



# Compass Early Learning & Care

## History & Profile

As provincial leaders in early learning and care, Compass Early Learning & Care values the uniqueness of each child and family. Together with children, families, colleagues and community, we discover the joy of learning, celebrating each child's one and only childhood. Established in 1981, we have grown from a small home child care program in Peterborough City and County to a multi-site early learning and child care organization with 35 licensed programs caring for over 2500 children aged birth to 12 years in the City of Kawartha Lakes, the County and City of Peterborough and the Region of Durham. Our programs include full day early learning and child care, nursery school, before and after school programs, and home-based child care. Each program is unique, with hours of service ranging from 6:30 a.m. to 6:30 p.m. Our home child care program offers flexible hours of care, offered by our 52 care providers.

A Board of 9 Directors leads Compass Early Learning & Care, offering expertise in parenting, business management, financial management, real estate and property management, technology, health care, volunteer management and community development. The Board of Directors operates as a policy board with support from three standing committees – Executive, Board Development and Membership, and Finance. The board meets monthly except in February, July, August and December. Our Annual meeting, held in April of each year, is open to the public with special invitations being extended to all members of the corporation.

Our Strategic Plan has been developed through a collaborative process involving our Board of Directors, staff and families using our service, community partners, funders and the children in our care. Our Guiding Values influence how we live each day with children, families and colleagues. They are: Children are the Heart, Trusting Relationships, Safe, Caring, Joyful Places, Equal Worth, Collective Intelligence, Responsibility and Accountability, Lifelong Learning.

Our staff team of over 400 are the key to our success. Leadership emerges from all aspects of our organization with each staff taking a lead in the strengths that they bring to their role. Our daily work is reflective of our shared values about relationships, wellbeing, environments and experiences. Teamwork is evident throughout our organization as the way we do business: Professional Advisory, Health and Safety, Communities of Practice, Leadership and Program teams work collaboratively to realize our strategic plan and deliver excellence in early learning and care.

An administrative team of professionals provides support in finance, human resources, administration and corporate management. Following the same guiding values that are observed in our classrooms, our administrative team is an invaluable support for our program management and pedagogy.

We practice pedagogical leadership principles of How Does Learning Happen across our organization with a strong emphasis on democratic principles and social justice. Together, educators and pedagogical leaders study observations, theories and the interests of the children. They dive into rich and reflective dialogue about the daily practices and values within their program. It is this process that motivates our thinking and brings our curriculum to life.

Each staff at Compass ELC is offered an extensive orientation to our organization. Our business orientation includes an introduction to our strategic plan, our business practices, our Handbook and our Workplace Health and Safety Manual. Our Foundations Series is a six-month orientation into our pedagogical principles and support for the work in the classroom. It includes reflective exercises and invites educators to think about our practice with children and families from a strengths-based perspective.

We are proud of the care and education that we offer to children and their families. Our deep respect for early childhood extends to our community work with our municipalities, United Way, Ontario Coalition for Better Child Care, Association for Early Childhood Education, the Ontario Reggio Association, the Home Child Care Association of Ontario, the Canadian Association for Young Children, Ontario branch and various community networks. We believe that together we can contribute to a democratic society where children are valued as citizens of today.