers, shows her high image of children and families."

"She has demonstrated her commitment to learning and development not only for my daughter but herself as well."

"There was never any doubt that she honoured and worked hard to support him and us. In everything she did, she put her whole self into the development of these relationships."

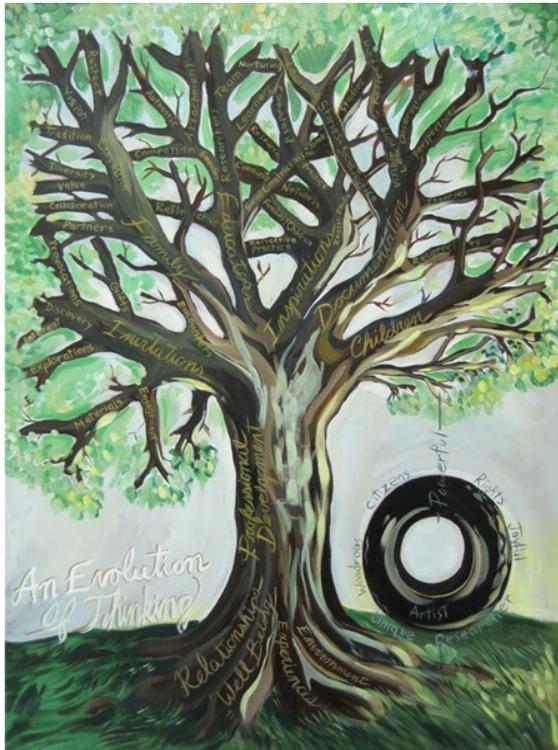
"I feel comfortable leaving my children in her care as I always know they are in capable loving arms throughout the day."

"All the educators have strong & memorable relationships with every child that crosses their path. You can hear the laughter from the front door."



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.



Over the years we have developed systems and structures to support our deep dedication to our work. We hold a strong commitment to professional development and understand that learning happens best through a reflective model that closely parallels the work we do with young children. We strongly believe that learning happens in relationships, for both children and adults.

As we have grown we have had to look carefully at our practices of hiring and orientation and how they too connect with our values and beliefs. This past year, we developed “Building Foundations Together”, a Pedagogical Orientation process that welcomes new educators to our organization. In keeping with our beliefs around the importance of building strong relationships and collaboration we have developed a new way of thinking about Pedagogical Orientation. The process spans over six months as educators are paired with a mentor to reflect and think through a five part series of modules.

In a time of such great change in our Province, we want to really consider how we can support educators who, right from the beginning of their time with us, connect with our values and beliefs and have the opportunity for joy in this learning.

As you move through these next pages that outline our guiding principles you will notice questions on each page; it is these kinds of questions that continually guide our practice.

How might we consider how we welcome others into our programs?

How might we share in the wonder of childhood with families?



"If civilization is to survive, we must cultivate the science of human relationships - the ability of all peoples, of all kinds, to live together, in the same world at peace."
Franklin D. Roosevelt

The Rolling Hills program has created a culture of thinking together. The toddler and JK/SK groups have worked together to exchange ideas around making pizza as well as mail delivery. As an organization we value times to collaborate and make connections with each other and we want to share this value with the children we work with.



At Victoria Graduate an infant reflects on the images of her family intentionally posted on the transparent sides of her crib. The program strives to make connections with families and to provide an environment that is an extension of the home experiences.

"Looking directly into my eyes you pointed at your family photos... I felt honored that you wanted to share your family with us."

Tammy Smeall
(excerpt from a learning story)

The Toddler room at the Lindsay site offered a social gathering in the fall of 2012. Educators, families and children were able to make connections with materials as they played with invitations. Authentic relationships were built as they ate dinner together in their classroom while reading documentation and sharing a joy for childhood. Offering questions about friendships that evening created reflective responses that we are still studying.



"As adults I think we should learn from our children and their friendships, be more open and communicative in our friendships."

Lindsay Parent



WELL BEING

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.



We understand that the important path leading to the nourishment of our heart, mind and body is restful, peaceful sleep. We also understand that our beds provide a sense of safety and belonging. The toddler room at Rolling Hills studied children's rest time and brought visibility to these values of wellbeing. They reflected and followed through by offering children a layer of soft, warm, comfortable fleece to rest their bodies on, in addition to their traditional bedding.

"Now I see the secret of making the best person; it is to grow in the air and to eat and sleep with the earth."

