



## 2017 ANNUAL REPORT



**“We believe that all children and families should have access to high quality early learning and care. We feel a sense of responsibility to share our knowledge, successes, and lessons learned.”**

# COMPASS

EARLY LEARNING AND CARE



## OUR VALUES AND BELIEFS

TRUSTING  
RELATIONSHIPS

LIFELONG  
LEARNING

SAFE, CARING,  
JOYFUL PLACES

RESPONSIBILITY  
& ACCOUNTABILITY

COLLECTIVE  
INTELLIGENCE

EQUAL  
WORTH

CHILDREN ARE  
THE HEART





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## LIVING INTO THE FOUR ELEMENTS OF OUR STRATEGIC PLAN



**SHEILA OLAN - MACLEAN, CEO**

This has been another year of enormous change for Compass ELC. New regulations, policies, protocols, program expansion and new programs have been our reality. Through all of this, our strategic plan and our values have become even more important to us, providing an anchor and purpose to our work. I have had the privilege to attend many team meetings this year to talk about our values and what they mean to us as individuals and teams. I have been inspired by how our values have influenced our practice every day with children and how our educators, nutritionists, leads and children understand and can articulate the role that our values play in our lives every day. Placing children at the centre of all that we do, nurturing trusting relationships, creating safe, caring, joyful places, believing that we are all of equal worth, that we are better together, accepting our personal responsibility and knowing that we are on a journey of lifelong learning – these are the concepts that guide our daily practice. Underpinning these values is the knowledge that we are not perfect and that we will make mistakes. It is through these mistakes that our most important learning takes place and our values emerge as our guides.

**“It is not enough for education to produce individuals who can read, write and count: education must be transformative, practical and able to promote shared values.”**

**Ban KiMoon – United Nations**



# Our 4 Strategic Directions

This year we wanted to dive into a new way of leading in our organization. We had studied the book, **Reinventing Organizations** the previous year and knew that we wanted to live into a self-management type of structure. We embarked on a 12 part series, led by Karen Sjolin and Cheryl Lipman. We explored concepts of who we were as leader coaches, learned the basics of coaching and how to instill this in our practice as leaders within our teams, and we began to think about a coaching culture at Compass. This is a beginning. In 2018, another 25 people are taking this same journey. This will deepen and enrich our practice, bringing new ideas and solutions to our plans, while supporting new leadership to evolve.

**Our strategic plan has laid out four strategic directions:**

## 1. BUILD ORGANIZATIONAL CAPACITY & DEVELOP EMPLOYEE POTENTIAL

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Compass Early Learning and Care strives to develop an organizational culture that engages all of us in the achievement of our vision. We know that our strength-based approach, guiding principles, and ability to live fully into our values, creates opportunities for our organization to expand and grow, and for all of us to achieve our full potential. We will be intentional in developing all facets of our organization to support our evolution over the coming years.

## 2. CREATE RICH & UNIQUE LEARNING ENVIRONMENTS FOR CHILDREN

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Our programs offer a place for exploration, wonder and rich learning opportunities discovered through children's play. Our learning environments, both indoors and outdoors, are designed to inspire children to explore and engage with others and build meaningful relationships. Our educators provide intentional, beautiful spaces that invite children into play.

## 3. DEVELOP COMMUNITY CAPACITY

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As a key resource and partner, Compass Early Learning and Care will be responsive to the changing needs of the communities and families we serve, working in collaboration with key stakeholders, and offering new programs and services to ensure that all children have access to high quality early learning and care.

## 4. SHARE OUR JOURNEY & APPROACH

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We believe that all children and families should have access to high quality early learning and care. We feel a sense of responsibility to share our knowledge, successes, and lessons learned, and to mentor other programs in our collective journey to emergent curriculum.



The Materials Initiative, the Nature Initiative, our professional learning consulting program, changes in organizational structure, internal professional learning have emerged from these directions.

We are grateful for the ongoing support of our Board of Directors. They continue to offer support and leadership to our organization. We are sorry to say goodbye to Kevin Kirkpatrick, our President for the last 5 years. He has made our meeting efficient, productive and fun! We will miss his sense of humour and wish him all the best in his new endeavours.

As always, I am grateful for our employees. Together, we are a thoughtful, compassionate, and creative team of educators, nutritionists

and support staff who approach our work with enthusiasm, understanding and a sense of wonder. Thank you.

We are also grateful for the many community partners who support us. The Ministry of Education has worked diligently for the last 10 years to bring us to the point where universal child care is within our reach. This momentum must continue – for our children. The Municipalities of Durham Region, City of Kawartha Lakes and Peterborough provide ongoing funding, leadership and planning opportunities for our communities, and we are grateful.

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**“We are a  
Community  
that holds  
each other  
up.”**



# 2017 BOARD OF DIRECTORS

<b>PRESIDENT</b>	<b>KEVIN KIRKPATRICK</b>
<b>VICE-PRESIDENT</b>	<b>KATHY WARNER</b>
<b>SECRETARY</b>	<b>KELLY GRAVELLE</b>
<b>TREASURER</b>	<b>DOUG LYTLE</b>
<b>DIRECTOR</b>	<b>KARLA KIELEC</b>
<b>DIRECTOR</b>	<b>HANAH MCFARLANE</b>
<b>DIRECTOR</b>	<b>SARAH STOKES</b>
<b>DIRECTOR</b>	<b>RACHAEL TERRION</b>
<b>DIRECTOR</b>	<b>JULIE WHITEMAN</b>



I joined the Board of Directors in September, 2017 because I was drawn to Compass ELC's values, pedagogical approach, and strategic priorities that are dedicated to the inclusion of nature, lifelong learning, leadership and wellbeing. I have been so impressed by the talent and commitment of all of the staff, and am excited to be part of this incredible organization!

