

Professional learning opportunities related to optimizing child development, health and well-being, professionalism and organizational performance with links to the College of Early Childhood Educators' Standards of Practice



**INSIDE**

**First Aid and CPR Two Day Certification**

**Sharing Sensitive News - A Hanen Training Module**

**How to Deal Effectively, Productively and Positively with Change "Overload"**

**Exploring Our Image of the Parent in Early Learning and Child Care Programs**

**Perspectives on Canadian Families: Redefining Inclusion**



## Find the esteem sessions that are right for you!

### **Legislative Core Training**

These sessions are related to legislation that affects child care programs licensed under the *Child Care and Early Years Act, 2014*. They cover any training needs that are identified during the annual license renewal or during inspections by Ministry of Education Program Advisors, Public Health Inspectors/ Nurses, Fire Prevention Officers, and officers of the Ministries of Labour, Environment, or Consumer and Corporate Affairs. Examples include: First Aid Training, Food Handlers Certification, WHMIS, and sessions that focus on other health and safety items or amendments to current regulation. Meetings of local child care network groups also fall into this category.

### **Quality Child Care Niagara (QCCN) Core Training**

These training sessions are required for individuals who work in licensed child care centres that are recognized as a participant in QCCN. These sessions include: DPS, ECERS, Documentation, Speech/ Language Checklist, Behaviour Checklist (CARE), and Phase 2 Curriculum Planning.

### **Quality Child Care Niagara (QCCN) Related Training**

These sessions supplement and support the QCCN training modules, but are not required components. Some examples include: Speech Services Niagara workshops and certain sessions on managing difficult behaviours in children.

### **Professional Development and Leadership Training**

These training sessions are designed specifically to give you the skills and confidence you need to develop your ongoing leadership abilities, perform with excellence and build strong collaborative relationships with families, children and your fellow colleagues.

### **Streams**

- Early Childhood Educators, Full Day Early Learning Teams, Family Support Staff, Home Child Care Practitioners, Students and other Early Learning and Child Care Professionals
- Supervisors and Managers of Licensed Child Care Centres, Family Resource Programs/Ontario Early Years Centres, and other children's service agencies
- Executive Directors, Owners, Boards of Directors and Administrators of Licensed Child Care Centres, Family Resource Programs/Ontario Early Years Centres, and other children's service agencies



## Linking to the College of Early Childhood Educators' *Code of Ethics and Standards of Practice*

As you may recall, in the last issues of ESTEEM, the ECCDC began aligning its professional learning opportunities to support the College of Early Childhood Educators' *Code of Ethics and Standards of Practice*. The College of Early Childhood Educators' *Code of Ethics and Standards of Practice* prescribe the basis on which professional practice is conducted in a sound and ethical manner, regardless of the context in which that practice occurs. While the Standards of Practice cannot be considered outside of the scope of the Code of Ethics, for the purpose of aligning the seminars we will be referring to the Standards of Practice. The six Standards of Practice are: Standard I: Caring and Nurturing Relationships that Support Learning; Standard II: Developmentally Appropriate Care and Education; Standard III: Safe, Healthy and Supportive Learning Environments; Standard IV: Professional Knowledge and Competence; Standard V: Professional Boundaries, Dual Relationships and Conflicts of Interest; and Standard VI: Confidentiality and Consent to the Release of Information Regarding Children and their Families.

Going forward, our vision is that all ECCDC Workshop Facilitators will highlight areas in their training which apply to the *Code of Ethics and Standards of Practice* to

help participants have a greater practical understanding of how to apply the *Code of Ethics and Standards of Practice* into their daily work. We believe this alignment will support participants in becoming effective educators by ensuring they are following the ethical and professional standards each and every day.

To support this vision, each ECCDC Workshop Facilitator will be provided with a *Code of Ethics and Standards of Practice* Introductory Package containing information on the College and the *Code of Ethics and Standards of Practice*, as well as tips and strategies to further assist them with incorporating the *Code of Ethics and Standards of Practice* into their workshop presentation. Ultimately, we envision workshop facilitators will have an awareness of the *Code of Ethics and Standards of Practice* themselves and will demonstrate how their workshop content supports the *Code of Ethics and Standards of Practice* in a variety of ways.

We thank all of our workshop presenters in advance for supporting the alignment of professional learning opportunities offered through the ECCDC and the College of Early Childhood Educators' *Code of Ethics and Standards of Practice*.

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# optimizing early childhood experiences



## **Designing the Early Learning Environment**

Professional learning opportunities in this category support: Standard I: Caring and Nurturing Relationships that Support Learning; Standard II: Developmentally Appropriate Care and Education; Standard III: Safe, Healthy and Supportive Learning Environments; Standard IV: Professional Knowledge and Competence

## **Developmental Program Planning, Curriculum and Pedagogy**

Professional learning opportunities in this category support: Standard II: Developmentally Appropriate Care and Education; Standard III: Safe, Healthy and Supportive Learning Environments; Standard IV: Professional Knowledge and Competence

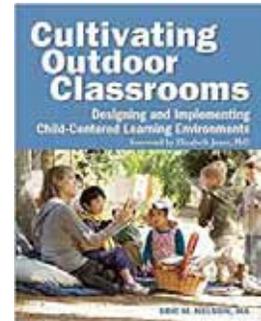
# Designing the Early Learning Environment



To register, contact 905.646.7311 ext. 304, [eccdc@eccdc.org](mailto:eccdc@eccdc.org) or visit [www.eccdc.org](http://www.eccdc.org)

## Creating Outdoor Learning Programs

Educators across Ontario have been embracing the move from traditional playgrounds to naturalized outdoor play spaces that amaze and inspire children, educators, families and communities. If you are looking to bring further intentionality to your space by creating a unique outdoor learning program that truly connects children to nature, this three part series, based on Eric Nelson's book *Cultivating Outdoor Classrooms* is for you. Join the ECCDC's Early Learning and Child Care Trainer, Ginette Wilson, for these engaging sessions where you will have opportunities to participate in conversations and share ideas with fellow educators, and engage in a variety of hands-on experiences. Whether you have a newly renovated outdoor space or you are working in a traditional outdoor space, a variety of strategies and tips will be offered in this workshop to support you on your journey. To view the full flyer, please visit [www.eccdc.org](http://www.eccdc.org).