Walt Whitman

Taking Positive Risks... Gaining Confidence

As the children and educators learn to take positive risks while experiencing the outdoors, the opportunity to grow and reveal their competencies becomes evident. An excursion climbing trees, big rocks or discovering a water puddle or a stream provides immeasurable explorations and discoveries. While it may at times test the boundaries of the educators and children, we believe valuable learning moments emerge.



How do our environments provide a sense of safety and belonging?
How do we support children to take important risks?

"Self-esteem is as important to our well-being as legs are to a table. It is essential for physical and mental health and for happiness."

Louise Hart



Yoga...

Creativity...

Patience...

Excitement...

Self Awareness...

Living into the value of wellbeing and fostering and promoting a healthy lifestyle are some of the benefits of yoga. The JK/SK group at Rolling Hills participated in a long term project of exploring the children's understanding of yoga. Children were inspired from a yoga resource book. They drew representations of their theories and ideas and revisit them in a beautiful bound story book. They created their own yoga poses and became yoga experts as they created calming places to lead the group through the exercise. We believe the social and emotional development of each individual should be considered in all aspects of our programs. This in-depth investigation supported this belief by incorporating it into their daily practice and making it visible through documentation.



"Yoga makes us stay alive and feel healthy."

Allison (age 5 years)



Breathe in... Breathe out...

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.

At the end of October, we had the honour of spending three days with Sarah Felstiner (curriculum specialist from Hilltop Children's Centre in Seattle, Washington). In our journey, we have often used the work of the educators at Hilltop for support and inspiration. Sarah led pedagogical team meetings with four classrooms. This professional development opportunity paralleled our work with children as she questioned the educators, troubled their learning and made connections to the power of the environment.



Sarah spent a day with the Leadership Team providing opportunities to think about families as partners, as well as introducing the systems/structures and values of Hilltop. Our Saturday session with Sarah was opened up to the community. Sarah shared many stories and documentation of in-depth investigations. She also led us through a journey of Hilltop's shift in curriculum and the use of time, tools, leadership and commitment. This external learning opportunity fostered dialogue about theory and research that influences our daily practices.

How does our professional development parallel with what we believe children deserve?

How might we connect with other communities to grow together in learning?



Communities of Practice



Kawartha Child Care Services continues to support learning through offering Communities of Practice as a model for developing reflective practices and collaboration. Supported by facilitators educators meet monthly to explore the complexities of working with young children. Through research, reflections and studying our daily practice we build relationships in learning together. This time allows us to celebrate the unique gifts each of us bring to this work.

Internal Study Tours

Our goal is to study and reflect with the educators of the program. The Rolling Hills program bravely opened their doors on Nov. 29th 2012 to all KCCS staff as part of our internal study tours.



Staff visit classrooms, reflect on documentation, participate in invitations that parallel the work with children and engage in collaborative thinking. In response to the tour, visitors were encouraged to leave reflection cards in the spaces that inspired them and they commented on what values were made visible. The positive thinking that was shared that evening was displayed at the site. This reciprocal approach of reflection helps to forward everyone's 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.

A Celebration of Work

Throughout the month of September Kawartha Child Care Services hosted an exhibit of the work of the children and educators. This exhibit was displayed at Nata's Cafe in downtown Peterborough. The documentation panels and stories were from a number of our programs sharing the long term projects and experiences from the classrooms.

We were very pleased at the number of children, families and members of the community that came out to reflect and celebrate along with us.

We would like to thank Nata's Cafe for sharing a high image of children and supporting KCCS to represent this work within our community. We would invite all those who missed this exhibit to visit it at the KCCS Administration Office.

Here visitors will continue to find these panels displayed along with other amazing Learning Stories and representational work of the children and educators.



"Proud of the work that was displayed in Nata's Cafe that my children were a part of. Proud of the educators that did the work both for and with my children! Life is full of people that have impacts that can never be explained... I'm thinking I've been blessed with a few of those people."

Parent



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



Supporting Our Communities

Kawartha Child Care Service takes great pride in annually supporting the United Way's Campaign by raising funds and community awareness across all of our child care centres. The United Way shares many of the values and visions of KCCS and we are proud to have raised \$7844.48 in 2012.



Assistant Deputy Minister of Education Jim Grieve meets with a parent to reflect on our practices

We are proud to be seen as a leader in early learning and care across our province. We open our doors to community members often to share our thinking and practices. This past year several teams from the Ministry of Education visited our sites and met with us to hear our thoughts around the modernization of child care in Ontario. We felt validation and recognition for our forward thinking and innovative approaches to high quality early learning and care.

