

2016 Annual Report

COMPASS

EARLY LEARNING AND CARE





*“We must not assess
what the child
knows,
or knows how to do,
but what he or she could do IF..
WE are the IF..”*

~ Educators of Reggio Emilia





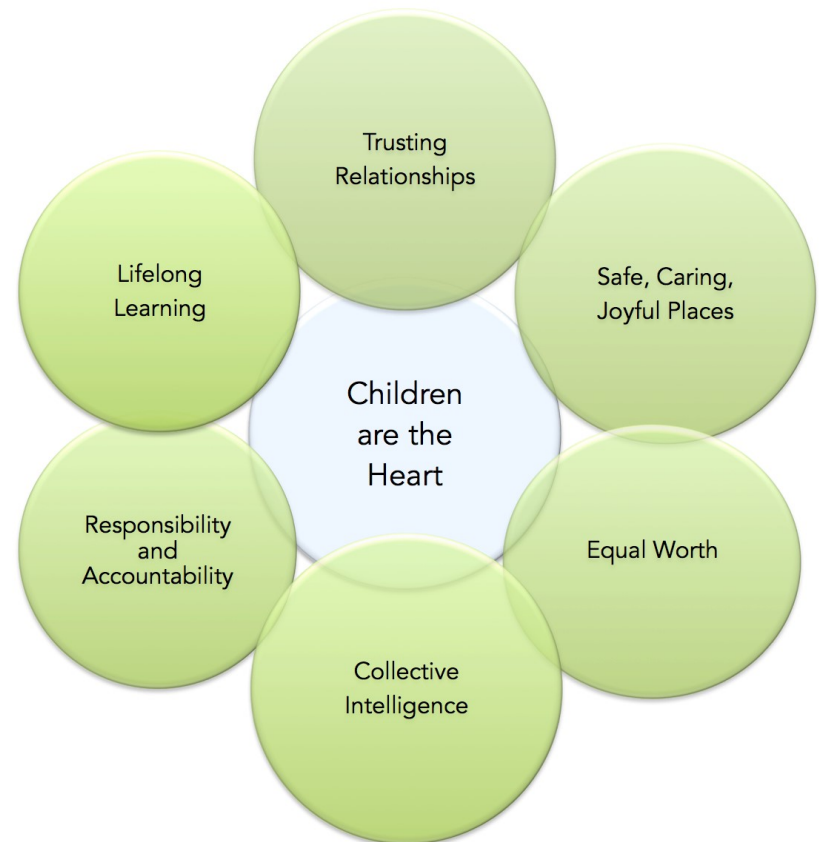
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Board President & CEO Report

In 2016, we launched our new strategic plan. This dynamic document was forged from the feedback we received from parent surveys, employee surveys, our Board of Directors and our planning day with Board and employees last April. Our Mission and Vision remained the same, while our values and beliefs and our strategic directions have evolved. Our new values and beliefs declare that children are at the heart of all we do and that trusting relationships in safe, caring and joyful places are central to our work. We believe that we are all of equal worth and that by working together collaboratively, we will create a synergy of collective intelligence. We also believe in personal responsibility and accountability to our organization and that we are engaged emotionally and intellectually in lifelong learning for our families, children, communities and ourselves. These are the touchstones of our daily practice. Our Strategic Directions, which include building organizational capacity, creating rich and unique learning environments, developing community capacity and sharing our journey and approach, will guide our work and determine the initiatives that we take up in the coming years.

Child care in our province continues to change rapidly. New regulations, policies and procedures, protocols and obligations have sparked us to think of new ways to stay true to our values. The new regulations have meant that a lot of our reflective time has been taken up by thinking together about how we would meet the new obligations so that it made sense for children and families. Knowing that the intent of these new regulations is to keep children safe and to support families helped us in this thinking. We continue this journey on the eve of a new set of regulations that are due out this summer. We also have the promise of 100,000 new child care spaces in Ontario over the next five years and pending announcements from the Federal government for child care funding coming this year.



Discussions about our organizational structure have been taking place throughout 2016. We understand that what got us here will not get us there, and so, we continue to think about new ways to grow and develop that will serve our children and families and our organization. This past year we took up a book study throughout the organization on “Reinventing Organizations: A Guide to Creating Organizations Inspired by the Next Stage of Human Consciousness”. It has inspired many changes in how we do business, building trust and creativity and passion for our jobs. We have begun to think about self-management practices as a disciplined style of organizational structure, about wholeness as a way we want to live every day in our work and our home life and living with purpose as the driver of our work. Self-management is not a quick process and is very similar to Emergent Curriculum. It is incremental, thoughtful and disciplined. It will demand the best from each of us and we will do it together, holding each other up. We are at the very beginning of thinking about this structure and we are already seeing more informed decision making, more engaged employees, higher trust and better communication. We are excited to see the many possibilities that this structure can hold.