**Hanah McFarlane**



"Compass ELC is an incredibly strategic, forward-thinking and innovative child care organization, and one of a kind. Sheila, and all of the staff, work very diligently to provide the most nurturing and stimulating environment for children. They play a huge role in sharing their passion and knowledge with other child care organizations and they work tirelessly to advocate for children and families."

**Karla Kielec**



"Another year of being on the Compass ELC board has come and gone and I am reminded of why I choose to volunteer here. The Compass team is a group of amazing, caring, intelligent and committed people that embrace the challenge of caring for the emotional and physical well-being of all the children in their care. It makes me proud to be part of this team."

**Kevin Kirkpatrick**



"As a first-time mother, I understand and appreciate the important role child-care plays in establishing the foundation of skills and knowledge children require to lead happy and fulfilling lives. The Board is dedicated to supporting our educators and fostering growth and advancement in the centres where our children play and learn. I'm very thankful to be a part of this organization."

**Rachael Terrion**



"Compass ELC provides so much care and support to its children and families. Serving on the Board of Directors has given me the opportunity to return some of that care and support to the incredibly loving and dedicated staff of Compass."

**Sarah Stokes**



"As Compass Early Learning and Care continues to rapidly grow and evolve, I am proud to be part of this organization that holds its values and beliefs in high honour in guiding the way. Children are the heart of CELC, and the remarkable staff work hard to ensure this value is at the centre of everything they do."

**Kathy Warner RECE**

# FINANCE AND ADMIN REPORT

## ASHLEY COLLINS, FINANCE DIRECTOR CPA, CA

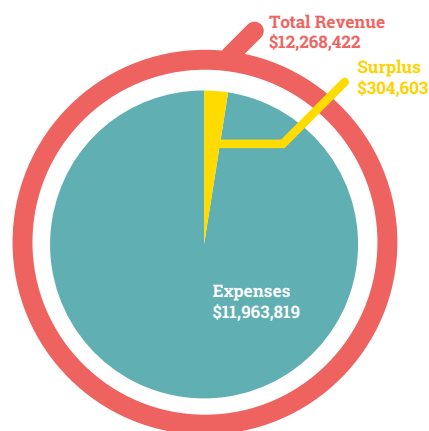
Overall, we are pleased to share that 2017 was a strong year for Compass ELC. Enrollment was up as we noted year over year growth in fee income of approximately 12%. This was mainly attributed to growth in home child care, many of our School Age programs as well as a new full day program that was opened in Millbrook. We were also very fortunate to have received municipality grants throughout the year to support this expansion. This, in addition to top up funds received at the end of the year, resulted in a surplus of \$304,603 (2.5% of our total revenue). As part of our prudent financial plan, we are working towards building a contingency reserve equal to at least three months' worth of our expenses. We had a challenging year in 2016 with a deficit of \$132,478 and the current year surplus has allowed us to put much needed dollars back into this reserve fund. Furthermore, this will also allow us the capacity to fund some larger repairs and improvements to our building and outdoor environments in the months to come.

## Our Direction:

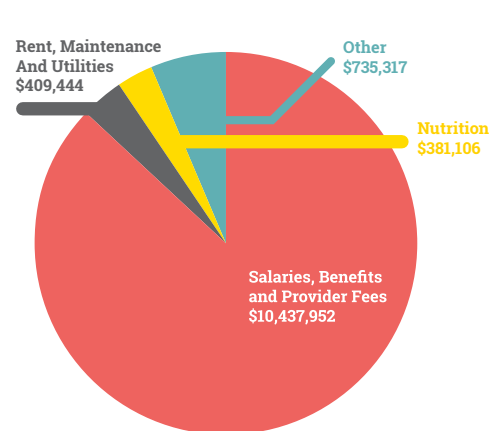
We strive to align our financial management with our values by including practices such as value based budgeting. This shifts the mindset from a deficits-based perspective (i.e. starting with "what we can't do" because of financial constraints) to dreaming about the future of our programs and how we can create a path to get there. We are working towards tapping into the currently unrealized potential of our charitable status by applying for grants, reviewing other revenue streams (i.e. consulting opportunities), and reducing expenses by continuing to improve our processes (i.e. introduction of online payment processing).

This year we established a finance and administrative network to identify opportunities to improve the current systems and structures in place to better support staff, families and the organization as a whole. Members across all programs have been coming together to collaborate, share experiences, and think about new initiatives that align with Compass ELC values and the strategic plan. One example of a recent initiative we celebrated was the launch of the parent portal along with online payment processing for our families in 2017.