We hold a strong commitment to professional development and have been offering training and development for our educators since 2005. As our work in the classroom has evolved, so too has the way in which we consider professional learning. As a leader in early learning we wanted to open up an opportunity for our community members to join us on this journey. Our seven part external professional development series began in the fall. Together we explore the principles of Emergent Curriculum and consider our image of children, families and ourselves. This series has been well received and it has offered us the opportunity to connect and share perspectives across our municipalities.





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.

We recognize and value leadership throughout our organization and value the contributions of all.

This past year educators have shared their work within our organization and community. The long term castle project as been a great inspiration for others.



Educators as leaders and facilitators...



Children as leaders and teachers...

How do we promote and advocate for the rights of children?
How can we cultivate leadership throughout our whole organization?





We value opportunities for children, educators and families to come together to collaborate. This way of gathering as a team to share perspectives and build knowledge is a process we honour in all aspects of our organization. As a way to reaffirm our goals and reflect on our strategic plan, our facilitator Frances Adams led our two day retreat. Many new ideas emerged as we immersed ourselves in small and large group-facilitated discussions. Ideas were embraced and we began to build the practices to set the Strategic Plan in motion in our minds, hearts and work.

Leadership Retreat



"This time together was critical and inspirational for me as a leader in this work. It was critical because it reminded me of our individual responsibilities to work together to inform and to bring Kawartha Child Care Services' vision to reality. It was inspirational because the efforts of our dedicated teams, at all levels, are building a practice that is not only being recognized throughout North America but seen as a model for Early Childhood Education in Ontario."

Angela Hoar, Pedagogical Team Leader

As part of our own learning we often take part in external professional development opportunities. In June many of our educators, supervisors and pedagogical team leaders participated in the London Bridge Leadership Institute. We see leadership in all aspects of our programs and celebrate opportunities to grow together. This unique experience offered us the chance to reconnect with our own vision, values and structures that support this complex work.





PROGRAM REPORTS

DISCOVERY SPACE

2012 has been an extremely successful year at KCCS Discovery Space. Our fabulous team has had many opportunities to celebrate. We have built relationships with community partners to create an outdoor space. We worked hard for a clear license and we have seen the benefit of reflective practice.



A goal at the program is to provide the opportunity to explore outside on a daily basis. In April, after a fence was installed, the landscaping class from the Lindsay Adult Education and Training Center created a wonderful stone walkway and planted trees around the fence line.

In October future SSFC ECEs and KCCS staff collaborated to create a sandbox, garden, and beautiful tree stumps. The students looked in the community for materials. The children embraced the idea of helping dig and gather rocks. Lifelong memories were created for children and staff.

Our team was proud that our license renewal resulted in a clear inspection.

We welcomed Beth Hartin to our team as an Educator in the preschool classroom and as our designate. We congratulate Esther-lyn Copeland for completing her ECE apprenticeship program. Beth and Esther-lyn demonstrate their passion for early learning with the dedication and compassion they bring to the program.

Our hours of operation can be a barrier for getting together to think and collaborate. With the wonderful support of our Pedagogical leader, Dianne Traynor, it has become possible for our team to enjoy the deeper thinking of the Foundation Series. Our goal is to continue to come together in this reflective way after the series is done. Beth and Esther-lyn have been participating in Communities of Practice One and are always eager to share their thoughts with the team.

In 2013 we will be studying the effects of FDK on our program. We will continue to build strong relationships with families, community partners and our KCCS team.



Our Lindsay Team had a very exciting year with centre renovations, staff professional development, and collaboration with community partners.

New flooring was installed in our hallways, toddler room, and preschool room. The vanity in the preschool washroom was looking worn, however replacement was not in the budget. But through discussions with families, one of our parents took on this challenge and worked tirelessly to remove the old vanity and replace it with free standing sinks! Thank you to Grant Roberts; we are truly blessed to have you in our Lindsay family.

Many educators took part in professional development this year. The London Bridge Leadership Institute helped many of us to see how the leadership skills within us can support a strong team through curriculum, change, and opportunities. Our Best Start team was honoured to have their Castle work documentation displayed in the Peterborough Community. Our toddler team participated in a conference which helped them to think deeper about what children really deserve. Sarah Felstiner worked alongside our preschool educators, sharing her ideas about pedagogy and helping them with their own pedagogical work. Our school age team took to the stream this summer with numerous fishing trips and local outings within our community.



LINDSAY



Building a strong relationship between our centre and St. Dominic's School to create a unified community was a priority this past year. Pat was invited to sit on the Parent Council, helping to bridge our two programs.

Our near future is filled with excitement and opportunities. 2013 will be the first year for All Day Kindergarten at St. Dominic's. We look forward to building a stronger relationship with the school in regards to our shared playground space. We are rethinking our spaces to see how we can accommodate the community's need for a younger age group within our program.

