

2015 Annual Report

KCCS
COMPASS
EARLY LEARNING AND CARE



*The future isn't just a place we get to go...
it's a place we get to create.*



“Stand aside for a while and leave room for learning, observe carefully what children do, and then, if you have understood well, perhaps teaching will be different from before.”

Loris Malaguzzi

Our Board of Directors is a group of committed volunteers who believe in our vision, mission and values. They offer leadership, support and guidance on a corporate level, and provide expertise in health, education, law, human resources, parenting and organizational development. This year, our major projects included our name change, operational policies and financial management.



Apsley

At our Apsley program, we are most proud of how we have been embraced by our community. We have been welcomed by families, the school and other citizens within this small town. Donations of time and materials have allowed us to complete our playground upgrades and support our programs day to day. The community has played a huge role in the success of our program over the past six years and in 2015, we again experienced this support.



Bowmanville

At Bowmanville, we are most proud of our evolution in thinking. This year, as we added loose parts to our classrooms, parents wondered about the safety and value of these materials. In response, we offered a parent night to share what we had come to understand about how loose parts can build children's creativity and competence. Moving forward, we continue to share our classroom research with families on how loose parts can support children's learning.



Charles Bowman



At Charles Bowman, we have been examining the role and impact of our learning environment. We added large carpets and comfortable furniture to create a tranquil space for reading, resting and chatting with friends. We added bulletin boards to display documentation, menus, newsletters and children's creations. We are excited to see new growth emerge as we continue to live into our values of self-expression, collaboration and inclusion.

Courtice



Teamwork – this is how our Courtice team responded to their temporary relocation from Mother Theresa to Good Shepherd schools this past summer. Each team member worked diligently to make our new environment feel like home and to make the children feel like they belonged here. We were grateful to have the Bowmanville team support, as they prepared our lunches and delivered them each day. As we explored our new community we formed lifelong memories that deepened our understanding of the power of teamwork.

Discovery Space

2015 brought together three programs in Lindsay – Jack Callaghan, Leslie Frost and Discovery Space. This gave us a wonderful opportunity to collaborate, network and support each other in our classrooms. At Discovery Space, we dreamed about an outdoor environment where children could explore and learn about nature. Our dream has created the foundation for the work that will begin at our program in 2016.



Grandview, Kirby & Rolling Hills



Tremendous Growth – that is how our team at our Rolling Hills, Grandview and Kirby programs described 2015. We opened an infant program at rolling hills, expanded our preschool at Grandview and opened a new school age program at Kirby. And through all of this, we continued our commitment to strong relationships with our families and community, offering opportunities to share the work of our children and educators. We were also privileged to have Deb Curtis join us for side by side mentoring on the role of the educator.

Harold Longworth



At Harold Longworth, we are most proud of our commitment to creating a culture of leadership, compassion and a belief in ourselves. This photo illustrates these principles in action as the children engage in intentional risk, undertake new challenges and work collaboratively to achieve their goals, alongside their peers.

Home Child Care



In 2015, Compass Early Learning and Care laid the foundation to support the growth of our Home Child Care program. We welcomed two new staff to our team for marketing, building a community of learners and offering networking opportunities to our home child care providers. As a result, we are growing a deeper sense of professionalism and bringing visibility to the value of licensed home child care.

Jack Callaghan



At Jack Callaghan School Age Program in Lindsay, we are most proud of the opportunities that we provide to children of all ages to collaborate and work together. The relationships that are formed by our JK to Grade 4 children are beautiful to witness. The support and encouragement that the children offer each other on a daily basis is truly inspiring. Our school community is a welcoming place that we are proud to be a part of.

Leslie Frost

2015 was an exciting year for the School Age Program at Leslie Frost in Lindsay. Building a foundation of relationships with staff and families has helped us to expand our program to meet the growing needs of families in this community. We are so proud of our team and their commitment to providing quality early learning and care.



Lindsay



Creating a culture of collaboration fills us with pride. In 2015, educators at our Lindsay program gained a deeper understanding of the value of research questions in their daily program. They participated in a community of practice focussed on How Does Learning Happen and gained new perspectives about children's learning. This experience has influenced how the team plans and implements programs every day.

Pedagogical Team



In May, 2015, 14 individuals from across Compass Early Learning and Care travelled to Italy to attend the Canadian Reggio Emilia Study Tour. The inspiration from this experience is felt in all aspects of our organization from our administration to our human resource team to our educators. Each participant has reflected on this life changing experience and we are posting them on our webpage.