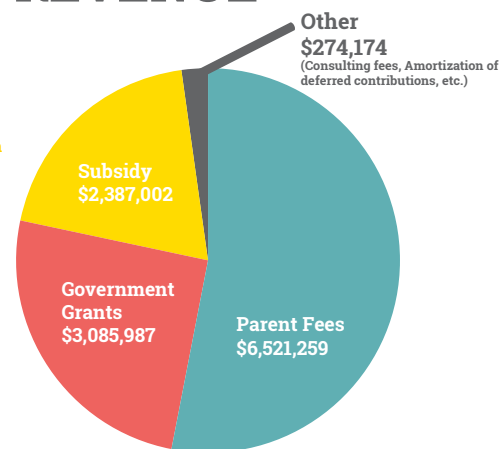
## TOTAL REVENUE + SURPLUS



## EXPENSES



## REVENUE







**317** | Total # of Employees

**180** | Full Time / Permanent

**137** | Part Time / Contract / Supply

**93** | New Hires in 2017

**52** | Employees with 10+ Years at Compass

## HR AND RELATIONSHIPS NETWORK

**JENNY CULLEN, DIRECTOR OF HR**

**"Happiness is not a destination or an experience. It's a decision." - Carlos Santana**

The Relationship Network put out two surveys this past year that asked questions about wellness and social fun. Both surveys were well responded to and gave us insight to next steps in wellness initiatives and planning social events for the organization.

Our Wellness Survey focused on physical, emotional, social, financial wellbeing and was filled out by 77 employees and we are happy to report 74.88% of our employees who filled out the survey are in good to excellent overall health. The Social Survey was filled out by 100, we look forward to using this information to connect with each other in 2018!

Sheila Olan MacLean and myself, were given the opportunity to initiate Professional Development across the organization tied to our culture, values and beliefs. "Safe, Caring Joyful places has been well attended in all municipalities and we have been invited to staff meetings to engage in conversations and reflection about gratitude, joy and happiness. We look forward in the coming year to continue with PD linked to our organizational values and beliefs and to focus on our culture at Compass ELC.

## PEDAGOGICAL LEADERSHIP... AN EVOLUTION OF GROWTH

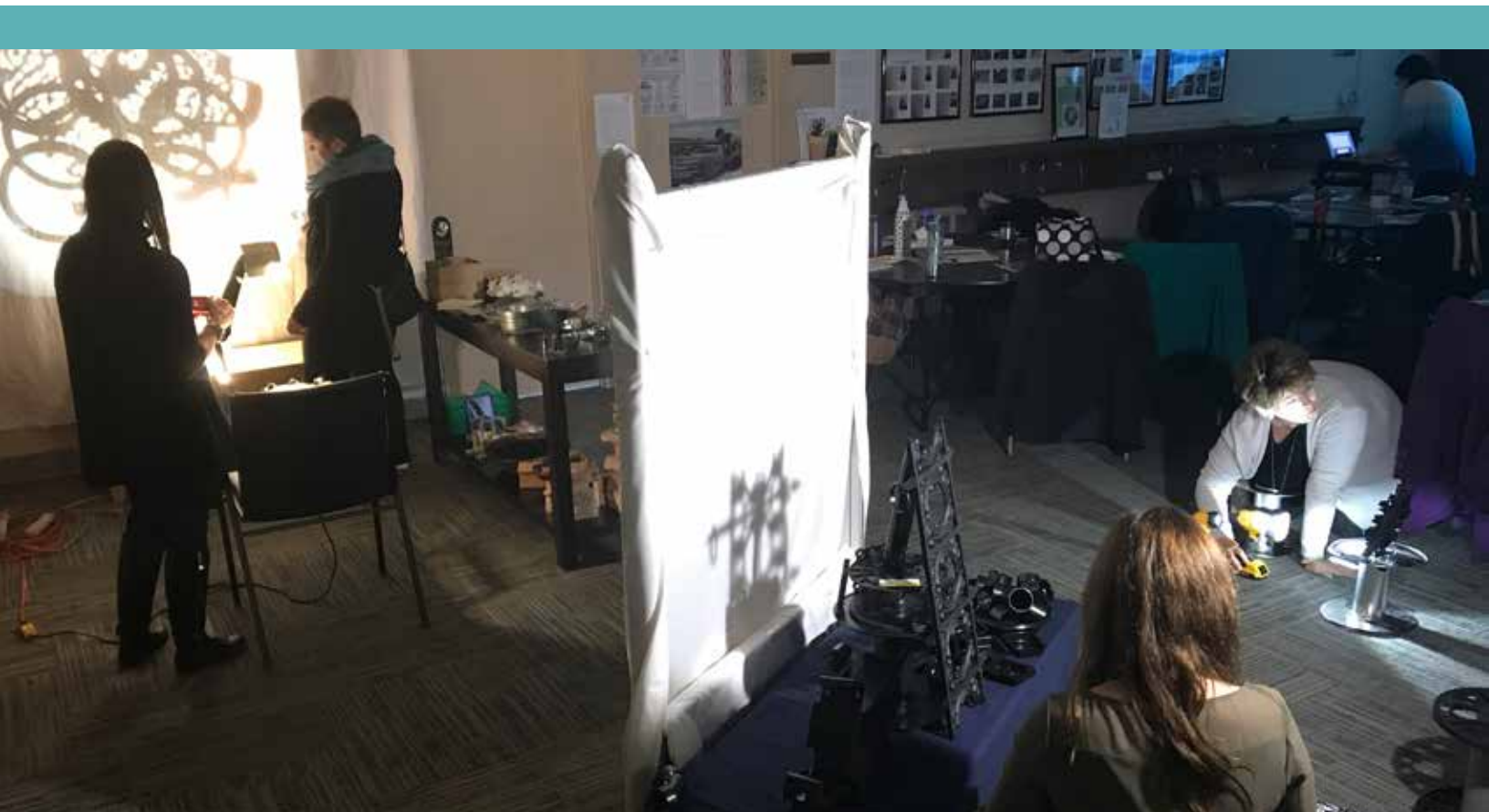
**LORRIE BAIRD, EXEC. DIRECTOR OF PEDAGOGY**