Change brings opportunities ...we will work together to embrace it all.





VICTORIA GRADUATE

KCCS Victoria Graduate has had another successful year. In 2012 we continued living into our values and beliefs, supporting the evolving changes in the early learning and child care field, participating in professional development opportunities and developing beautiful environments for the children, families and staff that learn, explore and grow at our program.

KCCS Victoria Graduate has been proactive when considering the changes in the early learning and child care field. The needs of the community and the financial viability of the program were considered thoughtfully. We decided to operate our classrooms at younger ratios; doing so allowed more children needing quality care in the Lindsay area to be serviced. The educators have all been extremely receptive and supportive, accepting the changing trends in child care today and further strengthening our community.

Our team application to participate in a study tour with Sarah Felstiner was accepted. We welcomed Sarah and the Pedagogical team into each classroom to read our documentation, ask questions and provide their perspectives. The Infant Educators showcased their experiences from the classroom focusing on their research question around how infants build relationships with one another. This was an amazing opportunity that challenged and changed all who were involved.

2012 has been a time of construction at KCCS Victoria Graduate. We focused on our environments to provide a welcoming place that inspires and provokes natural curiosity. The hallway, classrooms, kitchen, staffroom and washrooms were all transformed with beautiful new flooring; the countertops in the classrooms and kitchen were replaced and the Senior Preschool classroom had a new drop ceiling and washroom installed.



We are excited for the future and what it holds for us. A committee of educators and parents are planning more construction as we look at developing our outdoor classrooms. We will continue to strive for excellence as leaders in our community dedicated to early learning and care for young children and their families.

ROLLING HILLS

2012 was a year of transition at KCCS Rolling Hills. Staff changes and development and centre upgrades took place inside, while staff and parents continued to work on expanding the outdoor environment. School relationships were strengthened in the schools we service.

Eileen, Alyssa, Robyn and I joined the program in the later part of the year. We said good-bye to Laura, Kerri, Stephanie and Katie. Along with the amazing internal PD regularly attended, many staff participated in external conferences and professional development opportunities. Stephanie, Lindsay and Amy went to the London Bridge Leadership Institute. Eileen and Lindsay attended the CKL conference in Haliburton. Amy, Lori, Lindsay and Eileen continue to participate in COP. Alyssa, Eileen and Lori have been working on the Foundation Series. The staff hosted a study tour for our colleagues from all KCCS centres. A successful toddler parent network evening had 90% attendance.



The centre has had many upgrades this year, including new floors throughout, a new kitchen counter and enclosed cubbies for the children. A washer, dryer and fridge were also purchased in the last year. The staff worked to expand and develop more experiences and invitations for the outdoor green space. Families supported the program by sharing resources and supplies.

Through our open dialogue with the schools we service and our positive interactions with their staff we are helping children and families to develop a sense of unity and collaboration, and are supporting the school and families with All Day Kindergarten.

As everyone embraces the changes at KCCS Rolling Hills the work inspired by our values continues to provide a wonderful, enriched program for all families. Our outdoor environment continues to expand and be enriched using our community resources. Our dream is to create a seamless day for our children, families and staff by continuing to develop a supportive community.





PROGRAM REPORTS

PETERBOROUGH

KCCS Peterborough has had a busy year with welcoming new staff and families, program changes and many wonderful tour opportunities. We have seen some changes in staff this year. Valerie McGee is presently on maternity leave and her role is being filled by Cheryl Schweer. As well, we welcomed Stephanie Springett to the Infant program as a full time educator. We have had many new families join our KCCS community in the last few months.

In December the program made the significant decision to change the Junior and Senior room spaces due to the impact of full day kindergarten and a decline in the enrollment of kindergarten aged children. The staff and families were very understanding and supportive of the change.

KCCS Peterborough has had the opportunity to have some amazing tours come to our centre. In October Sarah Felstiner from the Hill Top Child Care worked with groups of educators, taking them through her Pedagogical approach to deepen their thinking in terms of curriculum. We had the honour of providing a tour for Jim Grieve and Rupert Gordon from the Ministry of Education in November. They admired our play based curriculum as they further develop the Early Learning framework for education. More recently, we had visitors from the First Nations of the Ottawa Region tour our program to gain some insight into our curriculum and how we set up our learning environments. The staff welcomes tours to showcase their meaningful work with the children.

Moving forward into 2013 we are excited to continue learning from the children in our care and working alongside them to guide the development of confident, competent individuals. We look forward to developing more partnerships within our community and really incorporate the values that we believe in so strongly into our daily practices.