### Part 3: Implementation

The third and final session will look at implementing Outdoor Classrooms and will include strategies to evaluate current practice, how to build upon it and embed a rich Outdoor Learning Program which supports the flow between indoors and outdoors.

**Thursday May 3, 2018 • 6:30 to 8:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes materials and nutrition break**

- Early Childhood Educators, Full Day Early Learning Teams, Family Support Staff, Home Child Care Practitioners, Students and other Early Learning and Child Care Professionals
- Supervisors and Managers of Licensed Child Care Centres, Family Resource Programs/Ontario Early Years Centres, and other children's service agencies

Professional Development and Leadership Training



# Designing the Early Learning Environment

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## How Does Learning Happen in a Home Based Setting? A Series for Home Child Care Professionals

Are you an educator caring for children in a home child care setting? If so, this professional learning series is for you. The series is underpinned by *How Does Learning Happen? Ontario's Pedagogy for the Early Years*, and has been designed with Home Child Care Professionals in mind. Workshop sessions will look at environments in a home setting, providing invitations to play, and making children's learning visible through observation and documentation. If these topics spark your curiosity, then join Ginette Wilson, Early Learning and Child Care Program Consultant with the ECCDC, for these interactive, thought-provoking workshops. To view the full flyer, please visit [www.eccdc.org](http://www.eccdc.org).



### Part 1: Environments in A Home Child Care Setting

*The environment is the third educator* has become part of early learning and child care practice in recent years. During this thought-provoking workshop, participants will consider how to provide environments in a home based child care setting which spark curiosity and wonder in children and support inquiry-based learning, while reflecting the view that children are curious, competent, and capable. There will also be opportunities to explore ways to support children to take developmentally appropriate risks that maximize learning.

**Monday April 30, 2018 • 6:30 to 8:30 pm • \$45 includes materials and nutrition break**

Early Childhood Educators, Full Day Early Learning Teams, Family Support Staff, Home Child Care Practitioners, Students and other Early Learning and Child Care Professionals

Professional Development and Leadership Training

# Designing the Early Learning Environment



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## Home Child Care Professionals Series continued

### Part 2: Invitations to Play in a Home Child Care Setting

Are you trying to get to grips with taking the interests of children and linking them to provocations for learning and invitations to play? This interactive workshop will consider the role of schema play and offering experiences that cater to all the senses. Participants will be introduced to the concept of Messing About, which was developed by David and Frances Hawkins, and explore how it supports educators to provide meaningful, developmentally appropriate experiences for children of all ages. There will be an opportunity for participants to set up an invitation to play utilizing *A Thinking Lens for Reflection and Inquiry*® after which participants will be able to Mess About with their invitation to play using *Higher Order Thinking Prompts*.

**Thursday May 24, 2018 • 6:30 to 8:30 pm • \$45 includes materials and nutrition break**

### Part 3: Observing and Documenting Children's Learning

As educators we are being encouraged to move away from simply providing activities for children to do and to consider the context of their learning in a deeper way. This session will look at how we can make children's learning visible through the use of pedagogical documentation as a tool to highlight children's learning through their lived experiences; utilizing a co-learning approach with children, families, and fellow home child care providers. Participants will gain a variety of tools to aid them in their practice to interpret and make children's learning visible.



**Monday June 18, 2018 • 6:30 to 8:30 pm • \$45 includes materials and nutrition break**

All sessions are being held in the ECCDC Conference Room, 3340 Schmon Parkway, Thorold.

■ Early Childhood Educators, Full Day Early Learning Teams, Family Support Staff, Home Child Care Practitioners, Students and other Early Learning and Child Care Professionals

Professional Development and Leadership Training

# Designing the Early Learning Environment

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## Challenging Behaviour in Young Children

To view the full flyer, please visit [www.eccdc.org](http://www.eccdc.org)

Join Barb Kaiser, Co-author of *Challenging Behavior in Young Children* for this Professional Learning Opportunity



### Morning Workshop: Understanding Children's Behaviour

Have you ever continued to respond in the same way to a child's challenging behaviour even though you knew your approach wasn't working? You can respond effectively to a child's challenging behaviour when you have the appropriate knowledge, strategies, and skills. Everything about your teaching - how you approach and respond to the children, set up your room, choose and present activities, even your knowledge of child development and theory - filters through the prism of your own emotions, family background, education, temperament, beliefs, values, and culture. When you understand yourself, you will know which behaviours push your buttons, and recognize that a child's challenging behaviour is rooted in biological and environmental factors and not a desire to ruin your day.