In 2005, when we began our journey to a more child centred emergent curriculum, we created a structure of supports and professional learning opportunities for educators that has grown and evolved over the years. We have been incredibly fortunate to have a team of pedagogical leaders within the organization that have shared their passion and knowledge and grown others in their work. This past year we moved from a structure of five pedagogical leaders that shared responsibility for many programs, to embedding pedagogical leadership within each program. Our team of five has grown to a team of over thirteen. This growth has been a great support to educators allowing for more time for collaboration, side by side reflective practice and professional learning opportunities within programs and regions. The shared passion and energy the team brings to their work each day is inspiring.

## PROFESSIONAL LEARNING UPDATE

**CORINNA KROCKER, PD & FUND DEV. CO-ORD.**

The goal of our Spring and Fall professional learning calendar was to align with the our strategic directions as we transitioned from solely a pedagogical focus to one that also includes administration and relationship aspects as well as our new Materials and Nature initiatives. We aim to blend and enhance the individual and program led professional learning and goals. We continue to use Community of Practice and Study Tour models and many of our learning protocols as we come together to share our own stories as well as adding new and engaging ways to grow our practice. We provided the online webinar learning series from Dr. Stuart Shanker as 'Self Regulation' was listed as the number one topic that our educators wanted to learn more about in our PD survey. We also continue to be inspired by educators from Reggio Emilia and Hilltop Children's Centre in Seattle and continue to seek out innovative and effective learning strategies for our educators such as the work of Angela Hansom of Timbernook.







## THE NATURE INITIATIVE

**KERRI RIEL, RECE - NATURE NETWORK AND PTBO SCHOOL AGE LEAD**

In 2017, Compass Early Learning and Care committed focus to providing our children with meaningful connections with Nature. This previous year brought forth several opportunities for educators to participate in professional development opportunities to strengthen their knowledge which will in turn benefit the children in our care. A book study by paediatric occupational therapist, Angela Hanscom author of *Balanced and Barefoot*, took educators to the woods for learning and treetop trekking. This opportunity supported understanding of their own vestibular and proprioceptive systems and how the outdoors can facilitate healthy physical development in our children. So inspired by Angela's work, Compass ELC hosted a keynote and 2 day institute welcoming Angela Hanscom to come and share

her thinking with us. 80 participants from various parts of Ontario, joined us in the Ganaraska forest as we reflected on our role as educators in providing opportunities to connect children with nature and big body play. As we have reflected on our time and spaces and how we foster a stewardship for the environment in our children, we are hopeful to engage more families into our research in the future by hosting family walks, hikes and offering reminders of the wonder of childhood in the great outdoors.

Our group initiative hosted 3 Nature Network Regional Study Tours in Peterborough, City of Kawartha Lakes and the Durham region where programs invited Compass ELC educators to consider possibilities for our outdoor learning environments. Spending time together in our many locations is always beneficial for our growth and learning and these tours were a wonderful opportunity for us to dream and plan together about the role nature plays in children's learning and our role to provide beneficial outdoor environments.

# RE-USE RE-PURPOSE CREATIVE MATERIALS PROJECT

## ANGELA HOAR, MATERIALS PROGRAM LEAD

This initiative has been in the dream phase for years. It was inspired from our time in Reggio Emilia, Italy in 2011 and again in 2014. In 2015 to 2016 a motivated, volunteer committee of compass educators met to work on a draft of a pamphlet, letter to businesses, and a list of businesses and industry that might contribute. On April 1, 2017, a Materials Initiative Coordinator was hired for this project. On Earth Day, April 22, we launched with an interactive display alongside other community Green Initiatives. In the initial stages, products such as paper, plastic, rubber, foam, wood, wire, metal, stone or textiles and the spools and packaging from manufacturing was collected. Materials are sourced, collected, sorted, processed, photographed and distributed to programs. In classrooms the educators set up opportunities or “invitations” with materials for the children to engage with.