2012 brought a wealth of changes to KCCS Apsley.

First, exciting things are happening with our playground. Second, there have been many staffing additions over the course of the past year. Lastly, in 2012 we've seen some growth in terms of our enrollment. In this rural community we've had 10 new families join us!

It began in the spring of 2012. A local community organization – The North Kawartha Community Development Group - approached us and ultimately, very graciously donated \$2500.00 for the construction of a sand pit for our playground. We also received a new storage shed for our playground.

We've been fortunate to have many staff join us in Apsley. As each new Educator becomes part of our team, we all continue to grow together to learn from one another and be the best we can for the children. Throughout these transitions we've maintained growth and stability due to our educators working together to make everything possible. The quality of our Educators and welcoming nature of all of our families supports a feeling of family.

We've had ten new families join us this past year! Although we've seen some temporarily leave as their families continue to grow, we look forward to welcoming back more and more families with each year that passes.

KCCS Apsley is continuing to grow. As we look forward, we are excited to move ahead with the construction of our playground and retain more staff as our enrollment continues to grow. We look forward to continuing to strengthen our relationships with families and the community.



APSLEY





Peterborough County & City

SHAMROCK

2012 marks a major milestone for KCCS Shamrock. Celebrating our 10 year anniversary, we have much to be proud of. The seeds we planted 10 years ago have sprouted and grown roots, and now more than ever we are feeling a part of the Ennismore community. This past year we celebrated our relationships with families, concentrated on enhancing our environments, and reflected together through a variety of professional development opportunities.

In support of the value we place on relationships, last year the dedicated educators at Shamrock provided numerous opportunities for families and staff to come together. The most popular was our "Haunted Open House and Art Auction". It was a time to connect and have fun and the evening boasted a record breaking amount of funds raised by our program for the United Way! We also concentrated on enhancing our environments in 2012. We believe that children deserve to be welcomed into beautiful spaces in which they can



grow and learn. It's up to us to be continually reflecting on our environments so they can grow and change as well. Our organization offers many opportunities for educators to engage in this type of reflective thinking. Last year the educators at Shamrock collectively participated in over 120 hours of professional development. This included networking sessions, book clubs, communities of practice and study tours. We are thankful for these opportunities to learn and grow as professionals as we strive to provide the highest quality of early learning and care.

Looking forward we are excited to continue in building relationships, working together and reflecting with one another. This year brings a new strategic plan which will help to guide us in this important work that we do. We look forward to the challenges and successes to come!



This year has been an exciting year for the school age programs. Our year has focused on growth; growing into our organization values, growth from professional development and growing into the vision of Kawartha Child Care Services.

We welcome a new partnership with St. Anne's Elementary School and celebrate our existing school age partnerships. The journey in building collaborative partnerships has been an extraordinary testament to our guiding principles and values. Through collaboration with the school community and families, we have set the foundation of building excellence in early learning and care. This is reflective in our commitment to build on authentic relationships with children, families and the community.

Pedagogical leadership and professional development has influenced the work in the classroom. The growth in our documentation for the children and families has influenced our understanding of multiple perspectives of learning. Each school age location is unique in their environments, what we offer for children to explore, and the use of the materials. However, it is the collaborative learning that brings us together to challenge our deeper thinking, share the identities of the programs and document our learning. Our *Communities of Practice* cultivates discussions on the pedagogy of learning; learning from others, the materials and the environment.

In our programs, as part of the great work that is happening in our school age community, the educators are fostering democratic practices with children, developing a strong sense of identity, celebrating diversity, and respecting children's and families' perspectives.

Moving forward, we will continue to support the voices of our youngest citizens to feel heard and active in our community and explore the meaning of social responsibility. Encouraging individual and collaborative social action projects and how we participate in the greater community is an idea that we would like to extend into a summer project.



SCHOOL AGE



PROGRAM REPORTS

HOME CHILD CARE

Home Child Care continues to strive to be a viable, quality early learning and care program with Kawartha Child Care Services. The growth of our program, our professional development opportunities and our team's commitment to supporting Child Care Providers has increased our visibility within the local Child Care Community.

We have partnered with OEYC Peterborough and CKL/Brock as well as the Early Childhood Resource Programs of CKL and Peterborough.

In 2012 our provider base increased from 15 to 28 providers. The capacity for licensed spaces increased from 100 to 144. Our Professional Development opportunities are one of the most significant attractions for our child care providers. 25 providers attended PD opportunities, including The Foundation Series, Orientation Sessions, First Aid Training, Provider Nights, Sarah Felstiner's Institute, the 2012 CKL Haliburton Conference, and the 2012 Peterborough Child Care Conference. Our HCC team attended the Ottawa Home Child Care Institute. KCCS's commitment to PD for Home Child Care demonstrates to parents the correlation between licensing and quality.