### Afternoon Workshop:

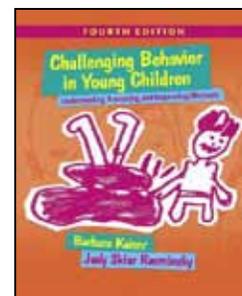
#### Preventing and Responding Effectively to a Child's Challenging Behaviour

Every challenging behaviour can be thought of as a child's solution to a problem and a form of communication. This workshop provides strategies for preventing and addressing a child's challenging behaviour effectively. Challenging behaviour can be prevented when teachers create a positive social climate and a responsive learning environment. Social and emotional skills provide a foundation for safe and positive learning, and enhance children's ability to make better decisions, form friendships and most of all feel good about themselves. When educators understand why a child behaves in a particular way, how to figure out what he or she needs, and how to use evidence-based, proven-effective strategies to meet those needs it is possible to respond effectively to inappropriate behaviour

**Saturday October 20, 2018** • 8:30 am to 4:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$75 includes a light breakfast, morning and afternoon workshops and a networking lunch (please note - The cost does not include a copy of the book *Challenging Behavior in Young Children*; however you may order a copy if desired by contacting the ECCDC)

- Early Childhood Educators, Full Day Early Learning Teams, Family Support Staff, Home Child Care Practitioners, Students and other Early Learning and Child Care Professionals
- Supervisors and Managers of Licensed Child Care Centres, Family Resource Programs/Ontario Early Years Centres, and other children's service agencies

Professional Development and Leadership Training



# Developmental Program Planning, Curriculum and Pedagogy



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## Learning Two Languages: Understanding Bilingualism

Increasingly, the children in child care programs are from families where English or French is a second language, or where multiple languages are being used in the home. This can present a number of challenges in many different areas including: communicating with the family, teaching and stimulating the child, identifying problems in language development, and providing the support necessary to help these children grow and develop to their potential. Join the Emergent Literacy Team of Speech Services Niagara for this workshop designed to provide Registered Early Childhood Educators who work in either English or French with detailed information on bilingualism. This workshop will provide practical classroom strategies, tips for including parents in daycare activities, and insight into the latest research; as well as offer a forum for discussion on bilingualism to help increase your knowledge and comfort level in working with second language learners.

**Tuesday May 15, 2018** • 6:30 to 8:30 pm • ECCDC, 3340 Schmon Parkway, Thorold (ECCDC Conference Room) • No Cost, this workshop is sponsored by Speech Services Niagara

## Sharing Sensitive News - A Hanen Training Module

Join Debbie Hamilton, member of Speech Services Niagara, for this workshop and learn how to use effective communication strategies for sharing sensitive news with parents, to understand how parents feel when they receive sensitive news, and to become aware of your own feelings around sharing sensitive news. A certificate of participation will be provided. There is no prerequisite for this session; however, a certificate in Learning Language and Loving It: The Hanen Program for Early Child Educators would be beneficial. Please note the start time of 6:00 pm.

**Thursday October 4, 2018** • 6:00 to 8:30 pm • ECCDC, 3340 Schmon Parkway, Thorold (ECCDC Conference Room) • No Cost, this workshop is sponsored by Speech Services Niagara

■ Early Childhood Educators, Full Day Early Learning Teams, Family Support Staff, Home Child Care Practitioners, Students and other Early Learning and Child Care Professionals

■ Supervisors and Managers of Licensed Child Care Centres, Family Resource Programs/Ontario Early Years Centres, and other children's service agencies

QCCN Related Training



*The workshops on pages 10-11 have been generously sponsored by Speech Services Niagara's Emergent Literacy Program*

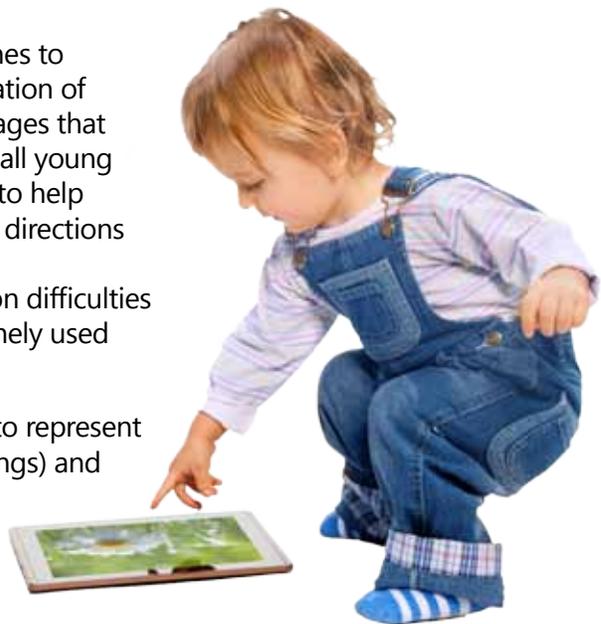
# Developmental Program Planning, Curriculum and Pedagogy

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## Beyond the Visual Schedule: A Workshop for Individuals Working with Children *with* Linda Bell, Speech-Language Pathologist, Speech Services Niagara

We all use visuals, from looking at icons on our phones to 'reading' street signs. We routinely rely on a combination of written materials, pictures or images as well as messages that we hear to function throughout our day. Just like us, all young children can benefit from the use visual information to help them to understand what is going to happen, follow directions and in some instances get a message across to their communication partner. Children with communication difficulties particularly thrive in a setting where visuals are routinely used in every aspect of their day.

Visuals can take the form of real objects, miniatures to represent an object (e.g. toy food) photos, graphics (line drawings) and even video recordings. Come and learn about how visuals can be used to help young children to be more involved in their day which can greatly affect their behaviour and communication skills.



