



# GROW

Winter 2019

Continuous Professional Learning in Durham



## Welcome to the Winter 2019 edition of Grow!

The continuous professional learning newsletter for Durham Region

Welcome to the Winter 2019 edition of **Grow: the Continuous Professional Learning Newsletter for Durham Region!**

Inside this issue you will find resources, workshop information as well as registration links to Professional Learning opportunities in Durham Region.

Continuous Professional Learning (CPL) is a requirement for Registered Early Childhood Educators (RECEs) to maintain and renew their registration with the College of ECEs.



Commencing September 1, 2017, members of the College were required to begin their two-year CPL portfolio cycle, where members are expected to:

1. Establish a **Professional Learning Plan**
2. Engage in learning activities
3. Track progress, collect evidence and document learning on the Record of Professional Learning
4. Reflect on activities, goals and learning
5. Declare they have completed Year Two on the membership renewal form once the cycle is complete

All RECEs are required to engage in and are responsible for their own professional learning to meet the standards of the College. At any time, the Registrar of the College may request a member to submit their CPL program records, and they must comply.

*Cont'd on page 2*

### **Save the Date!**

**Hold the day June 22, 2019 for an interactive outdoor workshop focusing on nature-based play.**

**Stay tuned for more information in the Spring edition of GROW**

### **Inside this issue:**

Resource Library.....	6
Library Drop-in hours.....	8
Network Sessions.....	12
Workshops.....	14
Pedagogical Inquiry Tablet Contest Winners.....	21
Conference Summaries.....	23
EarlyON Programs.....	24
Free Money for Children.....	25
News and Updates.....	26

**Please keep this email so that you have the registration links at hand.**

For more information or to register for workshops, please click the hyperlinks in this document. If you require this information in an accessible format, please contact 1-800-387-0642.

**Cont'd from page 1**

Failure to comply may result in suspension of membership. All RECEs, including those who are not employed as front-line educators, are obligated to fulfill the requirements set out by the College's CPL program.

There are various roles that an RECE may fulfill in addition to being frontline educators in child care settings, such as: management and administration, support and enhanced staff (e.g. behaviour consultants), therapeutic staff (e.g., physical and occupational therapists, speech pathologists) and/or designate RECEs in kindergarten programs, to name a few. It is important to remember that all members of the College are required to fulfill the requirements of the CPL program. CPL opportunities take many different forms. An RECE may consider the following when seeking out professional learning opportunities: attending workshops and conferences, writing or reading articles, case studies and/or vignettes, listening to podcasts, participating in professional social networking, journaling, research, engaging in social media groups, engaging in or writing blogs, participating in research opportunities, etc. By no means is this an inclusive list!

In this edition of GROW you will find information to assist with your professional learning including workshops and

links to resources and articles. Keep in mind that professional learning is not restricted to RECEs. There are many benefits for all staff, including volunteers and students who work with or have contact with children and families, to participate in ongoing professional learning. You are welcome and encouraged to share this information as necessary.

Please note that when registering for workshops inside this edition of GROW, individuals are encouraged to register individually using their own personal email and contact information. If there are unexpected changes, the participants will be contacted directly. As such, general work email/phone contacts may not be useful in those cases. For that reason, registration will be limited to two people per email.



## Online Registration

All workshop registrations are to be completed **online only** through the Eventbrite link provided. You will also find full details about each workshop in Eventbrite.

Registration for each event opens **one month** before the date of the session. We have heard your feedback and are working to ensure as many people have access to events as possible. By opening registration on a staggered basis, we hope to afford more people the opportunity to attend workshops of their choice.



# DID YOU KNOW?



## Food Handling Certification

On July 1, 2018, updated legislation was introduced in Ontario under the Health Protection and Promotion Act regarding food handling practices which may impact your child care program.

The Durham Region Health Department supports the legislation by requiring at minimum one Certified Food Handler be on premise for every hour of operation for any program who participates in any type of food preparation (i.e. cutting, portioning, serving).

The Durham Region Health Department Environmental Health Division offers Food Safety Training and Certification Courses. These courses are designed to compliment the ongoing inspection and promotional activities of the Health Department.

The following options are available:

**Attend an on-site course and written exam**

**or**

**Home study and attend an on-site written exam**

Participants who successfully complete the exam receive a Food Handler Training Certificate which is valid for 5 years.

For more information and to register, call the Durham Region Health Department Environmental Health Division at 1-888-777-9613 or visit their [website](#).



# A creative approach to sharing space

**Written by:** Balyann Albrecht, RECE

Early childhood educators and teachers have been collaboratively working together since 2010, when Full-Day Kindergarten first came into effect. Since then there have been more changes to follow, including the concept of school classrooms being shared with before and after-school child care programs. Classrooms that were once used for running a school day program are now also being used by early learning programs during extended hours.

Early learning programs that share space in school classrooms operate with the intent of offering a seamless day for the children that require before and after school care. This environment benefits the children, allowing their educators to work closely together and collaborate in meaningful ways, that can contribute to providing inclusive learning environments. Like many instances where change is present, there are mixed responses to sharing space, including excitement, confusion and reluctance. As we move forward and begin to develop a further understanding of the benefits that sharing space can offer, the importance of building and maintaining those relationships with the educators in our shared space becomes more evident.

Sharing space effectively involves creative problem solving and a positive approach. It is much more than just the idea of sharing space. It's sharing ideas, sharing successes and sharing materials. The following creative initiatives adopted by educators in shared space have encouraged responsive relationships between teachers and early learning educators. Considering that successful shared space environments can look differently, educators are encouraged to pursue ideas and resources that are well suited to their individual site.