2016 was a challenging year for our financial picture. We received less funding from direct operating grants than the previous year, we had more programs including many new infant spaces, and we opened two new school age programs. Changes in the legislation meant changes in funding priorities and we ended the year in a deficit position. As we move forward in 2017, we are making adjustments, re-evaluating our expenditures and seeking ways to do more with less. We will do this and we will continue to serve children and families, offering them a sense of belonging, engaging experiences, opportunities for expression, and environments that foster well-being for everyone. These are the foundations of How Does Learning Happen? A Pedagogy for the Early Years, Province of Ontario and they are present throughout our organization and in our decision making.

Once again, we would like to thank our Board of Directors for their many hours of volunteer time on behalf of our organization. We also want to recognize our employees – over 300 strong – who come to work every day with passion in their souls and love in their hearts. Your loving kindness is felt by the over 2000 children and their families we serve each day. Thank you also to our administration team who are creative, tenacious and care about our families and children just as our educators do. We look forward to the exciting times ahead. Together is better.

Sheila Olan-MacLean, CEO and Kevin Kirkpatrick, Board President



Highlights from 2016

Here we grow again!

Our Compass Early Learning and Care School Age Program expanded into two new schools in 2016, Orono Public School in Durham Region and Parkview Public School in Lindsay. Both programs have been welcomed with open arms by school staff and the community.

Our partnership with Orono Public School opened up opportunities to combine with our nearby Kirby School Age Program to provide full day care on non-instructional school days and offer a summer camp program throughout July and August.



Orono Program



Parkview Program

The Parkview School Age Program was a nice addition and easy transition, as many of the children had previously taken part in Compass ELC full day programs and camps in the Lindsay area. Many of the children were able to transfer into this Program with established relationships already in place. Their families were familiar with our values and beliefs and our desire to provide a diverse program that meets the needs of children in their community.

Pedagogical Themes

COMPASS
EARLY LEARNING AND CARE



Parents as Partners

Families know their children best and we believe their contributions are essential to their child's learning and development.

Expression

We create a safe environment where the voices of children, educators and families are valued. We welcome all perspectives as an important part of building relationships and creating quality early learning.

Wellbeing

We offer joyful days of learning and laughter and time to discover and experience the world. Our nutritious meals are an important part of creating a healthy lifestyle.

Environments

Our playrooms are designed to engage children's natural desire to explore and discover the world around them. We hold a deep respect for our environment, offering children many opportunities to connect with nature.

Community

We promote and value a sense of personal integrity, social responsibility and respect for ourselves and others. We practice the principles of democracy and social justice in our organization and communities.

Leadership

As dedicated leaders, we are committed to advocating for the highest quality of care in our community and across the province.

Life-Long Learners

Growing and learning together is a lifelong journey that happens every moment of every day. We provide time and resources so that each child can benefit from the latest research and best practice in early learning.



Together we discover the joy of learning.



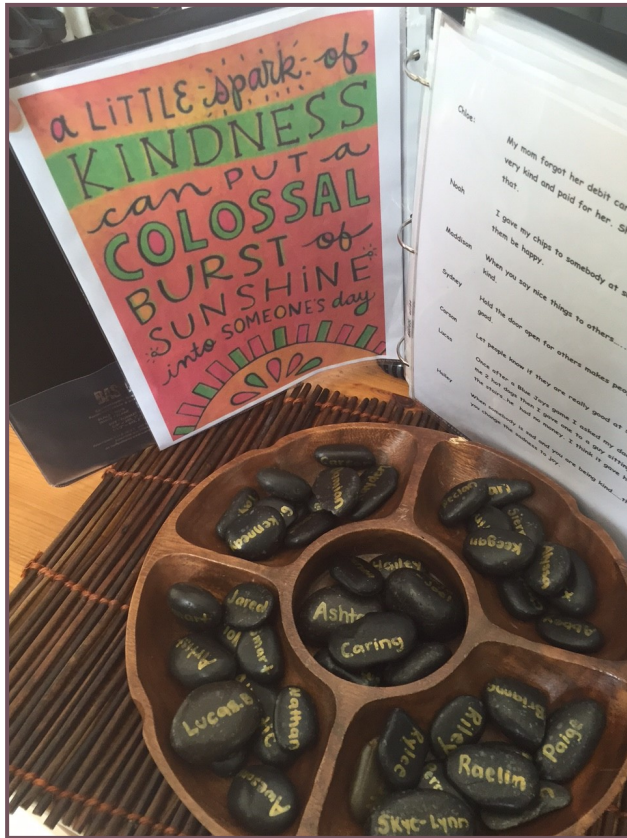
The following pages illustrate how we brought these Pedagogical Themes to life in our everyday work at each of our Programs. 7

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Wellbeing



“We have the freedom to do what we like to do
and we are able to be very creative with lots
of materials, and that’s important to me.