Recruiting skilled providers and offering resources and equipment has had a direct impact on the quality of home environments. The HCC team has adopted a collaborative approach to presenting quality indicators for home child care. We have revamped our monthly and quarterly visit reports to better reflect our guiding principles and the industry standards as laid out by the Ministry of Education. Our home visits are an opportunity to reflect together on these indicators.

We welcome the challenge of growing licensed Home Child Care within KCCS and our communities. Our next steps will be to build a marketing plan supporting a projection of 40 licensed homes and reviewing existing policies and procedures to ensure they support the modernization of child care in our province.





PROGRAM REPORTS - Durham Region

COURTICE

KCCS Courtice has had much to celebrate over the past year. Our centre's enrollment continues to grow and we are seeing more and more families coming to us through referrals and because of our healthy reputation within the community.

Our team has welcomed six educators to programs, some returning to us and some new to KCCS. Tina has assumed the Assistant Supervisor position and Jennifer at Good Shepherd is the newly appointed Site Supervisor. Candi is celebrating her 22nd year at the Courtice location.

Our partnerships within the community and with our families are essential to our work. Durham resource consultants often visit our centre as we support families by bridging care between child care and other community organizations. We pride ourselves on being knowledgeable and resourceful with community based referrals for our families.

In the spring we welcomed our families to our annual open house. All programs made presentations to the families showcasing the children's work. We received some positive and heart-warming comments and we hope to hold more events in the coming year.

We have many exciting opportunities to explore this year. Our centre is networking with KCCS Bowmanville, KCCS Charles Bowman and KCCS Good Shepherd, focusing on professional development and reflective practices. We are hosting a study tour for the organization, with an open house for our families to follow. We have plans to creatively revamp our outdoor spaces with natural materials and structures. We are looking forward to revising our staff and special events planning committees.

All in all 2012 was an amazing year and we are excited to explore and implement our visions for 2013.



2012 was a very busy year at KCCS Bowmanville and Charles Bowman. Our enrollment continues to be strong in all age groups and enrollment at Charles Bowman blossomed. Our partnership with community agencies continues to be strong resulting in many referrals to our centre. We have partnerships with Grandview Children's Centre, Durham Behaviour Services, Resources for Exceptional Children and PVNCC and KPR district school boards to provide support to children transitioning from our program to kindergarten.

We continue to have a strong relationship with Holy Family Catholic Elementary School and Charles Bowman Public Elementary School. At Holy Family the custodial staff is very supportive. Margaret especially, who has a love of gardening. She plants seeds (hundreds) during the March Break, distributing to the children, teachers and flower beds. She has planted vegetables and flowers for our playground gardens. Grade 7-8 students participate in our program to complete their required 40 hours of volunteer work. At Charles Bowman the educators have supported kindergarten outings on Pumpkin Patch trips. We collaborated with the Visual Arts Centre and Neighbourhood Music Studio to implement a Summer Camp arts program. Different artists came into the centre on a bi-weekly basis and provided experiences for the children in music, wire, clay, cartooning and painting.

Strong relationships have developed among the Bowmanville, Charles Bowman, Courtice and Good Shepherd programs through bi-monthly network meetings and we are currently participating in a Book Study. We look forward to more reflection, collaboration and team building.

2013 looks like it will be even more exciting, with the implementation of full day learning, the opening of an infant room, the relocation of our school age space and the expansion of the kindergarten before and after school program. Playground changes to support our visions of outdoor spaces, our study tour in June and more community involvement by building a relationship with the local retirement community are also in the works.



BOWMANVILLE

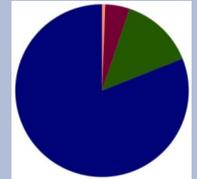


PARENT ENGAGEMENT

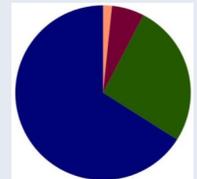
Parent feedback is very important to us at KCCS. All year, our doors are open and we hope that families will let us know how we are doing. Each spring, we offer our families an opportunity to have formal and anonymous feedback through our parent surveys. Results for this year's surveys reflect a high level of satisfaction in how well we are following our values.