## **Sharing materials and resources**

- Next time you make a batch of playdough, double the recipe. You can give some to the teacher in your shared space to use in their program.
- Is the sensory bin in your program shared with the teachers during the day? Offer to take turns changing the sensory materials.
- At the end of the school day, approach the teacher to share ideas. You could ask if they would like you to leave out some materials for them to use the next day. For example, you may be doing a science experiment that day and have extra materials that they would like to use to continue the idea the next day.
- Talk to your Supervisor about the possibility of having a bulletin board in the shared space. This could be used to post your program plan, documentation or other relevant information. Supervisors can work with the school Principal to facilitate these ideas.

**“In Kindergarten we share, we share everything!”**

**-Robert Munsch**





### **Sharing information**

- Inquire about attending professional development courses with the teachers in your shared space.
- Ask the teacher, “What were the children interested in today?” This shows your interest in their program and allows you the opportunity to extend on the children’s interests.
- Work with your Supervisor and colleagues to develop strategies that help foster positive relationships with the school staff.
- Kindergarten teachers are also experiencing changes to their curriculum. These changes include using observations and direct quotes from the children in their Communication of Learning Report Cards. Share your observations of the children in your program that are in their class. They may be open to the idea of using these observations in their report card documentation.
- Talk to the teachers about the benefits of sharing space and the possibilities you can achieve working as a team.

### **Sharing successes**

- Invite the school staff to your centre’s special events. Next time you have an open house, extend an invitation to the school’s educators.
- Connect with your Supervisor to see if there is an upcoming school event that you would be able to attend. This could include assemblies, fundraisers, and school concerts or performances.
- The yearly Welcome to Kindergarten event is a great example of an event that you can be involved with. Discuss with your Supervisor and the school staff ways that you could contribute and be involved in this event.

As educators, we are building and maintaining relationships every day. It is a constant and ongoing journey that we are on together. As we continue to move forward, we become more motivated to maintain these positive relationships with our community partners. These relationships help contribute to our successes in shared early learning environments.



# Resource Centre

## Winter 2019

### Winter 2019 Resource Library Information

The Resource Library is located at The Regional Municipality of Durham Headquarters, at 605 Rossland Road East in Whitby, within Children's Services.

The Resource Library continues to grow and support Early Learning Professionals and their programs.

The library has the following **free** resources available to Early Learning Professionals:

- button maker
- large heated laminator
- small heated laminators
- cold laminators
- sizzix machine (die cutter)
- book-binding machine
- reading materials/resources, training materials, DVDs, children's social stories
- **NEW: Curriculum and Inquiry-based Kits**

The Library is now open every Tuesday evening from 5 to 7 p.m. [Click here](#) to view our Winter 2019 calendar for drop-in hours.



For more information and to register for workshops, please click the hyperlinks in this document.



# Winter 2019 Resource Library

## The Resource Library has Curriculum and Inquiry-Based Kits!

Our lending library has recently purchased over 20 Curriculum Kits and Inquiry-Based Activities for loan to the Durham Early Learning Community. These inspirational kits will help support programs to enhance and enrich their daily programming as well as assist educators to provide intentional provocations to extend the children's learning and development. **Curriculum Kits include:**

- Music and Movement
- Musical Instruments
- Emotions
- Farm Animals
- Cultures
- Light
- Family
- Human Body
- Insects
- Seasons
- Infant Music & Movement
- Infant Dramatic Props
- Props to Enhance Story Time
- Pets
- Infant Sensory
- Magnet Building Kit
- Cooperative Play
- Weather
- Synthetic Loose Parts
- Measurement

As the community demand for kits will be high, we will be limiting Centres to the loan of one kit per centre for a two-week period. Programs will have the responsibility to clean, disinfect, and launder materials as per Durham Region Health Department requirements prior to return of items

Outside of scheduled drop-in hours, appointments **must** be made. To book an appointment, or for more information, contact Janine Keith at [Janine.Keith@Durham.ca](mailto:Janine.Keith@Durham.ca) or Tracy Barclay-Ranta at [Tracy.Barclay-Ranta@durham.ca](mailto:Tracy.Barclay-Ranta@durham.ca).



**To learn more about the library and stay updated, please visit the Children's Services website: [durham.ca/childrensservices](http://durham.ca/childrensservices).**

For more information and to register for workshops, please click the hyperlinks in this document.



# Resource Centre Drop-in Hours

## January 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 New Year's Day (Closed)	2	3	4	5
6	7	8 5 to 7 p.m.	9	10	11	12
13	14 noon to 2 p.m.	15 5 to 7 p.m.	16 1:30 p.m. to 3:30 p.m.	17 11:30 a.m. to 1:30 p.m.	18	19
20	21 noon to 2 p.m.	22 5 to 7 p.m.	23 noon to 2 p.m.	24	25	26
27	28	29 5 to 7 p.m.	30	31 5 to 7 p.m.		

## February 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5 5 to 7 p.m.	6 5 to 7 p.m.	7	8 1:30 p.m. to 3:30 p.m.	9
10	11	12 5 to 7 p.m.	13	14	15 1:30 p.m. to 3:30 p.m.	16
17	18 Family Day (Closed)	19 5 to 7 p.m.	20 noon to 2 p.m.	21 1:30 p.m. to 3:30 p.m.	22 1:30 p.m. to 3:30 p.m.	23
24	25 5 to 7 p.m.	26 5 to 7 p.m.	27 5 to 7 p.m.	28 1 to 3 p.m.		