**Tuesday October 30, 2018** • 6:30 to 8:30 pm • ECCDC,  
3340 Schmon Parkway, Thorold (ECCDC Conference Room) • No Cost, this workshop is sponsored  
by Speech Services Niagara

■ Early Childhood Educators, Full Day Early Learning Teams, Family Support Staff, Home Child Care Practitioners, Students and other Early Learning and Child Care Professionals

■ Supervisors and Managers of Licensed Child Care Centres, Family Resource Programs/Ontario Early Years Centres, and other children's service agencies

QCCN Related Training



*The workshops on pages 10-11 have been generously sponsored  
by Speech Services Niagara's Emergent Literacy Program*

# Developmental Program Planning, Curriculum and Pedagogy



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## Strengthening Your Creative Art Program through Open-ended Art Experiences

Are you trying come to grips with the move towards creative arts and away from traditional crafts? If so, join us for this hands-on, interactive workshop. The session will look at the importance and benefits of a process focused approach to the arts rather than a traditional product based crafts approach and how this aligns with current thinking and Ontario's Early Learning Frameworks. Educators will have an opportunity to engage in conversations, share personal experiences, and develop an arsenal of practical strategies to draw on to support children to express themselves through the medium of art. Educators will develop a list of engaging creative art experiences to offer children of all ages. The session will also look at practical ways to engage with parents regarding the importance of creative arts experience for young children. To view the full flyer, visit [www.eccdc.org](http://www.eccdc.org).

**Thursday June 28, 2018 • 6:30 to 8:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes all materials and nutrition break**

Professional Development and Leadership Training



# health, safety and well-being



Professional learning opportunities in this category support: Standard III: Safe, Healthy and Supportive Learning Environments; Standard IV: Professional Knowledge and Competence

# health, safety and well-being



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## How to Deal Effectively, Productively and Positively with Change “Overload”

Join Michael Lewis for this new seminar. With so much change going on and the increased pressure of the expectation that we can and must take it on and accept it, is there any wonder we are feeling overwhelmed? The pressure to perform and to respond to the requirements and expectations of whatever that change entails can bog us down; mentally, emotionally, and physically and leave us all to wonder how to proceed. This seminar slows everything down and outlines step by step how to individually and as a group, take on change and make it all work out.

### Learning Objectives

- Learn all about impact of rapid change has on people
- Discover real solutions to cope with change positively and effectively
- Learn strategies for overcoming and being overwhelmed by change



**Thursday April 26, 2018** • 6:30 to 8:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes all session materials and nutrition break

Professional Development and Leadership Training

## First Aid and CPR Two Day Certification offered by Link to Life Seminars

Would you know what to do in an emergency involving children? This two-day certificate program in infant/child first aid and CPR is essential for both centre- and home-based providers. It covers everything from how to treat a nosebleed, to how to save a child with no vital signs. The first aid component of the program is valid for three years. The CPR component should be updated annually. Attendance at both sessions is required for certification. Participants will have a half hour for lunch. Please bring a bagged lunch.

**Saturday May 5 and Saturday May 12, 2018** • 8:30 am to 4:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$140

Professional Development and Leadership Training

# health, safety and well-being

To register, contact 905.646.7311 ext. 304, [eccdc@eccdc.org](mailto:eccdc@eccdc.org) or visit [www.eccdc.org](http://www.eccdc.org)

## Supporting Self-Regulation and Well-Being in the Early Years: A Mindful Experience

Repeated by popular demand!

Join Rose Gentilcore to explore how we can best support the development of self-regulation and well-being within our youngest children. Our early years settings and classrooms can be a source of mindful experiences that nurture our minds and hearts. Participants will look at how mindfulness can support *The Kindergarten Program* and *How Does Learning Happen?* This workshop will offer a variety of strategies to help cultivate kindness, empathy and acceptance of oneself and others. We will explore a variety of breathing exercises, participate in 'brain break' activities, and learn ways to calm our minds. The session will include a look at the mindful brain, self-regulation strategies, and mindful experiences. Participants will be given an opportunity to create a variety of tools and make-and-take a self-regulation toolkit. We will create mindful jars, calming balls, emotion rocks and breathing tools. Participants will be provided resources to help support the implementation of the strategies discussed. Join us as we learn together and share promising practices to help foster self-regulation and promote well-being in our youngest learners. To view the full flyer, please visit [www.eccdc.org](http://www.eccdc.org).

**Wednesday April 18, 2018** • 6:30 to 8:30 pm • \$25 covers cost of handouts and all self-regulation activities and materials • ECCDC Conference Room, 3340 Schmon Parkway, Thorold  
Professional Development and Leadership Training



# professionalism & relationships



Professional learning opportunities in this category support: Standard IV: Professional Knowledge and Competence; Standard V: Professional Boundaries, Dual Relationships and Conflicts of Interest; and Standard VI: Confidentiality and Consent to the Release of Information Regarding Children and their Families

# professionalism & relationships

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## Moving from Theory to Practice Professional Learning Institute: Implementing Ontario's Early Learning Frameworks into Daily Practice for EarlyON Teams

To view the full flyer, please visit [www.eccdc.org](http://www.eccdc.org).

with ECCDC's Coaching and Mentoring Services Coordinator, Patricia Couroux



The teams of EarlyON Centres have the wonderful privilege of not only working with the children in their programs but also in partnering with families along the journey as their children grow and learn. This series, which aligns with the former Family Support Series or may be taken separately, offers Educators an opportunity to explore what supporting risk and challenge in a multi-age grouping might look like. Discussions will take place related to strategies for empowering families as partners in their child's journey through *How Does Learning Happen?* and making children's learning visible. The series will offer participants the opportunity to reflect on their current practices and explore other resources available to support daily practice.