## OUR JOURNEY WITH MATERIALS

- Collecting and refurbishing furniture and materials for use in the classroom
- Discovering the value of materials in children's play
- Revamping supporting documents and developing a display for exhibition of the initiative
- Visits to the programs to explore what is being collected, what systems have been created for storage, what materials are wanted, what large projects/builds are desired and from this visit who is interested to represent each program on the committee

- Rolling Hills Materials Initiative Interactive display was provided for families alongside The Value of Risk Play theme of the program activities, documentation and studies.
- Partnership with the CKL Recycling and Hazard Waste Depot to share in the collection days.
- Blogs/posts were submitted for Compass social media sites.
- Big Body Atelier of materials was set-up for the children summer camp at Queen Mary School
- Ministry of Education display in Toronto

## PD OFFERED TO COMPASS ELC AND TO THE GREATER CHILD CARE COMMUNITY

- Outdoor/Nature Session Atelier for adults – Big Body Play with Found Materials
- Inspirations from Reggio Emilia - Ateliers; Exploring Technology and Materials
- Early Years Centre for Home Child Care Providers - Exploring Materials

## ON-GOING GOALS TO RE-THINK, RE-INVENT, RE-IMAGINE

- Collecting materials and filling programs
- Quarterly meetings of the Materials Initiative committee and Program Representatives to dream and to carry out the planned possibilities for this initiative:
- Professional Development opportunities within Compass and the greater Early Childhood Communities
- Establishing a program for cataloguing and creating a warehouse
- Community awareness and developing further contacts with businesses and industry
  - Coordination of projects/builds wanted in programs from materials







## PROGRAM EXPANSIONS AND COMPASS OPERATIONS UPDATE

### JILL WICKINS, DIRECTOR OF OPERATIONS

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2017 was a year of possibilities and new partnerships. Early in the year Peterborough Housing Corporation invited us into a conversation to discuss the possibility of partnering on a new project for women called Homeward Bound. A program that provides housing and education to support successful employment. We were invited to think about the possibility of building an Early Learning and Care program that would support the women participating by offering onsite child care. As this aligned beautifully with CELC values, we began to work with PTBO Housing to plan and develop not only an Early Learning program but also a new administration office. We hope to be in our new home fall of 2019.

We also partnered with Peterborough, Victoria, Northumberland, Clarington Catholic School Board to open 30 new school age spaces at Monsignor Leo Cleary Elementary School located on the outskirts of Courtice. We would like to thank the MLC school community for their support and warm welcome. In the fall of 2017, Charles Bowman and Good Shepherd school age programs expanded offering a total of 45 new child care spaces.

Our Home Child Care program also continues to grow with 16 new providers in the City and County of Peterborough and 6 new licensed providers in the City of Kawartha Lakes for a current total of 42 providers. 2017 was an exciting year for

the Cavan Monaghan Community. In April 2017, thanks to the support of Kawartha Pine Ridge District School board and Peterborough Children's Services we expanded our Cavan/Millbrook School Age program to offer Early Learning and Care to 10 Infants, 15 toddlers and 24 preschooler. This has been a long term dream for not only Compass Early learning and Care but also for the community. We thank Kawartha Pine Ridge District school board for their warm welcome and partnership. The program is thriving and needs to expand already...

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## NEW SCHOOL AGE PROGRAM

### KIRSTY MASON - RECE, SITE SUPERVISOR

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Alongside Courtice road, tucked back on the property is the Monsignor Leo Cleary site, the newest program in Durham Region. Launching this past September it is a small, but vibrant group, who call this space home. Despite its smaller stature, the heart can beat mightily. That is how we personify the spirit of these particular children.

While thinking about goals at the onset of a new program, focus is on the notion of inclusivity. **How Does Learning Happen?** Ontario's Pedagogy for the Early Years 2014 refers to the idea of Belonging as being important to children's learning and development. This is the necessary foundation for growing a successful program. We have spent time not only getting to know the children and families myself, but also providing a space where the children can grow authentic friendships with each other.

# NEW PROGRAM: MILLBROOK OUR MOST TREASURED MOMENTS

**NORMA CURTIS - RECE, PROGRAM LEAD**

**"I now see how owning our story and loving ourselves through that process is the bravest thing we will ever do". - Brene Brown**

Highlights from our first year included our grand opening, our team Christmas gathering, and our parent engagements events. These events supported a culture of gratitude with the school community, and provided visibility of our provinces' pedagogy. Coming together as a team and telling our stories has moved us to a different space. Tuckman would say we formed, stormed, normed and now we are performing!

In one year, we have lived, learned, laughed, listened, challenged, cried, and celebrated. What remained constant through this process was the

trust and the belief in the process of growing together. When I think about those beginning days, a brand new team, new families and children I am grateful. The educator's hard work and dedication, their openness to listen for understanding, working together to create a place of beauty, a place worthy for children is how our story began. We have spent many hours engaging parents to also think with us in an atmosphere of openness. Together we created this vision for Millbrook.

## **We believe:**

- That learning happens in relationships.
- We seek and we value everyone's perspective.
- Growing a strong team requires an openness to think together.
- Mistakes are an opportunity to grow.
- We are a community that holds each other up
- Communication must be honest and authentic.
- We are thankful for each person's unique gifts and strengths.





# COMPASS ELC CONSULTING PROGRAM

## LORRIE BAIRD, EXECUTIVE DIRECTOR OF PEDAGOGY

As a leader in our Province, we are often asked to share our stories and open our doors to other early learning professionals. We have been hosting study tours for the past several years as a connection to our strategic plan we continue to share our journey and stories and in 2017 launched a consulting arm of the organization. This past year we hosted two study tours, invited community members to many of our professional learning events and presented institutes, reflective teaching and leadership series in over 20 different cities across Ontario, Canada and the US. We look forward to more opportunities in share our stories and experiences as a way to support quality early learning and care for all children and families.