# Resource Centre Drop-in Hours

March 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 1:30 p.m. to 3:30 p.m.	2
3	4	5 5 to 7 p.m.	6	7 5 to 7 p.m.	8 1:30 p.m. to 3:30 p.m.	9
10	11	12 5 to 7 p.m.	13	14	15	16
17	18	19 5 to 7 p.m.	20	21	22 1:30 p.m. to 3:30 p.m.	23
24	25	26 5 to 7 p.m.	27	28	29	30
31						



## Important Information

Outside of scheduled drop-in hours appointments must be made through:

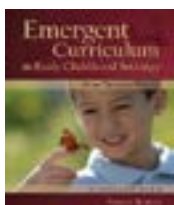
Janine Keith at [Janine.Keith@durham.ca](mailto:Janine.Keith@durham.ca)

or

Tracy Barclay-Ranta at [Tracy.Barclay-Ranta@durham.ca](mailto:Tracy.Barclay-Ranta@durham.ca)



## Books currently available in the Resource Library



### **Emergent Curriculum in Early Childhood Settings by Susan Stacey (2 copies available)**

This book explores, from both the teacher's and the student's perspectives, how emergent curriculum principles and practices can improve any early childhood program. Sections on observation, documentation, assessment, and relationships that support learning provide a complete subject overview.



### **Learning Together with Young Children by Deb Curtis and Margie Carter (2 copies available)**

Offering an alternative approach to standardization and data-driven mandates, this book puts children at the center of planning. Using the Thinking Lens protocol teachers can translate educational theories into concrete ideas for working with children and families. Learn to create a classroom culture, develop routines, and use learning stories to enhance experiences for the children in your care.



### **Really Seeing Children by Deb Curtis (2 copies available)**

Slow down, observe, delight, and practice really seeing children every day. Deb Curtis has cultivated a reflective teaching practice devoted to really seeing children. Through her collection of stories and photographs, learn to suspend your adult agenda to really see children's perspectives and the amazing ways they experience the world. Taking up this practice will bring joy and deeper understanding to your work and life and allow you to engage with children in a more meaningful teaching and learning process.



### **Let's Play: (Un)Curriculum Early Learning Adventures by Jeff A. Johnson and Denita Dinger (2 copies available)**

The best learning is done when children are allowed freedom to play. This book provides 39 play-based activity starters that are flexible, engaging, and packed with learning. Each chapter outlines an adventure focused on a particular theme from worms to bubbles to magnets which caregivers, teachers, and parents can use to support a variety of learning-rich play experiences.



### **Pedagogical Documentation in Early Childhood by Susan Stacey (1 copy available)**

Produce documentation that is thoughtful, meaningful, and aesthetically pleasing. North American educators were first introduced to the idea of pedagogical documentation through work of the preschools of Reggio Emilia, Italy. Canadian and U.S. educators have responded with an eager desire to try the process within their own practices. Nevertheless, producing documentation that is thoughtful, meaningful, and aesthetically pleasing is a challenge. Pedagogical Documentation with examples from the author as well as new and seasoned educators from across North America, will guide you through the process. Pedagogical documentation is an examination of the learning taking place in children and supports reflective practice and decision-making in teachers. Pedagogical documentation is a powerful tool for communicating a child's learning to families.



**Save the date!**

**The 2nd Annual Early Learning  
Professional Appreciation Dinner**

**Thursday, May 9th, 2019**

**Ajax Convention Centre**

**550 Beck Crescent, Ajax**

**6 p.m. to 9 p.m.**

**Dinner will be served at 7 p.m.**

**Start sending in fabulous & fun photos of you and your team  
sharing the amazing work that you do everyday.**

**Please note these photos may be used at the Early Learning  
Appreciation Event, DRCCF Conference, workshops etc. and  
therefore require the appropriate consents.**

**Email pictures and consent forms to:**

**Janine.keith@durham.ca**

**or**

**Melissa.young@durham.ca**



# Network Sessions Winter 2019

## Network Sessions

Network sessions are an opportunity for professionals to meet and discuss relevant topics in early learning and child care. To register for a session, please click a time slot listed below.

### Infant/Toddler

Thu Jan 17  
10 to 11:30 a.m.

Wed Feb 27  
10 to 11:30 a.m.

### Preschool

Thu Jan 24  
10 to 11:30 a.m.

Thu Feb 28  
10 to 11:30 a.m.

### School Age

Fri Jan 25  
10 to 11:30 a.m.

Mon Mar 4  
10 to 11:30 a.m.

### North Durham

Tue Jan 22  
10 to 11:30 a.m.

Tue Mar 5  
10 to 11:30 a.m.



For more information and to register for workshops, please click the hyperlinks in this document.





# Network Sessions

## Winter 2019

## Supervisor's Network Sessions

Supervisor's network sessions are an opportunity for supervisors and operators to meet and discuss topics related to the operation and management of child care and early learning programs.

**PLEASE JOIN US ON MONDAY FEBRUARY 11, 2019**

**11:30 a.m. to 1:30 p.m.**

**Presented by Prya Patel**

**Ministry of Training, Colleges, and Universities**

Prya Patel will provide information on the Apprenticeship Programs in our Region, while outlining the registration process and expectations of the program. Following the presentation, lunch will be provided and there will also be an opportunity to network with fellow Supervisors/Directors and share experiences working with and supporting staff enrolled in the Apprenticeship Programs in Ontario.

To register, [click here](#)

## ***SAVE THE DATE***

### **FUTURE SUPERVISOR'S NETWORK MEETINGS**

*Time and location to follow in the Spring GROW Newsletter*

**Monday, April 8, 2019**

**Wednesday, May 29, 2019**

**Monday, June 24, 2019**







# Workshops

## Winter 2019

Winter workshops are listed below in order of the date that they are scheduled.  
Please refer to the legend below for information on topics and issues that may be covered in each workshop.