# professionalism & relationships



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## Session 5: Supporting Risk and Challenge

New dates

How can we provide risk and challenge for a wide age range of ages and abilities while being mindful of the health, safety, and well-being of children? Educators will have an opportunity to explore ideas and experiences to support the implementation of appropriate risk within their programs.

**Friday April 27, 2018** • 1:00 to 4:00 pm

## Session 6: Empowering Parents as Partners in Their Children's Play

Play - what is it? What do children learn through play? What is involved in play? Structured vs. unstructured. So many theories and ideas are floating around about play and its role in children's lives. Play is a right of every child and all children need time and space for free play every day. What does that look like in our EarlyON programs? How do we engage parents in the conversation about the intentionality behind play? We will have an opportunity to engage in conversation and reflect on different theories as well as messaging through our documentation for families.

**Friday May 25, 2018** • 1:00 to 4:00 pm

## Session 7: What does *How Does Learning Happen?* look like with Families?

A foundational principle of *How Does Learning Happen?* is that children thrive in early years programs where families are valued as active participants in their children's learning. The session will offer opportunities for Educators and families to highlight and share in children's learning, utilizing a side-by-side, in the moment approach.

**Friday June 22, 2018** • 1:00 to 4:00 pm

## Session 8: Making Children's Learning Visible

Educators can become co-learners with children and families through valuing children's experiences and valuing both children's and families' perspectives. *How Does Learning Happen? Ontario's Pedagogy for the Early Years* is encouraging educators to move beyond simply providing activities for children and families. We are being asked to think deeply about the context and meaning behind children's and families' experiences, thinking and learning in a more complex way. So how can Educators make children's learning visible with families? How can pedagogical documentation support the shift and highlight the intentionality?

**Fall date to be announced** • 1:00 to 4:00 pm

ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$25 per session for a total series cost of \$100 per person • Attendance is required at all sessions to receive a certificate of participation

# professionalism & relationships

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## Back to Basics Series

New dates

Change management and time management are becoming increasingly important within the early learning field and have taken our attention away from three of the most critical components of a quality early learning environment: time, environment, and play. This newly designed series will offer participants an opportunity to reflect on how time and schedules are implemented within daily practice, the environment from a child's view, and how we are positioned to communicate the value of play to families. To view the full flyer, please visit [www.eccdc.org](http://www.eccdc.org).

## T.I.M.E

T.I.M.E. - Take Individual Moments Everyday. Our schedules are full and time is of the essence, so how can we be mindful of our time? What do we need to consider for change? A journey to reflect on our schedules, tasks and daily practice to create a holistic action plan. A variety of hands-on tools and tricks will be explored throughout the session offering you time to see what fits your lifestyle.

**Tuesday April 3, 2018** • 6:30 to 8:30 pm • \$45 includes materials and nutrition break

## Environment

Environments as the third educator - what do we need to consider? Take a step back and reflect on your environment. Does it reflect those living in the space? Can children lead their own play? Moving from structured play to unstructured play, can the children extend and plan their play while engaging in a variety of hands-on materials? Come join us for an opportunity to rethink your current space and redesign the environment to support learning.

**Tuesday May 8, 2018** • 6:30 to 8:30 pm • \$45 includes materials and nutrition break

## Play - What Is It All About?

How do we define play? What do children learn through play? What does play consist of? What is involved in play? Structured vs. unstructured. So many theories and ideas are floating around about play and its role in children's lives. Play is a right of every child and all children need time and space for free play every day. What does that look like in our centres? How do we engage parents in the conversation about the intentionality behind play? We will have an opportunity to engage in discussion and reflect on different theories as well as look at how to communicate the message to families through documentation.

**Tuesday June 5, 2018** • 6:30 to 8:30 pm • \$45 includes materials and nutrition break

All sessions are taking place at the ECCDC Conference Room, 3340 Schmon Parkway, Thorold

Professional Development and Leadership Training

# professionalism & relationships



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## Social Media – Storytelling in the Early Years

Social media can be an integral part of making learning visible and supports the four foundations of How Does Learning Happen? Ontario's Pedagogy for the Early Years. This interactive presentation will explain how to use social media platforms and networks: LinkedIn, Word Press, Twitter, Instagram and Facebook. Discover how social media can be used as a tool in building, sustaining and growing relationships with families, colleagues and the broader community. Explore its influence to attract and retain employees and create an overall positive work culture.

**Thursday June 7, 2018** from 6:30 to 9:00 pm or **Friday June 8, 2018** from 9:00 to 11:30 am • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes refreshment break

## Exploring Our Image of the Parent in Early Learning and Child Care Programs

This newly designed session is being offered by Debbi Sluys, Director of the Growing Together Family Resource Centre and Personal Development and Empowerment Coach. Participants will explore 5 areas to understand their Image of the parent including;

- What an educator's responsibility is to parents.
- Ways to build positive relationships with parents
- Digging out barriers to effective communication
- Discovery of a parent's perspective
- Find the educators' marvel at the image of the child

Participants will leave feeling confident in their role as educators and will be further prepared to deepen their relationships with families.

**Friday June 8, 2018** • 1:00 to 4:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes refreshment break



### About Debbi Sluys, RECE

Debbi is the Director of Growing Together Family Resource centre which has four locations with 70 employees and 425 children enrolled. She has been in the child care field for 30 years of learning, leading and sharing. Debbie was part of the Ontario government's pilot project with ELECT – Early Learning for Every Child Today, and was the lead in the Chatham Kent community to promote an emergent approach. She is a mother of four (three adults and one teenager). Her newly launched private venture is as a Personal Development and Empowerment coach using Vision Boards and social media as platforms to promote personal growth. Visit [www.dare2declare](http://www.dare2declare) for more information.