## ANTI-BIAS AND SOCIAL JUSTICE LEARNING

In early December, we welcomed Sarah Felstiner, Pedagogical Leader from Hilltop Children's centre in Seattle Washington to engage us in a discussion around anti-bias and social justice learning. Together we delved into the four goals that lay at the heart of anti-bias work with young children.

- nurture each child's construction of a knowledgeable, confident self-concept and group identity with a cultural context;
- promote each child's comfortable, empathetic interaction with people from diverse backgrounds;
- foster each child's critical thinking about bias;

- cultivate each child's ability to stand up for herself or himself and for others in the face of bias

The day was rich in conversations, provoking us to think about how we considered the ideas of diversity, inclusion, identity, and culture in our everyday practice. Given the current state of our world, we know that this is only a beginning conversation and one that we will continue for months and years to come. We eagerly invite our families to engage with us as we deepen our understandings and learn together through dialogue.





## PROVINCIAL HOME CHILD CARE LEADERSHIP INSTITUTE

On March 8th and 9th we welcomed over 60 participants from 21 different municipalities across the province to our first Home Child Care Institute. The theme was, "Building Community, Building Partnerships". It was a resounding success! For two days we explored the principles of pedagogical leadership that have moved us in our work and how our values must be embedded in every aspect of our practice. We shared stories, experiences, and some of the systems and structures that we have developed at Compass ELC and invited others to share their ideas and perspectives. The two days were rich in learning and building relationships across our Province. We were honoured to have our Assistant Deputy Minister, Shannon Fuller, share a Keynote address our first evening and share a vision for Home Child Care in the Province and answer questions from participants. A huge thank you goes out to the Home Child Care Team that work so hard to make this event the success that it was.

## HOME CHILD CARE UPDATE

**LISA MILES, HCC RECRUITER**

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In 2017 the Home Child Care team continued to grow. We welcomed 10 new providers in the city of Peterborough; and 6 providers in the CKL area, including Little Britain, Woodville, Omeme, Coboconk and Minden; bringing our total number to 42. Our providers kept themselves busy, by getting involved in the many Professional Development opportunities being offered; this included three workshops in partnership with the Peterborough Family Resource Centre. The HCC team also introduced monthly "photo challenges" that encouraged providers to document children's interests, and to continue with community trips and visits to destinations such as: Princess Gardens Seniors residence, Fire Station tours, local parks and museums.. We look forward to new and exciting adventures in 2018 and beyond!



# PETERBOROUGH CITY & COUNTY PROGRAM HIGHLIGHTS

## PTBO SCHOOL AGE

### KERRI RIEL, RECE - NATURE NETWORK AND PTBO SCHOOL AGE LEAD

2017 brought change and growth within our 11 Peterborough City/Country school age programs. Enrolment remained strong within our programs requiring the addition of 3 more educators along with the addition of hours offered, bringing our 30 hr Supervisors up to 35 hrs. This extra time has provided more opportunity to dedicate to our pedagogy and administrative systems. The commitment, dedication and knowledge of our educators set the standard for school age care within our city and county. Collaborative, respectful relationships with our community partners has further supported the vision for Ontario's school age children, offering continuity of care and connecting to the 4 Foundations of How Does Learning Happen? by means of accessible, quality child care programs most often right within their own schools.

Our Summer Camp at RF Downey welcomed 30 children daily, July and August.

Our focus for the summer was connecting our children with Nature. Our days were spent in the near by natural areas, building forts, exploring frog ponds and discovering the impact Nature can have on our daily lives. One might even say it was an "old fashioned" summer...and our children flourished.

Our Summer Camp location at Prince of Wales, welcomed 50 children daily. This year, our summer focus was on our sense of belonging within our city. Children discovered who lived here before us with visits to the Peterborough Museum, Whetungs at Curve Lake, The Petroglyphs in Woodview. They also looked at who lives in our community now, with visits to the Peterborough Lift Locks, Art Museum and walks through the local communities in Peterborough. Each experience hoping to building upon each child's sense of connection and belonging within their community.

## PETERBOROUGH

### VALERIE MCGEE-PHILLIPS, RECE - PROGRAM LEAD

In March we hosted a Study Tour to reflect with our fellow educators on our research project about children's learning through 'Mark Making'. What are we looking for in the development of children's mark making? Children make marks for a wide range of reasons, each equally valid.



Through their marks, they are communicating their ideas, expressing their feelings, developing their imagination, creativity and testing their hypotheses about the world. These opportunities are fundamental to children's learning and development and should be the entitlement of every child. How can we as educators, support their all-round development but with specific emphasis on mark making? We discovered the impact Infants and toddler children make through sensory and textures and developed storytelling and representational drawing with our preschoolers.

The Spring also brought us a wonderful experience incubating and raising ducklings. From the children's theories of what was in the egg, to the hatching and then daily care of our new feathered friends, they became a central part of our program. With our incredible success rate of 18 ducks, our children, families and educators were all very invested in this experience, taking turns feeding, changing and keeping them for the weekends. We can't wait to see what might come out of the eggs next year.

June brought a close up understanding of hatching and releasing butterflies. Each child had the opportunity to take the butterflies out to our yard and set them free. For our senior preschool children this was to coincide with their graduation as we as educators were able to watch many of those children spread their wings and move on to their next adventure in their lives.