### **Supervision & Administration:**

*Includes topics such as managing an organization including budgets, finances, board of director training, and human resources management.*

### **Inclusion:**

*Includes topics such as understanding developmental disorders, managing behaviour, multicultural programming, and supporting mental health.*

### **Pedagogy:**

*Includes topics such as dealing with a wide variety of topics focusing on professional knowledge and competence for the early learning and child care sector.*

### **Relationships:**

*Includes topics such as relationships between adults, children, families, and colleagues.*

### **Environment:**

*Includes topics such as dealing with the physical lay-out of programs such as indoor space, outdoor space, and equipment.*

### **\*\*Introduction to Behaviour Management – Prerequisite Learning**

*Durham Behaviour Management Services is proud to offer a new online learning certificate. This two part webinar will provide the participant with an introduction to understanding behaviour. Knowledge will include what influences behaviour, the impact of prevention strategies to decrease challenging behaviours, and when challenging behaviours require intervention.*

**\*\*Please note, this online learning is a pre-requisite to all workshops run by Durham Behaviour Management Services.**

Participants must read the **User Guide/Instructions** and **register here** before completing the online learning.

## How do I register for a workshop?

Below each workshop title is a coloured box with the date and time the workshop is being hosted. Click on the time to be redirected to Eventbrite. Please note that workshop registration opens four weeks before the event.

For more information and to register for workshops, please click the hyperlinks in this document.



# Workshops Winter 2019

## Understanding the Role of Enhanced Staffing and Program Assistants

**Mon Jan 14 2019  
10 a.m. to noon**

*Facilitated by Bev Cummins & Mary Colwell, Resources for Exceptional Children and Youth, Durham Region*

Your centre has been approved to receive enhanced staffing support and you just hired your Program Assistant.... What is next?

This workshop will provide you with a better understanding of what the role and responsibilities are of a Program Assistant (P.A.).

You will learn how to best utilize your P.A. to support inclusion of all children within your early learning setting.

The new Enhanced Staffing application and process will also be reviewed in this workshop.

## DROC Review - Infant Criteria

**Tues Jan 15 2019  
7 to 9 p.m.**

*Facilitated by Melissa Young, Quality Assurance Advisor and Meagan Burke, Training Specialist, Children's Services Division, Region of Durham*

This session will allow participants to explore the details of the Infant Operating Criteria Guidelines and will provide examples of how to incorporate various aspects into daily program. The session will review common misconceptions and look at how program expectations align with the Early Learning Framework and "How Does Learning Happen?". A repeat of this session will be offered from April through June.

## Peer to Peer Continuous Professional Learning

**Wed Jan 16 2019  
11:30 a.m. to 1:30 p.m.**

*Facilitated by Nicole Zara, Program Manager, Directly Operated, Janine Keith, Early Learning Child Care Liaison Supervisor, Balynn Albrecht, Training Specialist Children's Services Division, Region of Durham*

This lunch and learn workshop is designed for educators that have already begun their CPL and have previously attended the CPL workshop through GROW in 2018. It is an opportunity for you to connect with your peers, share your goals and activities, and reflect on what you have learned so far on your CPL journey.

## Diversity, Equity, and Inclusion

**Mon Jan 21 2019  
10 a.m. to noon**

*Facilitated by Christina Cicchetti - Early Learning Inclusion Consultant & Jana Thevakala - Early Learning Inclusion Consultant, Resources for Exceptional Children and Youth, Durham Region*

An interactive workshop that will challenge participants' way of thinking and doing as they explore practice strategies to respond to children's individual needs and make inclusion come to life in the classroom. We will focus on the pivotal role of the educator as the leader for planning and support for a child with identified needs. In addition, we will review helpful tools to plan for and support a child's transition into an early learning setting.



## Plans Individualisés / Individual Support Plan (ISPs) - French Version

**Wed Jan 23 2019  
10 a.m. to noon**

*Facilitated by Terra Mucci, Resources for Exceptional Children and Youth Durham Region*

Les plans individualisés (PI) ne doivent pas être un processus lourd. Avec les ressources, outils et appuis nécessaires le plan peut être significatif et clair pour adresser les besoins des enfants, les familles et l'environnement d'apprentissage précoce.

## Bimaadizwin "Living a Good Life" - Aboriginal Education Kits 0-6 Years

**Thur Jan 24 2019  
7 to 9 p.m.**

*Facilitated by Mary George, Debbie Ellis and Angela Duckworth. Carea Community Health Centre and YMCA Child and Family Development*

The Bimaadizwin presentation will describe the various resource materials included within the Aboriginal Education Kits and highlight the need for such kits for both Community Partners and the Aboriginal Community members within Durham Region. We will discuss how best to use these tools. There will be a strong focus on the importance of keeping the Teachings and Ceremonies sacred while using the provided resources. Please note that the kits are also available for participants to borrow from the Professional Resource Library.

For more information and to register for workshops, please click the hyperlinks in this document.



# Workshops

## Winter 2019

### Pedagogical Leadership Series

**Tues Jan 29 2019**  
**Tues Feb 26 2019**  
**Tues Mar 26 2019**  
**9:30 a.m. to 4 p.m.**

*\*attendees are required to attend ALL three dates*

*Facilitated by Lorrie Baird, Compass Early Learning and Child Care*

This three part series is designed to engage leaders with principles and practices that align and parallel the work we want educators to offer children. Leaders will develop the skills and mindsets that can enhance their performance and effect organizational change.

### DROC Review - Toddler Criteria

**Thur Jan 31 2019**  
**7 to 9 p.m.**

*Facilitated by Patti Rowland, Quality Assurance Advisor and Balyann Albrecht, Training Specialist, Children's Services Division, Region of Durham*

This session will allow participants to explore the details of Toddler Operating Criteria Guidelines. It will provide examples of how to incorporate various aspects into daily programs. We will review common misconceptions and look at how program expectations align with the Early Learning Framework and "How does Learning Happen?" A repeat of this session will be offered from April through June.

### Dual Language Learners

**Sat Feb 2 2019**  
**9 to 11 a.m.**

*Facilitated by Stephanie Sutherland, Speech-Language Therapy Assistant and Lisa McFarlane, Speech-Language Therapy Assistant*

Many children and their families speak languages at home other than English. In some cases, children are learning more than one language at the same time. This workshop will provide information to educators about the use of multiple languages, its impact on communication development, and things to consider when working with multilingual children in your own program. Educators should leave feeling more prepared to support children and their families, including being an advocate for continued use of home languages.