# professionalism & relationships

To register, contact 905.646.7311 ext. 304, [eccdc@eccdc.org](mailto:eccdc@eccdc.org) or visit [www.eccdc.org](http://www.eccdc.org)

## Pedagogical Leadership Series for Child Care Centre Supervisors

This series with the ECCDC Coaching and Mentoring Team has been designed especially for Child Care Supervisors to support their ongoing and ever-evolving role that has shifted and changed with the implementation of *How Does Learning Happen?* A new transformative part of your role is how you may support your team with implementing *How Does Learning Happen?* through rethinking their practices, deeply studying children by observing and documenting, and how you can empower your team to thrive in times of change. Supporting your team through side by side mentoring is a powerful tool to help them in shifting their thinking and reflecting upon new practices. Two of the dates below will include Supervisors attending training while the third component involves having our trainers attend your program to provide on-site, side by side mentoring guidance. The on-site visits will be arranged during the course of the series. To view the full flyer, please visit [www.eccdc.org](http://www.eccdc.org).

### Session One: Strengthening Your Leadership Role

*Conversations will include the following prompts* • Shifts Supervisors have made to support pedagogical practice • Difference between their role as pedagogical leaders and their role in supervision of staff. How are these roles different? How are these roles the same? • Strategies for encouraging staff members and supporting their shift in practice through a culture of mentoring • Developing some expectations that the ED Team and Supervisors have regarding growth and development of the Team following the training. What are some key things they want to monitor and support within their teams? • How can these key expectations be built into performance management of all staff at all levels?

### Session Two: Gaining Strategies for Side by Side Mentoring

Workshop will include strategies to support Supervisors in shifting their practice to build in a new side by side mentoring framework within their daily practice to support their team's ongoing development and implementation of *How Does Learning Happen?*

### Session Three: Side by Side Mentoring In Person Shadowing

The ECCDC Coaching and Mentoring Team will visit your program to work alongside your Supervisors and Teams to offer ongoing guidance with implementing the strategies gained through the Side by Side Mentoring Session. On-site visits to be determined with Supervisors during the course of the series.

**Monday June 18 and Tuesday June 19, 2018** • 10:30 am to 2:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$125 includes all three sessions

Professional Development and Leadership Training

# professionalism & relationships



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Two new workshops  
*with* **Nora Spinks**, Internationally Acclaimed CEO  
of the Vanier Institute of the Family



## Managing Dual Boundaries in our Practice with Professionalism and Intention

As an Early Childhood Educator you often wear multiple hats within your daily role. You might be an employee, parent, colleague or supervisor. Maintaining professional and personal boundaries is critical to ensure that we are working with integrity and ethics and it sometimes can be very challenging to effectively manage the various roles that we play. Join Nora Spinks, Internationally Recognized CEO of the Vanier Institute of the Family to learn from leading practices. Participants will learn how to apply techniques and successful strategies for effectively managing multiple roles, responsibilities, and priorities within an early learning environment. To view the full flyer, call 905.646.7311 ext. 304, email [eccdc@eccdc.org](mailto:eccdc@eccdc.org) or visit [www.eccdc.org](http://www.eccdc.org).

**Thursday May 10, 2018** • 6:30 to 9:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes nutrition break

## Perspectives on Canadian Families: Redefining Inclusion

Families in Canada are diverse and each is unique. Families are the cornerstone of our society and the engine of our economy. Families are self-defined and continually adapt to social and economic forces. Understanding families gives us valuable perspective on our communities. This in turn helps to support the ongoing development of our programs and services and serves as important background information in ensuring inclusive environments that are welcoming to all families. Individuals who engage with families and children as part of their daily work are invited to join Nora Spinks to take a glimpse into the lives and homes of families in Canada. Participants will have an opportunity to engage in thought-provoking dialogue to increase their understanding of families in Canada and will learn how to apply that understanding to their work alongside children and their families in community programs. To view the full flyer, call 905.646.7311 ext. 304, email [eccdc@eccdc.org](mailto:eccdc@eccdc.org) or visit [www.eccdc.org](http://www.eccdc.org).

**Friday May 11, 2018** • 1:00 to 3:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes light afternoon refreshments

# professionalism & relationships

To register, contact 905.646.7311 ext. 304, [eccdc@eccdc.org](mailto:eccdc@eccdc.org) or visit [www.eccdc.org](http://www.eccdc.org)

## The Challenge of Choice An Engaging Workshop on Making Insightful and Critical Decisions

To view the full flyer, please visit [www.eccdc.org](http://www.eccdc.org).

with Author Richard Fast



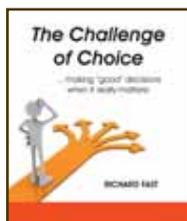
Have you ever made an important decision, with total confidence, only to see it turn into a complete disaster? How can our certainty be so misleading? Your ability to make sound decisions in important matters is arguably the most valuable skill you can acquire, especially in today's world of quick fixes and superficial solutions. In fact, without effective decision-making skills you will inevitably experience crushing disappointment.

This is an engaging, interactive workshop that will take you on a fascinating journey into the inner workings of the human mind. You will discover - through first-hand experience - how decisions are really made, and why we can be most vulnerable to decisional error precisely when our confidence is at its highest. This workshop will help participants learn to:

- Share a common vocabulary and the common experience to making a good decision
- Apply the Seven Steps to making a good decision with total confidence
- Reflect on past decision errors and how they could have been avoided
- Become a more cohesive management team that will challenge each other to make better decisions

The choices you make will determine the quality of your life, and rising to the challenge of choice means making "good" decisions when it really matters!