~ Hailey, 10

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Our nutritious meals are an important part of creating a healthy lifestyle.

Environments



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Environments



Children are miracles.
Believing that every child is a miracle can transform
the way we design for children's care. We make it our
job to create, with reverence and gratitude,
a space that is worthy of a miracle.
~ Anita Olds

Community



We promote and value a sense of personal integrity, social responsibility and respect for ourselves and others. We practice the principles of democracy and social justice in our organization and communities.



Wanting to help a child in our Program battling cancer, employees registered with OneMatch to become possible stem cell donors

Leadership



Board and Senior Leadership Members



Shannon Fuller, Assistant Deputy Minister of Education, visits Stephanie, a Compass ELC Licensed Home Child Care Provider.



Children as Leaders



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Home Child Care

The past year has brought many exciting changes to our Home Child Care program at Compass ELC. We have more than doubled in size in Peterborough and Lindsay/CKL regions. We continue to expand into areas such as Norwood, Keene, Millbrook, Omemee, Pontypool, Minden, Northumberland and the communities in between.

Striving to ensure every child receives the best start in life, our Home Child Care team has been working closely with the Ministry of Education, advocating for affordable, accessible, quality child care for all families.

- Starting in 2017, the government has committed to creating an additional 100,000 licensed child care spaces for 0- to 4-year-olds within the next five years, doubling the current capacity for this age-group. Licensed Home Child Care will be integral to this expansion.
- We continue to share the success of our three-tiered licensing model that allows Providers to select the level of support they require, with Ministry staff and other agencies.
- On behalf of eligible Compass ELC Providers, we will continue to apply for the Ministry's 2017 Wage Enhancement Grant and advocate for the continuance of this vital funding beyond 2017, realizing it is critical for recruiting and retaining quality child care workers.



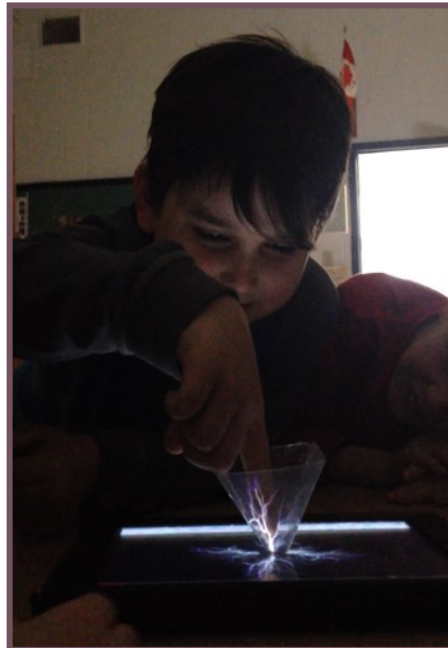
Home Child Care



Centre-Based Programs



School Age Programs & Summer Camps



Thank You to our Community Partners & Volunteers



Volunteers are an essential resource for most non-profits and our organization is no exception. Compass Early Learning and Care is proud to have a dedicated force of volunteers who contribute to the agency in many different ways. We have a volunteer board of directors who provide excellence in governance and share valuable skills and expertise. We have students and volunteers of all ages who commit to regular visits with the children to read and support activities happening in our programs. And our programs wouldn't be as beautiful and engaging as they are without the help of countless volunteers who assist with painting, fundraising, building, gardening and grounds work. On behalf of all the children and families we serve, we would like to thank all of the volunteers who make such a difference to our organization.

“Volunteers are the only human beings on the face of the earth who reflect this nation's compassion, unselfish caring, patience, and just plain love for one another.” ~ Erma Bombeck

Every year we like to recognize an individual who has made a significant contribution to our agency and this year we would like to recognize Shannon Stewart for her 22 Years of valuable support! Shannon was introduced to us in 1995 by Community Living and has been an important part of our Compass ELC Lindsay team ever since. She helps with kitchen duties, laundry and dusting. More importantly, she always brings a positive warm smile and caring conversation. She is an asset to us when Pam, our Nutrition Specialist, is away and we often joke about how many cooks Shannon has trained in her many years volunteering in the kitchen. She engages the children by thoughtfully wearing bright, colourful aprons with fun prints of animals and such that she knows will open up conversations with the children. We love her welcoming “Hello” as she joins us each day, and her humming and singing brightens our day!