### DROC Review - Preschool Criteria

**Tues Feb 5 2019**  
**7 to 9 p.m.**

*Facilitated by Millie Forbes, Quality Assurance Advisor and Balyann Albrecht, Training Specialist, Children's Services Division, Region of Durham*

This session will allow participants to explore the details of the Preschool Operating Criteria Guidelines and will provide examples of how to incorporate various aspects into daily program. The session will review common misconceptions and look at how program expectations align with the Early Learning Framework and "How Does Learning Happen?".

A repeat of this session will be offered from April through June.



### Overview of Health Department Child Care Inspection

**Wed Feb 6 2019**  
**7 to 9 p.m.**

*Facilitated by Mandi Theberge and Jeff Cheung, Health Department, Region of Durham*

An overview of the Child Care Health Inspection Report and process. The overview will focus on infection prevention and control related to sanitation, diapering, toileting and hygiene practices, and the use of natural items. There will be connections made between the Durham Region Operating Criteria and the child care inspection completed by the Health Department. Participants will have an opportunity to address some of your specific questions and brainstorm creative solutions.

### OCCMS - Attendance Recording Training for Supervisors

**Thur Feb 7 2019**  
**11:30 a.m. to 1:30 p.m.**

*Facilitated by Darlene Burns, Children's Services Division, Region of Durham*

Participants will receive a review of fee subsidy attendance procedures and policies with a tour of the attendance reporting process. This workshop will present opportunities to share questions and gain clarification.

For more information and to register for workshops, please click the hyperlinks in this document.



# Workshops Winter 2019

## Parent Engagement - Partnering with Families

**Fri Feb 8 2019**  
**Fri Feb 15 2019**  
**11:30 a.m. to 1:30 p.m.**

\* You must attend BOTH dates to complete the course.

*Facilitated by Janine Keith, ELCC Liaison Supervisor and Ballynn Albrecht, Training Specialist, Children's Services Division, Region of Durham*

Bring your own lunch as this training opportunity will provide guidance to create a welcoming, accepting and trusting community of parents, children and teachers. We will be watching a 50 minute video and then engage in a group discussion. There will be an opportunity to discuss practices to assist educators in improving their ability to build relationships with families as part of their daily work.

## DROC Review - Before and After School Criteria

**Tues Feb 12 2019**  
**7 to 9 p.m.**

*Facilitated by Lisa Bruce, Quality Assurance Advisor and Tracy Barclay-Ranta, Training Specialist, Children's Services Division, Region of Durham*

This session will allow participants to explore the details of the Before and After School Operating Criteria Guidelines and will provide examples of how to incorporate various aspects into your daily program. The session will review common misconceptions and look at how program expectations align with the Early Learning Framework and "How Does Learning Happen?"

A repeat of this session will be offered from April through June.

## Have a Ball

**Tue Feb 19 2019**  
**7 to 9 p.m.**

*Facilitated by Karina Borgardts from EarlyON and Family Centres*

A toolkit for physical activity in the Early Years. Learn what the research says about the benefits of physical activity for children from infants to 5 years. Gain resources and ideas on how to include physical activity in your programs with little or no equipment.

## ISPs Made Easy

**Wed Feb 20 2019**  
**10 a.m. to noon**

*Facilitated by Nadia Leopardi & Tracy Hodgeman from Resources for Exceptional Children and Youth, Durham Region*

Developing an Individual Support Plan (ISP) for each child with special needs in your program does not have to be a difficult or overwhelming process. With the right resources, tools and support, developing a clear and meaningful plan to meet the needs of each child, family and early learning environment can be straightforward.

## Implementation of "How Does Learning Happen?" Belonging and Well-Being

**Thur Feb 21 2019**  
**11:30 a.m. to 1:30 p.m.**

*Facilitated by Ballynn Albrecht and Tracy Barclay-Ranta, Training Specialists, Children's Services Division, Region of Durham*

This workshop provides an overview of the foundations of engagement and expression from the "How Does Learning Happen?" document. In this group discussion we will be reflecting on how we are currently fostering a sense of engagement and expression in our programs. We will also use the Pedagogical Inquiry Tool to work through some of the sections to further investigate our understanding of these foundations. This is an opportunity for educators to engage in interactive activities that will provide them with hands-on learning. Participants should leave this session with creative ideas that will extend on their ability to foster a sense of belonging and well-being in their early learning programs.



For more information and to register for workshops, please click the hyperlinks in this document.





# Workshops

## Winter 2019

### Make and Take - Sharing Songs

**Thur Feb 21 2019**  
**6 to 8 p.m.**

*Facilitated by Stephanie Sutherland, Speech-Language Therapy Assistant and Heather McRobert, Early Learning Outreach Coordinator, Grandview Children's Centre*

Early childhood professionals are often the first ones to identify children's difficulties with speech sounds. While mispronunciations may seem cute, not all kids grow out of it. This workshop is designed to help educators learn about typical sound development, common errors, and how to identify children in need of extra support. Educators will participate in small group activities to explore these topics further, including some experiential learning. This workshop will be held at Grandview Children's Centre in Ajax.

### Understanding the Distractible Child Series

**Fri Feb 22 2019**  
**Fri Mar 1 2019**  
**Fri Mar 8 2019**  
**10 a.m. to 1:30 p.m.**

*\*Attendance at ALL three sessions is required.*

**\*\*Please see Durham Behaviour Management Services pre-requisite information on page 14.**

*Facilitated by Christine Creamer and Leanne McGillen, Durham Behaviour Management Services*

This three-part series will explore the underlying reasons for distractible behaviours. The focus will be on a variety of positive prevention strategies, teaching attention and impulse control as well as intervention techniques and strategies to use when the problem behaviour occurs.