*THE CHALLENGE OF CHOICE ... making "good" decisions when it really matters!* is a detailed workbook filled with exercises, quizzes, stories, illustrations and a step-by-step decision-making process that will lead to a good decision ... every time.



**Tuesday June 12, 2018** • 6:00 to 9:00pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$65 includes workshop and Richard Fast's book, *The Challenge of Choice*

Professional Development and Leadership Training

# organizational performance



Professional learning opportunities in this category support: Standard IV: Professional Knowledge and Competence; Standard V: Professional Boundaries, Dual Relationships and Conflicts of Interest

# organizational performance

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## Better Business Practices Series

### Employment Contracts Fundamentals - Drafting Enforceable Employment Contracts

Over the last several years there have been many changes in the child care industry that may have affected the validity and enforceability of your employment agreements. Have you or are you about to change staffing hours, staff assignments, or lay staff off? Do the provisions regarding termination outlined in your current employment contracts limit your organization's liability? Your organization may be vulnerable if your employment contracts or letters of employment are not consistent or up to date. Executive Directors/Supervisors need to critically assess their organization's employment policies and practices to ensure that these documents adequately address the ongoing needs of the organization while limiting its liability. This workshop will provide you with the legal advice and tools you need to create employment contracts and practices that will assist you in managing your employees while minimizing the potential liability and risks to your Organization. This half day seminar is about investing in your Human Resource practices to ensure that your employment contracts are working for your organization and not against it. In addition to providing you with a template employment contract you will have the opportunity to have your employment questions answered by Asha Rampersad from Bernardi HR Law. Asha has worked in the child care sector for several years assisting organizations navigate the changing landscape in employment practices. To view the full flyer, please visit [www.eccdc.org](http://www.eccdc.org).

#### This half day interactive seminar will focus on:

- The advantages of using an indefinite term contract
- What every employment contract should contain including how to deal with termination of employment
- How to introduce a new contract to your staff
- How to manage the employee relationship from hiring to firing

#### Participants will receive the following:

- A template Indefinite Term Employment Contract
- A template Hiring Policy
- A template Termination Policy
- A template Status and Standing Policy (revised in 2016)

**Thursday May 3, 2018** • 9:00 am to 12:00 noon • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$75 includes continental breakfast • Please note the cost of this seminar is far less than the average legal consultation fee

Professional Development and Leadership Training

# organizational performance



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## Better Business Practices Series

### Sound Hiring Practices

Hiring your professional staff is one of the most important decisions you make in your role as a Director or Supervisor. Today's hiring environment has become increasingly complicated in trying to navigate how to comply with current hiring practices under the Ontario Human Rights Code and the Integrated Accessibility Standard Regulation. To view the full flyer, please visit [www.eccdc.org](http://www.eccdc.org).

When it comes to interviewing potential candidates, most Directors and Supervisors would agree it is a challenge to ask the right questions to find the "right" one. Especially when you look at the potentially high costs of a poor hiring in terms of possible legal claims, turnover, and retention.



#### This half day interactive seminar will focus on:

- Adopting an effective, performance-based hiring approach
- Reviewing your hiring practices and documentation
- Successful interview practices
- Understanding how the Integrated Accessibility Standard Regulation impacts your hiring practices
- Asking the right questions, and what questions to avoid

#### Participants will receive the following:

- Template Hiring Policy
- Pre-interview Checklist
- Interview Documentation checklist
- Sample Interview Questions
- Job Interview Checklist
- Interview Scoring Grid

**Thursday June 7, 2018** • 9:00 am to 12:00 noon • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$75 includes continental breakfast • Please note the cost of this seminar is far less than the average legal consultation fee

Professional Development and Leadership Training

# organizational performance

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## Better Business Practices Series

### Workplace Investigations

Knowing how to conduct an investigation into employee or client complaints is part of best practices for all child care organizations. This seminar will educate participants on to how to properly conduct a workplace investigation into any workplace complaints. To view the full flyer, please visit [www.eccdc.org](http://www.eccdc.org).

#### This half day interactive seminar will focus on:

- How to conduct a proper workplace investigation
- How to conduct effective interviews when investigating a workplace complaint
- How and why you need to document your investigation
- What to do after you have completed the investigation
- Tips on when you need an outside investigator

Participants will receive a full package of templates, policies, and procedures to assist them in conducting a workplace investigation.

**Thursday September 13, 2018** • 9:00 am to 12:00 noon • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$75 includes continental breakfast • Please note the cost of this seminar is far less than the average legal consultation fee

Professional Development and Leadership Training



# organizational performance



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A new workshop  
*with* **Nora Spinks**, Internationally Acclaimed CEO  
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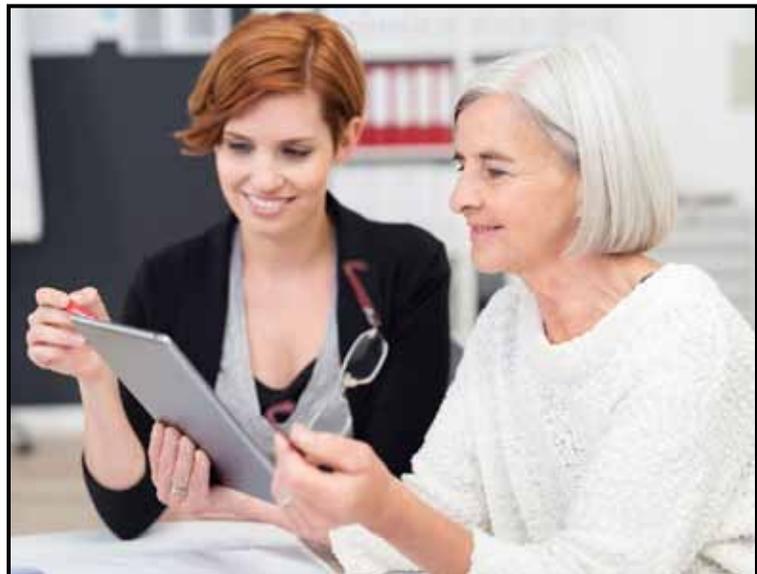