Thank You to our Community Partners & Volunteers

Algonquin College - *ECE Program*
Alternatives Community Program Services
Cavan Monaghan Library - *Millbrook Branch*
City of Kawartha Lakes
City and County of Peterborough
Children's Services - City of Peterborough
Community Living Central Highlands
Durham Behaviour Services
Durham College - *ECE Program*
Durham Region Children's Services
Five Counties Children's Centre
Grandview Children's Centre
Harvest Resource Associates
Human Resources Development Canada
IE Weldon Secondary School
Jesse's Tap & Grill
Kawartha Lakes Fire & Rescue Service
Kawartha Veterinary Association
Kinark Child and Family Services
Kingsway Arms Retirement Home - *Bowmanville*
KPR District School Board
Loyalist College
North Kawartha Community Development Group
Ontario Coalition for Better Child Care
Ontario Early Years - *Haliburton, Victoria & Brock*

Ontario Early Years - *Peterborough*
Ministry of Child and Youth Services Ontario
Ministry of Education
Ontario Ministry of the Environment
Peterborough & District United Way
Peterborough Public Library
Princess Gardens
PVNCC District School Board
Resource for Exceptional Children - *Durham Region*
Scholars Choice
Selwyn Public Library
Service Coordination for Children and Youth –
Peterborough and Northumberland
Sir Sandford Fleming College - *ECE Program*
Sullivan's General Store - *Ennismore*
The Little Building Company
Township of Selwyn Fire Department
Trillium Lakelands District School Board
United Way - *Peterborough and District*
United Way for the City of Kawartha Lakes
Victoria County Career Services
Investing In Quality Initiative - City and County of
Peterborough

Mike Ashton
Steve Brasier
Bill Chamberlain
Andrew Compton at
Fastenal Inc.
Doug Copeland
Julia Cruickshank
Makenzie Cruickshank
Kerri Dalzell
Charmaine DeLong
Marie Harper
Ron and Cullen Hoar
Kyle Howell
Brooke Lynch
Milne Family
Susan Monteith
Gina Nicholson
Ben Parkes
Matthew Putnins
Kevin Saltern
Steven Phillips
Stewart "Grumpa" Stainton
Shannon Stewart
Thomas Family
Mike Young

A special thank you to all Compass ELC staff and families that volunteer their time and energy to help build the best place possible for our children.

Looking Forward to 2017 & Beyond

In early 2016 we were notified that Millbrook/South Cavan Public School would be expanding and there would be a child care component attached. In March of last year we met with the development team and our dream of expanding our existing School Age Program to offer a new licensed early learning and care program for Infant, Toddlers and Preschoolers in Millbrook came true. Although there have been a few delays, the project is progressing well and we are scheduled to open on April 3rd 2017. We love being a part of this community and look forward to further developing new partnerships with local business and community programs.

Last year we were also presented with an opportunity to partner with the Peterborough Housing Cooperation, an innovative organization that offers housing and programs geared to growing and developing people skills. Over the last quarter of 2016 we began to meet with the Housing Cooperation and started to dream about how we could support one another to build a place where children, families and community members could live together and grow a culture of understanding, support and diversity. We look forward to the opening of Compass Early Learning and Care Janet Castle Program in September of 2018.

(Pictures are from Millbrook Program)



Looking Forward to 2017 & Beyond

To 'Share Our Journey and Approach' is also part of our Strategic Plan and as part of this new direction, we will be growing our external professional development and consulting division at Compass ELC. We feel a great sense of responsibility to share our journey, our successes and the lessons we have learned in our work. We also know that we have much to learn from others in our Province and across the globe. Together we will continue to support the development of high quality early learning and care programs. Lorrie Baird, Associate Executive Director of Pedagogy, will be leading this division and is already scheduled to visit numerous communities in Ontario, across Canada, as well as in the United States throughout 2017.

The coming year will also be a year of research as we begin to develop a plan to create a "Centre for Professional Development" at Compass ELC. It is our hope that our new Compass Early Learning and Care Janet Castle program will become a place where educators from our own organization and across North America come to study the teaching and learning process alongside children, educators and families. Together is better.



Lorrie Baird (right) with Anne Marie Coughlin, Professional Development Coordinator and Program Director at London Bridge Child Care Services in London, Ontario.



Lorrie Baird (right) with participants from Compass ELC Bowmanville Study Tour Designing Engaging Learning Environments – Materials to Invite Complexity



Mission

Compass Early Learning and Care 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.

Vision

Compass Early Learning and Care 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.



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Compass Early Learning
and Care