### Understanding the Role of Enhanced Staffing and Program Assistants

**Mon Feb 25 2019**  
**7 to 9 p.m.**

*Facilitated by Bev Cummins & Mary Colwell, Resources for Exceptional Children and Youth, Durham Region*

Your centre has been approved to receive enhanced staffing support and you just hired your Program Assistant.... What is next?

This workshop will provide you with a better understanding of what the role and responsibilities are of a Program Assistant (P.A.)

You will learn how to best utilize your P.A. to support inclusion of all children within your early learning setting.

The new Enhanced Staffing application and process will also be reviewed in this workshop.



### What is Infant Mental Health and What's Love Got to Do with It?

**Wed Feb 27 2019**  
**7 to 9 p.m.**

*Facilitated by Susan Mace, Infant and Child Development, Durham Region Health Department*

What is infant mental health? Learn about the basics of infant mental health and early brain development and the role of sensitive and responsive caregiving in building healthy brains. What is our role in supporting infant mental health and subsequent healthy social-emotional development? Practice reading baby cues and learn about signs of emotional well-being and concern. This will also be an opportunity to explore available resources and develop some specific strategies to support early childhood mental health in early learning and child care.

### Oh! Now I See! Understanding the Importance of Visuals

**Thur Feb 28 2019**  
**11 a.m. to 1 p.m.**

**\*\*Please see Durham Behaviour Management Services pre-requisite information on page 14.**

*Facilitated by Marcia Mackay and Yasmin Safir, Durham Behaviour Management Services*

This workshop teaches participants the importance of using visual strategies to communicate, organize and structure the environment and teach new skills. Participants will create and take home visual aids.

For more information and to register for workshops, please click the hyperlinks in this document.





# Workshops Winter 2019

## How do I register for a workshop?

Below each workshop title is a coloured box with the date and time the workshop is being hosted. Click on the time to be redirected to Eventbrite. Please note that workshop registration opens four weeks before the event.

### Making Sense of Sensory Processing

**Tue Mar 5 2019  
6 to 8 p.m.**

*Facilitated by Samantha Miligan, Occupational Therapist & Kara Graham, Occupational Therapist*

Participants will learn about sensory processing. Content will review the \*seven\* senses and how children need to integrate their senses in order to participate in their world. Participants will explore different kinds of sensory input and learn about possible adaptations for their program environments that may help children be more successful.

### STEM and Beyond

**Tues Mar 5 2019  
7 to 9 p.m.**

*Facilitated by Diane Kashin*

Diane is a registered early childhood educator in the province of Ontario. Diane taught early childhood education at both the degree and the diploma level. Diane's doctoral thesis on emergent curriculum was published in 2009. Diane has co-written three textbooks with Beverlie Dietze; *Playing and Learning in Early Childhood Education* 2nd edition (2018), *Outdoor and Nature Play in Early Childhood Education* (2018) and *Empowering Pedagogy in Early Childhood Education* (2016).

### Overview of Health Department Child Care Inspection

**Thur Mar 7 2019  
10 a.m. to noon**

*Facilitated by Mandi Thebergerge and Jeff Cheung, Health Department, Region of Durham*

An overview of the Child Care Health Inspection Report and process.

The overview will focus on infection prevention and control related to sanitation, diapering, toileting and hygiene practices, and the use of natural items. There will be connections made between the Durham Region Operating Criteria and the child care inspection completed by the Health Department.

Participants will have an opportunity to address some of your specific questions and brainstorm creative solutions.

### Invitations to Play for Infants and Toddlers

**Thur Mar 7 2019  
7 to 9 p.m.**

*Facilitated by Ginette Wilson from Early Childhood Community Development Centre*

Are you trying to get to grips with taking the interests of infants and toddlers, and linking them to 'provocations for learning' and 'invitations to play'? If so, join us for this interactive workshop that will consider the role of 'schema play' and offering experiences that cater to all the senses. This session will take an in-depth look at the concept of 'Messing About', developed by David and Frances Hawkins, and explore how it supports educators to provide meaningful, developmentally appropriate experiences for infants and toddlers. This workshop will also consider the importance of trying out activities before offering them to children and include an in-depth look at A Thinking Lens® for Reflection and Inquiry, developed by Harvest Resources. Participants will have opportunities to practice using this resource with fellow educators and have meaningful conversations regarding their experiences, hopes, and fears.



For more information and to register for workshops, please click the hyperlinks in this document.



# Workshops

## Winter 2019

### Calming the Volcano - Self-Regulation for Preschool

Tues Mar 19 2019  
9:30 a.m. to 12:30 p.m.

*Facilitated by Samantha Francis and Tanya Lubinski, Durham Behaviour Management Services*

**\*\* Please see Durham Behaviour Management Services pre-requisite information on page 14**

Self-regulation should be viewed as a skill that needs to be taught. In this workshop, you will learn what self-regulation looks like in preschoolers and how as educators you can support it's development. Educators will learn about teaching children how to face their big thoughts and emotions as well as how to manage them in a supported environment. Educators will also learn what it means to be a "co-regulator", how to implement strategies as well as set up the environment to facilitate the development of self-regulation.

### Implementation of "How Does Learning Happen" Engagement and Expression

Fri Mar 22 2019  
11:30 a.m. to 1:30 p.m.