Always Satisfied
 Often Satisfied
 Occasionally Satisfied
 Never Satisfied

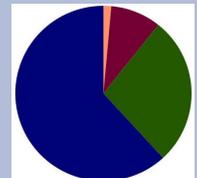
Relationships... Relationships are the foundation of all that we do... we value each moment as an opportunity to nurture children, educators and families. Through our interactions we create a sense of belonging and acceptance where every individual experiences a feeling of being valued by others.



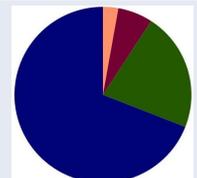
Wellbeing... We provide opportunities to enhance a child's independence, confidence and positive sense of self. We value the importance of good health and nutrition and provide an environment that fosters and supports a healthy lifestyle.



Experiences... We provide child-centered learning opportunities that invite children to explore, collaborate, reflect and communicate. Through these experiences children have the freedom to discover their unlimited potential and make their voices visible.



Environments... We provide beautiful environments that inspire children's natural curiosity and sense of wonder... a welcoming place that reflects those that learn, grow and explore within it.



Some of the things parents think we are doing well:

- "Morning welcome - staff are always upbeat and happy to welcome us when we arrive"*
- "The teachers are engaged with all children and act as a team, helping each other out and interacting with everyone. (Feels like one big happy family)"*
- "We love looking through the journal that was created for our child."*
- "My children feel like they are an important part of the fabric of the after school program, they don't just "go there" when school is over."*
- "I like that the provider gets support from the home visitors. I feel like not just the provider but those running the program care about my child."*



Some parent suggestions:

- "Sending photos via email or drop box."*
- "More info on website such as meal plans, scheduled events, etc."*
- "More field trips and family gatherings."*
- "Have meetings outside of hours with caregivers to touch base in a quieter setting."*





PARENT ENGAGEMENT—ACCOLADES

“We wanted to send you a note to thank you for everything you have done for our Charlie. The gentle, caring and approachable demeanor has made our first daycare experience so very positive. The staff are so amazing at what they do and we want to thank you from the bottom of our hearts for taking such wonderful care of our little boy! Thank you!!!”

“The members of the infant room are like extended family to my daughter. I know she is well loved and cared for and the stories like this one you have shared with us confirms this. As I said before, it is tough having to drop my daughter off everyday but next to being home with me, I can’t think of another place Olivia would feel as loved and relaxed as with you. Thank you again for this and for taking care of one of the most important people in my life.”

“We are excited to see the learning opportunities that he is being presented with at Kawartha Child Care Services. Caelan is a fun and adventurous boy! It is great to hear that he is showing initiative in exploring textures, colour, learning and play. It is comforting to know that the ideas and learning opportunities that Caelan creates are being supported and explored. It would be wonderful to also see Caelan being challenged with other learning opportunities that are not just initiated by him. We appreciate all of your support of Caelan and helping him transition into a caring, fun and thoughtful boy.”

“I cannot express how difficult writing this letter is. Our family is so thankful for the love and care you have provided for Hailey since she was 12 months old. We have watched her develop into the wonderful little girl she is today and that didn’t come without each of you. You all are so genuine helping her along the way and we are so thankful for the work you do each day. I was the teary eyed Mom walking out of those doors on many of Hailey’s beginning days...and now I’ll be that teary eyed Mom saying goodbye to all of you.”

“We have always been extremely happy with the care all three of our children have received dating back to November 2007. The educators and staff have consistently cared for our children with kindness, compassion and respect. We admire, and are forever grateful for, all that has been done to enable our kids to be the best they can be. The close relationships that our family has built with the “Vic Chicks” will be missed. Please pass along our best wishes to all the staff, and let them know that we will miss them.”

“There are so many wonderful people at Victoria Graduate and each one have left their "print" in our lives during the past 7 years, I have nothing but good and very "Thankful" words for the Center. You will always have my support”

“I am writing to commend the staff of the Bowmanville centre.

My children have been fortunate enough to have attended the center since 2009. The care they receive has been nothing short of phenomenal. The staff creates a loving, stimulating and homey environment that my children adore. I think there is no higher praise for childcare providers than for me to say I have no worries when I drop my children off each day.

I would also like to highlight the support provided to my family by Shirley. I am not certain how she manages to juggle all of her responsibilities but she does it! Even with all of her responsibilities she is still very much a part of the children’s experiences. She is in the classrooms. She is in the kitchen. Good heavens, she even shoveled dirt into the very popular brand new sandbox in the toddler play area; which, by the way, my son adored!

All in all, I just wanted to make certain that their amazing work is recognized.”