## Understanding and Leveraging Generational Differences in the Workplace: A Workshop for Managers and Supervisors in the Public, Private and Not for Profit Sectors

For the first time ever, there are five (soon to be six) generations working side by side in our workplaces; each with their own perspectives, experiences and attitudes. Effectively managing across generations can be both exhilarating and frustrating. Learn management skills and techniques that will help you leverage the generational diversity in your workplace enabling you to enhance performance, increase productivity and maximize efficiency. Acclaimed speaker and author Nora Spinks will offer insight, information and best practices for managing, motivating and retaining a diverse workforce. To view the full flyer, call 905.646.7311 ext. 304, email [eccdc@eccdc.org](mailto:eccdc@eccdc.org) or visit [www.eccdc.org](http://www.eccdc.org).

**Friday May 11, 2018 • 9:00 to 11:00 am** • ECCDC Conference Room, 3340 Schmon Parkway, Thorold  
• \$45 includes light morning refreshments

Professional Development and Leadership Training



# early learning & child care community networking



# early learning & child care community networking



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## **Reggio Inspired Practices Network (Formerly the Emergent Practice Network)**

This network is open to all Educators who are looking to discuss and reflect upon emergent practice. This meeting will include topics of discussion highlighted through the reflective practice module used in the previous network meeting. Network participants are encouraged and invited to share their experiences with implementing Reggio Practices within their centres through literature, photo documentation and/or different art mediums aligning with How Does Learning Happen? Ontario's Early Learning Framework. A selection of excerpts from ECCDC's collection of books will be provided to participants and explored through discussion in order to support the Reggio philosophy. All Educators are invited to join regardless of whether they work directly with children or in administration.

**Monday April 16, 2018** • 5:30 to 7:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • No cost, registration is required.

## **Early Learning and Child Care Supervisors Network**

Child Care Centre Supervisors, including Supervisors from the Francophone community, are invited to attend this session for an opportunity to network with fellow Supervisors over a light lunch and engage in meaningful conversation. Ministry of Education, Niagara Region Children's Services, and Public Health updates will be provided. Conversations will include changes to the Child Care and Early Years Act, 2014, supporting staff with College of Early Childhood Educators Code of Ethics and Standards of Practice, July 2017 and thought storming on next steps for the network discussions. Participants are invited to share in round table updates and brainstorming current issues.

**Thursday April 19, 2018** • 9:15 to 11:15 am • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • No cost, registration is required

## **Cooks Network**

Child Care Centre Cooks are invited to attend this network meeting for an opportunity to network with fellow cooks to share ideas, engage in conversations and sample some delicious recipes. Participants will have an opportunity to review and discuss Phase 2 of the Child Care and Early Years Act, 2014 giving specific consideration to nutrition and menu planning as well as discuss the Menu Planning & Supportive Nutrition Environments in Child Care Settings document that was released in Fall 2017. We look forward to sharing current projects that centres may be involved in like 'Local Wednesdays'. Participants are encouraged to bring recipes to contribute to the Niagara Cook's Book that the group would like to develop.

**Tuesday April 24, 2018** • 2:00 to 4:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • No cost, registration is required

# early learning & child care community networking



To register, contact 905.646.7311 ext. 304, [eccdc@eccdc.org](mailto:eccdc@eccdc.org) or visit [www.eccdc.org](http://www.eccdc.org)

## Nature Alliance Network

We will have the opportunity to tour Rosalind Blauer's Naturalized Playgrounds and hear the story of their journey. Interested in Forest Schools? Rosalind also has a Forest School operating within their centre and their educators will be sharing what it looks like and how it fits well with their program through testimonials and experiences. We also invite participants to join in a visioning exercise for the long-term objectives and goals of the network supporting children, families and educators here in Niagara. The visioning exercise will support the direction and inform the next steps of the network.

**Monday May 14, 2017** • 6:30 to 8:30 pm • Rosalind Blauer Centre for Child Care, 1812 Sir Isaac Brock Way, St. Catharines • No cost, registration is required

## Submit Your Play Based Learning Experiences or Unique Room Design Ideas for Highlighting Within Esteem!

If you'd like to submit a unique play based learning experience or suggestions for early learning environments with photos to be published in Esteem, please send your ideas and photographs to the ECCDC at [eccdc@eccdc.org](mailto:eccdc@eccdc.org) with the caption - ESTEEM HIGHLIGHT. All entries will be eligible to win a \$50 training gift certificate which will be drawn at the end of each training calendar year.



The ECCDC wishes to recognize Niagara Region Children's Services for its ongoing partnership, support and investment in the ECCDC's mission within Niagara's early learning and child care community.



For details about any of these unique training sessions, contact:

**Early Childhood Community Development Centre**

3340 Schmon Parkway, Thorold, ON L2V 4Y6 | 905.646.7311 ext. 304 | [eccdc@eccdc.org](mailto:eccdc@eccdc.org) | [www.eccdc.org](http://www.eccdc.org)



And remember, any of the sessions you read about in esteem can be customized to meet the individualized needs of your program or organization.

Esteem is designed by the Early Childhood Community Development Centre