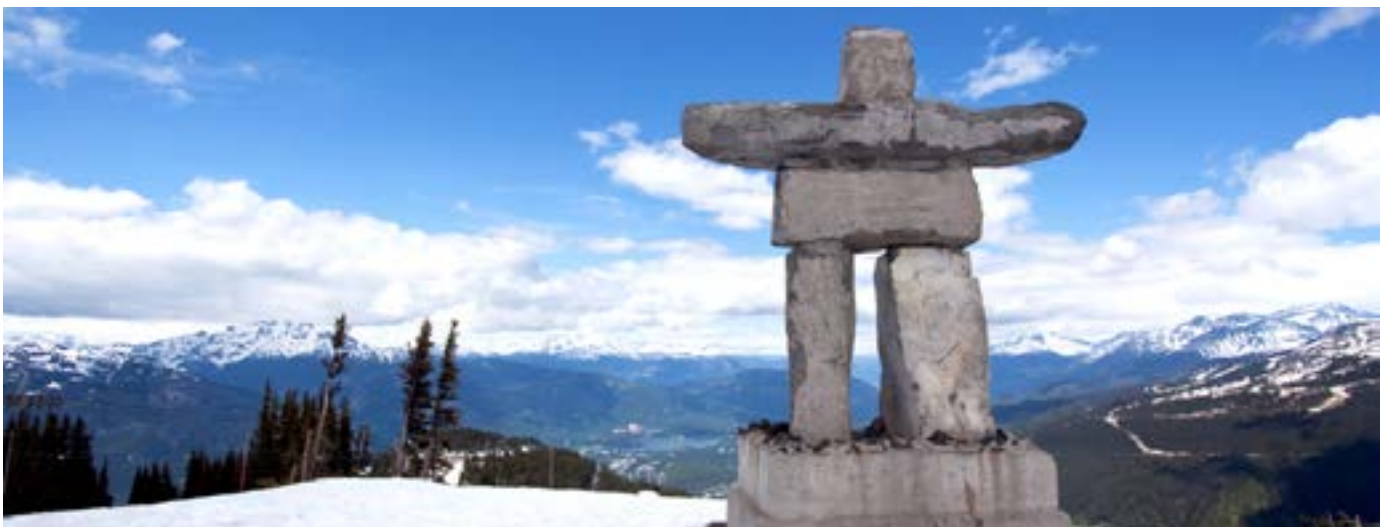
*Facilitated by Balyann Albrecht and Tracy Barclay-Ranta, Training Specialists, Children's Services Division, Region of Durham*

This workshop provides an overview of the foundations of engagement and expression from the "How Does Learning Happen?" document. In this group discussion we will be reflecting on how we are currently fostering a sense of engagement and expression in our programs. We will also use the Pedagogical Inquiry Tool to work through some of the sections to further investigate our understanding of these foundations. This is an opportunity for educators to engage in interactive activities that will provide them with hands-on learning. Participants should leave this session with creative ideas that will extend on their ability to foster a sense of engagement and expression in their early learning programs.

### The Nipissing District Developmental Screen (NDDS) has been rebranded!

For those organizations that use the NDDS (Nipissing District Developmental Screen), it has recently been rebranded to the Looksee Checklist.

Click [here](#) to access the new website.

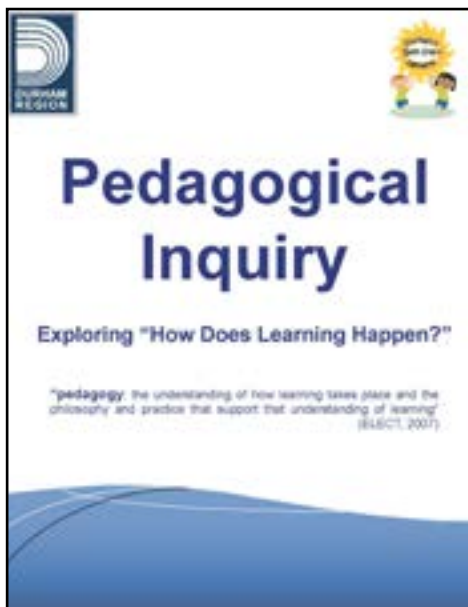


For more information and to register for workshops, please click the hyperlinks in this document.

# Pedagogical Inquiry Tablet Winners



**Edukids Oshawa, PRYDE Roberta Thornton, Lakewoods Early Learning Child Care Centre, Great Beginnings, Edukids Glenanna, Schoolhouse Playcare Glen Dhu, Joy Preschool, Schoolhouse Play Care Lincoln Alexander, Fairy Glen St. Theresa.**



**Congratulations to our winners who received tablets for their participation in the Pedagogical Inquiry survey or the Pedagogical Inquiry evening for round table discussions.**

# Bill 47....What Does This Mean?

The Government of Ontario is making changes to the Employment Standards Act, 2000, and particularly to requirements under Bill 148 that came into effect earlier this year. Bill 47 “Making Ontario Open for Business Act, 2018” has passed its third reading and received Royal Assent on November 21, 2018. This legislation results in significant changes to employment standards. Bill 47 both amends and repeals components of the Employment Standards Act, 2000, including amendments made earlier this year in the Fair Workplaces, Better Jobs Act, 2017.

## **Highlights of the amendments include:**

A modified three-hour work rule that will take effect on January 1, 2019. This rule applies when an employee who would normally work more than three hours a day is required to attend work but works less than three hours even though they are available to work longer. In this situation the employee would be paid for three hours. This rule does not apply when the cause is beyond the employer’s control (e.g. fire, lightning, power failure, etc.). Bill 47 has repealed the three-hour minimum pay for employees who were:

- Called in and work less than three hours.
- On call, but not called in.
- Scheduled to work, but the shift was cancelled with less than 48 hours’ notice.

## **Minimum Wage**

Elimination of the minimum wage increase as of January 1, 2019. The minimum wage will remain at \$14 per hour. Commencing 2020, minimum wage increases will be tied to the Consumer Price Index, with the first potential increase being announced in April 2020, taking effect October 2020.