## APSLEY

### SHAUNA MAHON RECE - PROGRAM LEAD

In 2017, we welcomed many new families, and a new full time Program/Administrative Lead. Our little program grew and reached our highest enrolments since opening! Our annual potluck family night was a success, we came together and discussed what we dreamed for our outdoor spaces. We would like to thank all of our families, community partners and volunteers for the various donations of items and time, it is greatly appreciated by our team and the children! We are

excited to have built a strong relationship with our neighbouring school, and have a few collaborative projects lined up for 2018 with them.

## SHAMROCK

### SAMANTHA MONTEITH-DAMARIO, RECE - PROGRAM LEAD

Our highlights for 2017 were: We entered the Community Scarecrow Contest. Started Our Giving Tree in the staff room, to honour each other. We visited the Ennismore Public Library weekly, had a successful and heartfelt Graduation last June. We participated in the annual Shamrock Festival in July and are looking forward to our buildings 100 Year Anniversary coming up. We welcomed 3 new staff, Kristina Elliot, Danielle Dodds & Allison Spriel.

As a team we completed our Foundation Series and Book Study of Calm, Alert & Learning by Stuart Shanker.

The devastating flood in our storage room gave us the opportunity to collaborate together to re-order and replace all of our items lost in October. We are grateful to St.Martin's School for letting us use their kitchen during renovations and another generous donation from Jesse's Tap & Grill in Ennismore from their Annual Golf Tournament.







## CITY OF KAWARTHA LAKES PROGRAM HIGHLIGHTS

### CKL SCHOOL AGE

#### **NATASHA COPELAND RECE - PARKVIEW SITE SUPERVISOR**

The 2017 school year brought with it higher enrolment for our CKL School Age Programs. Parkview began their second year more than doubling enrolment from their inaugural year. Jack Callaghan saw an increase in enrolment at the beginning of the school year as well and as a result our staffing teams have grown in size. We were very excited to add another location in the new year. Our newest program began with preparations to open Woodville School Age January 8, 2018. They have started off with a small group who have been welcomed into a natural, inviting space that they can call their own.

The children are currently exploring ideas of light and motion. The children at Parkview are planning some of their own experiences and are currently reaching out in the community for support with materials. At Jack Callaghan they are exploring technology with green screens to create their own music videos.

They include all children and is a great opportunity for those who are less confident in communicating with their peers through the use of puppets in these videos creating more inclusivity.

Leslie Frost welcomed Ishi into their program to celebrate the Olympics together. Ishi is a pet rock that travels from program to program throughout the entire CKL connecting us to our larger child care community.

### VICTORIA GRADUATE

#### **DIANNE TRAYNOR, RECE - PROGRAM LEAD**

**We had a vigorous year for professional learning that included:**

- The Shanker Method 101 online learning series
- Infant mental health at Sick Kids
- CELC Foundation series
- Leader as Coach
- Session at Hilltop school in Seattle with Sara Felstiner and centre tours with Deb Curtis in June
- IIQ conference in Ptbo
- Compass Atelier PD (digital language and encounters) Research CoP
- Barefoot and Balanced book study
- Anti-bias Workshop with Sara Felstiner in Dec.
- Ann Pelo in Hamilton (ecological identity)
- CKL network sessions
- Hosted Nature Network Outdoor institute



We had a parent event of opening the studio, families created & mixed their paint colour and created the recipe for the paint colour. Children mailed a letter to Millbrook to stay connected to children that left the program. The high IE Weldon high school students built our shed. We had a wonderful graduation ceremony and celebrated Grumpa's 90th birthday!

We would like to acknowledge Grumpa, Peter Tamlin at IE Weldon (woodworking), Robin Deshane at IE Weldon (parenting class) Betty for her menu and her hard work and dedication.

## LINDSAY

### **CATHY WEIGHTMAN - PED. LEAD**

2017 was an exciting year at the Lindsay Program! We are proud of our successful licensing visit and the comment left from our PA Julie Barton was "The staff were fostering the children's exploration, play and inquiry. There was both written and visual documentation throughout the centre to demonstrate the program statement."

Educators came together for two Saturdays to think and reflect regarding our CELC Foundation series. We had a wonderful mix of seasoned educators and new educators sharing their thoughts and experiences. For three evenings, educators came together to have a deeper look at stress with the Shanker Method 101 from the Mehrit Centre by Dr. Stuart Shanker. We have had wonderful, open conversations about our own stress, children's stress and the importance of building relationships.

The Lindsay Program won the people's choice award in the City of Kawartha Lakes.

Volunteers at the Lindsay Program this year are Shannon Stewart and Cynthia Reilly. We are very grateful for the time they have given.

## ROLLING HILLS/GRANDVIEW

### **PAT PORTER, REECE - PED. LEAD**

2017 has been a year of growth and change! We welcomed many new families and educators to the program and have embraced new administrative and pedagogical supports. We expanded our School age and kindergarten programs through the summer. Our average daily school age enrolment is 38-45. Kinder has increased from 26 to a potential of 52 children. We relocated our preschool from room 7 to 4 and are now able to enrol 24 children. We have joined an initiative with the Rolling Hills School where children grades 6-8 are able to join us through an elective placement which last 7 weeks for part of each day. We restructured our outdoor toddler space and added grass where our large wooden structure was.