Peterborough Program

Peterborough program opened its doors to many visitors from across Ontario as part of a study tour on Intentional Environments and Documentation.

They continued their professional learning and development through opportunities with Deb Curtis, and through a program study of how does learning happen. They believe, “We are a team – not because we work together, but because we respect, trust and care for one another.”



*We are not a team
because we work
together, we are a
team because we
respect, trust and
care for each other.*



Peterborough School Age



The greatest feeling of pride at our Peterborough School age Program comes from the incredible work of each and every one of the 34 educators who make up this team. The strength of the team is built on individual members who believe in the importance of building relationships, collaborating and working from a shared vision.

Shamrock

Our Shamrock program turned their attention outdoors in 2015. Outdoor classrooms became a focus as families, children and educators created vegetable gardens. Well into the fall, the children were found in their gardens, planting, caring for and harvesting vegetables for the many recipes that were shared between families and the program.



Victoria Graduate



At Victoria Graduate in Lindsay, we are most proud of how we are developing quality care and education as educators and as parents. Many of our educators here choose this program for their own children. We are engaged in a partnership with families that supports children's social emotional growth and learning. We do this by nurturing strong relationships, open communication and a strength based mindset. We are living and growing, authentically and intentionally with each other.

Senior Leadership Team

Our senior leadership focussed on building a sustainable, community based organization, supporting intentional learning environments and growing leadership across our organization. Our major projects this year included our name change and rebranding, a marketing campaign, program growth and development, whole person compensation plan, and financial stabilization.



Community Partners and Volunteers

Algonquin College - *ECE Program*
Alternatives Community Program Services
Cavan Monaghan Library - *Millbrook Branch*
City of Kawartha Lakes
City and County of Peterborough
Community Living Kawartha Lakes
Durham Behaviour Services
Durham College - *ECE Program*
Durham Region Children's Services
Five Counties Children's Centre
Harvest Resource Associates
Human Resources Development Canada
IE Weldon Secondary School
Kawartha Lakes Fire & Rescue Service
Kinark Child and Family Services
Kingsway Arms Retirement Home - *Bowmanville*
KPR District School Board
Loyalist College
North Kawartha Community Development Group
Ontario Coalition for Better Child Care
Ontario Early Years - *Haliburton, Victoria & Brock*
Ontario Early Years - *Peterborough* Ontario
Ministry of Child and Youth Services Ontario
Ministry of Education
Ontario Ministry of the Environment
Peterborough & District United Way
Peterborough Public Library
PVNCC District School Board
Resource for Exceptional Children - *Durham Region*
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*

Township of Selwyn Fire Department
Trillium Lakelands District School Board
United Way - *Peterborough and District*
Untied Way for the City of Kawartha Lakes
Victoria County Career Services
Investing In Quality Initiative - City and County of Peterborough
Mike Ashton
Shannon Stewart
Bailey Gattie
Sarah Mood
Julia Cruickshank
Makenzie Cruickshank
Amy Mason
Kerri Dalzell
Kristina Elliott
Ryan Sutherland
Milne Family
Thomas Family
Sue Monteith
Kevin Saltern
Mike Young
Brooke Lynch
Doug Copeland
Bill Chamberlain
Marie Harper
Steven Phillips
Steve Brasier
Kyle Howell

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

Every year, Compass Early Learning and Care recognizes individuals who have made significant contributions to our programs through offering their time. Andrew Ball is the special person we want to recognize this year.

Andrew has generously offered his time and skills in gardening, repairing toys and equipment and just about anything that he is asked to do. Presently, he is assembling outdoor kitchens for the preschool and toddler playgrounds.

Andrew is a valued volunteer and a regular visitor at our Bowmanville program. We are so grateful for his contributions to our environment. Everywhere you turn, you will see evidence of Andrew's work. His volunteer efforts mean that our program continues to offer high quality care. He even has a sense of humour, as he jokes about his favourite job at the centre, which involves a snake and the washrooms!!

Thank you Andrew for all that you do for our Bowmanville community. And did we mention, Andrew is also famous as the spouse of Shirley Miltenburg, our supervisor of the Bowmanville program.





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....

The Educators of Reggio Emilia

Please visit www.compasselc.com for the following:

- 2015 Organizational Accomplishments
- 2015 Financial Reports
- 2015 Parent Survey

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.