LOCATIONS & STAFF

KCCS PROGRAMS

PETERBOROUGH REGION

KCCS Peterborough

730 Medical Dr.
Peterborough, ON K9J 8M4
(705) 740-9439
peterborough@kawarthachildcare.com

KCCS Shamrock

525 Ennis Rd.
Ennismore, ON K0L 1T0
(705) 292-7117
shamrock@kawarthachildcare.com

KCCS St. Martin's School Age Program

531 Ennis Rd.
Ennismore, ON K0L 1T0
(705) 292-7117
shamrock@kawarthachildcare.com

KCCS Apsley

238 Burleigh St.
Apsley, ON K0L 1A0
(705) 656-3488
apsley@kawarthachildcare.com

CITY OF KAWARTHA LAKES

KCCS Discovery Space

230 Angeline St. S.
Lindsay, ON K9V 4R2
(705) 328-9057
discoveryspace@kawarthachildcare.com

KCCS Lindsay

320 Mary St. W.
Lindsay, ON K9V 5X5
(705) 324-8691
lindsay@kawarthachildcare.com

KCCS Victoria Graduate

A-24 Weldon Rd.
Lindsay, ON K9V 4R6
(705) 324-8434
vicgrad@kawarthachildcare.com

KCCS Rolling Hills

694 Hwy 7A & 35, R.R. #1
Bethany, ON L0A 1A0
(705) 277-9654
rollinghills@kawarthachildcare.com

DURHAM REGION

KCCS Bowmanville

125 Aspen Springs Dr.
Bowmanville, ON L1C 0C6
(905) 697-3030
bowmanville@kawarthachildcare.com

Charles Bowman School Age Program

195 Bons Ave.
Bowmanville, ON L1C 0H8
(905) 697-3030
bowmanville@kawarthachildcare.com

KCCS Courtice

78 Glenabbey Dr.
Courtice, ON L1E 2B5
(905) 432-7630
courtice@kawarthachildcare.com

Good Shepherd School Age Program

20 Farmington Dr.
Courtice, ON L1E 3B9
(905) 432-7630
courtice@kawarthachildcare.com

KCCS Home Child Care

550 Braidwood Avenue Box 1750
Peterborough, ON K9J 7X6
(705) 749-3488 or (705) 878-1236
hcc@kawarthachildcare.com

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. Teresa's

1525 Fairmount Blvd.
Peterborough, ON K9J 6S9



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!!

Staff Surveys

The vast majority of respondents stated that they love and are proud to work at Kawartha Child Care Services. They feel supported in their work environments and appreciate the numerous Professional Development opportunities. They also stated that staff wages and benefits are fair and equitable. We will continue to look for innovative ways to support planning and documentation time, and the purchasing of technology. We understand these are crucial to staff satisfaction and success.





COMMUNITY CONNECTIONS

VOLUNTEERS & DONORS



Kennedy Baird
 Ball-Amyotte Family
 Donia Family
 Heather Downey
 Dunkerley Family
 Earle Family
 Miranda Eden
 Everette Family
 Fay Family
 Vera Ferguson
 Jennifer Finney
 Johnston Family
 Kylie Lott
 Joclyn Ludyka
 Jay and Sherry McConnell
 Sarah McDonald
 Sandra Moore
 Michelle Nelson
 Nicholson Family
 Osbourne Family
 Amber Perdue
 Brian Reeds
 Peter Rellinger
 Stewart Stainton, aka "Grumpa"
 Kari Stegenga
 Sarah Sweeney
 Amanda Watson
 Ian Watt
 Angela Westbrook
 Jade Wilson

COMMUNITY PARTNERS

- Community Living Kawartha Lakes
- Durham Region Children's Services
- Five Counties Children's Centre
- Human Resources Development Canada
- IE Weldon Secondary School Drama Class
- IE Weldon Secondary School Parenting Class
- Kinark Child and Family Services
- KPR District School Board
- Loyalist College
- North Kawartha Community Development Group
- Ontario Early Years – Haliburton, Victoria & Brock
- Ontario Ministry of Children and Youth Services
- Ontario Ministry of Education
- Ontario Ministry of Education, Child Care Quality Assurance
- Ontario Ministry of the Environment
- Peterborough & District United Way
- PVNCC District School Board
- Resource for Exceptional Children
- Selwyn Public Library
- Service Coordination for Children and Youth – Peterborough and Northumberland
- Sir Sandford Fleming College - ECE Program
- Sullivan's General Store, Ennismore
- The City of Kawartha Lakes Social Services Alliance
- The County and City of Peterborough Children's Services Department
- The Ontario Early Years Centre, Peterborough
- Township of Selwyn Fire Department
- Trillium Lakelands District School Board





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