Some of our family events included:

- **Annual Talent Show**
- **Spaghetti Dinner**
- **Info session about Children and Risky Play**



# DURHAM REGION PROGRAM HIGHLIGHTS

## DURHAM SCHOOL AGE

### JESSICA LOWES, RECE - SCHOOL AGE LEAD

2017 brought new beginnings and growth to the Durham school age community. In addition to opening the doors at Monsignor Leo Cleary, we also saw growth at Charles Bowman and Good Shepherd. Both programs expanded to add a second school age space. This gave us the ability to shrink the waitlists and support the growing community. This means that we can now provide care for 94 kindergarten children and 160 school age children spread across five programs. We welcomed many new faces to our team bringing us to a total of 20 educators. Our early learning environments were a common topic of discussion throughout the year with many reflective conversations on how we can provide safe, caring, and joyful spaces.

Our 2017 march break camps included 15 children at Good Shepherd, 8 children at Orono, and 20 children at Charles Bowman. They enjoyed the tail end of winter during their outdoor explorations. Our summer programs were offered at Charles Bowman and Good Shepherd both with an average of 30 children from day to day. Good Shepherd spent a great deal of time connecting with the community. They travelled on public transit and took in many experiences offered by local businesses. Charles Bowman enjoyed their many trips to the local park where they built strong relationships while enjoying the great outdoors.



## BOWMANVILLE

### CHRISTINE BARRETT, ECE - PED. LEAD

Our parent engagement night was an invitation to parents, families and the community to come and spend some time with us. An evening of play was offered with a literacy focus as we invited the Clarington public library to come celebrate literacy in early years with us. Each room had invitations for play thoughtfully set up for all to enjoy. Sarah McConnell represented the Clarington libraries and came with an abundance of knowledge, resources and of course books to share! (November 6th 2017)

#### **Our PD highlights were:**

- 2 Part book study of How Does Learning Happen? 10 Bowmanville educators attended this on two separate evenings. We worked together, collaborated and reflected on many ideas. Brought forth our individual experiences and knowledge and shared many ideas that came forward from this work. (fall 2017)
- Pedagogical Foundations completed by all educators and the responses to this work visibly lives in the practice of these educators daily. Many educators were inspired by the foundation series and created their Professional learning goals that align with this document, our values and strategic plan. (fall/winter 2017/18)

We welcomed Courtney to preschool and Christine into a Pedagogical role.

Shelly-Anne moved to Courtice and Glisel & Natasha joined SA. Welcome Sarah & Jenn to JK/SK. Alyssa from SA left and had a baby.

## COURTICE

### LOUISE CRUICKSHANK, RECE - ADMIN. LEAD

Reaching out for support through funding for our playground renovations and loose parts, we received \$8600 from Durham Region to be able to start our outdoor initiative for 2018.

Candi spends time with the children each week, sharing knowledge about health & nutrition. She supports the children in building life skills and bringing visibility to her role as a nutrition specialist. It is truly amazing to see the relationships that she is building during this time.

We have increased pedagogical support with Tina as our Pedagogical lead for the Courtice location. She is a daily support for team and individual meetings. Our entire team successfully completed the pedagogical foundation series and continues to grow together.





# DID YOU KNOW WE ARE A NOT-FOR-PROFIT, CHARITABLE ORGANIZATION?

## OUR CHARITABLE MISSION

We are continually looking at ways to develop our programs, to stay current in research and best practice and to further our high standards of early learning and care.

In 2016 we set our new 5 Year Strategic Plan, it became clear that parent fees alone cannot and should not achieve the funding required to realize our dreams for what children deserve. In 2017, we launched our giving page on [canadahelps.org](http://canadahelps.org) and started our 3 charitable projects

### **Those projects are:**

- Our Nature Network - Playground Naturalization Fund
- Re-use, Re-purpose Creative Materials Initiative
- Extraordinary Needs: Family Funds

We had excellent participation in our Vesey's Bulbs Spring & Fall fundraisers where all funds raised went directly back into the program environments or will continue to build for larger projects. Our 1st Annual Art & Silent Auction was a fun learning experience and the 60 some donated items and art work that included children, educators and local artists brought us all together and showed our value of art.

**We are very thankful for all our generous donors and volunteers.**



## OUR SOCIAL MEDIA

We have expanded from Facebook and Twitter to now include Instagram. Our social media team reaches out to programs and we share our journey and have an incredible following that goes beyond our programs. We have been liked, loved and shared around the world. Our posts reach from 5,000 - 45,000 followers.

Some of our top posts include: Our Mud Day Celebrations, Deb Curtis Book, Angela Hansom joining us from Timbernook, Story about James from Lindsay and Noah's Superhero Fundraiser from Rolling Hills.

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## VISIT US ONLINE:

<http://www.compasselc.com/>

<https://www.facebook.com/CompassEarlyLearningandCare/>

[https://twitter.com/Compass\\_ELC](https://twitter.com/Compass_ELC)

[https://www.instagram.com/compasselc\\_homechildcare/](https://www.instagram.com/compasselc_homechildcare/)

<https://www.canadahelps.org/en/>





# 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  
 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











### 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.

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.



## **2017 ANNUAL REPORT**