## **Personal Emergency Leave**

PEL was repealed and replaced with three new unpaid leaves of absence available to any Ontario employee regardless of the size of the employer:

### **Sick Leave**

An employee is entitled up to three days of unpaid leave per calendar year due to personal illness, injury or medical emergency where the employee has been employed for two consecutive weeks.

### **Family Responsibility Leave**

An employee is entitled to a total of three days of unpaid leave per calendar year due to the illness, injury, medical emergency or urgent matter that concerns the employee’s spouse; the parent, step-parent or foster parent of the employee or employee’s spouse; a child, step-child or foster child of the employee or employee’s spouse; a grandparent, step-grandparent, grandchild or step-grandchild of the employee or of the employee’s spouse; the spouse of the child of the employee; the employee’s brother or sister; or a relative that is dependent on the employee for care and assistance.

## **Bereavement Leave**

An employee is entitled to a total of two days of unpaid leave due to the death of the employee’s spouse; the parent, step-parent or foster parent of the employee or employee’s spouse; a child, step-child or foster child of the employee or employee’s spouse; a grandparent, step-grandparent, grandchild or step-grandchild of the employee or of the employee’s spouse; the spouse of the child of the employee; the employee’s brother or sister; or a relative that is dependent on the employee for care and assistance.

## **Evidence of Entitlement**

Employers may request an employee to provide evidence of circumstance that the employee is entitled to the leaves listed above, which includes notes from a physician, registered nurse or a psychologist.

“Equal Pay for Equal Work” requirements related to employment status have been repealed. Employers will no longer be required to provide equal pay to employees who perform essentially the same work, requiring the same skill and responsibility in the same work environment. Employers will be permitted to provide differing pay scales based on an individual’s employment status (e.g. full or part time, permanent or casual). The Employment Standard Act will continue to require equal pay for equal work based on sex.



# DRCCF Conference



A huge thank you to everyone in the child care community who was involved in the Durham Region Child Care Forum 13th Annual Child Care Conference on October 13th, 2018. We had 430 participants, 17 enriching workshops, 35 volunteers, and 12 vendors and service providers who all played a role in the overwhelming success of the event! A special thank you to the Professional Education and Training Committee who spends countless hours throughout the year planning and preparing for this exciting day.

This year's conference day was full of workshops focusing on a variety of topics including: Creative Experiences for Children in Nature, Leaders as Relationship Builders, Navigating Emotional Outbursts, Managing Gossip in the Workplace, Science and Sensory, Literacy Tips for the Classroom, and many more. It also included a valuable message from the keynote speaker, Cate Collins, who shared with us the effect that stress can have on our work lives, while giving us many examples of ways to stay mindful and improve our own mental health.

We look forward to our 14th annual conference next Fall as a continued opportunity for early learning professionals to enjoy a day of learning, sharing, and networking with colleagues and members of Durham's child care community.

Need to contact us? Please contact us at 905-427-8862 extension 337 or [drccf@rfecydurham.com](mailto:drccf@rfecydurham.com).

---

## Licensed Home Care Conference



This year's Home Care Conference took place at Camp Samac. Just under 100 Home Child Care providers attended the outdoor workshop presented by Diane Kashin. They participated in play-based learning activities that allowed them to be hands-on and explore a variety of materials that can be used in outdoor play





# Children ages birth to six years old can play and learn for free at EarlyON Child and Family Centres

Families with children ages birth to six years old can bring their child to EarlyON Child and Family Centres (previously known as the Ontario Early Years Centres) for free drop-in and registered programs.

EarlyON Child and Family Centres provide opportunities for children to play and learn, while parents and caregivers can connect with their child and other caregivers. These centres offer safe and welcoming environments open to all families across Durham Region, with qualified professionals and quality programs. Parenting, prenatal and postnatal resources are also available. Children who attend these programs are better prepared to start school and have improved socialization skills.

Only children from birth to six years old can attend the programs. Parents or caregivers are required to participate in programs with their children.

For more information, visit [durham.ca/EarlyON](http://durham.ca/EarlyON), and check out the [online calendars](#) to find a program near you.

The Regional Municipality of Durham acknowledges the contributions made by the Province of Ontario and the Government of Canada.



# Free Money for Children's Education

Did you know that starting a savings fund for a child's education increases the chances that child will attend post-secondary by 50%?

Just starting savings can make a huge difference in educational outcomes.

As an ECE, you can have a big impact on educational savings by connecting families you work with to the Canada Learning Bond (CLB). The CLB is free money from the federal government to help families start saving for their children's education after high school. The bond deposits up to \$2000 per eligible child into an RESP. And parents do not need to contribute any of their own money to get the CLB. So even those families who feel they can't afford to save for their children's education, can start now and it won't cost them anything.

**FREE MONEY  
FOR YOUR CHILD'S  
EDUCATION...  
YES REALLY!**

Learn about  
the Federal  
Government's  
**CANADA  
LEARNING BOND.**

Every eligible child  
receives at least  
**\$500**  
and could  
receive up to  
**\$2,000!**

**Children are eligible for the CLB if:**

- They were born in 2004 or later;
- Their family's annual net income is less than \$46,000;
- They have birth verification and a social insurance number (for both parent and child).

The Canada Learning Bond can change educational outcome and lives, and as an ECE you can help make that happen.

Learn more by calling Nora at 1-888-341-8612 or visiting [SmartSaver.org](http://SmartSaver.org).



# News and Updates

## Winter 2019

### Community of Practice Sessions

Hosted at the resource library, these sessions are excellent opportunities to engage in collective learning with educators and colleagues in the community. Various topics will be covered, as well as discussions and webinars.

Watch the [Region of Durham Children's Services website](#) for updates.

### Cost for Workshops

All workshops are free for educators in the Region of Durham. The Ministry of Education provides the Region of Durham's Children's Services Division with Capacity Building funding "to support continuous professional learning that builds capacity of the Early Learning and Child Care (ELCC) sector to support the provision of high quality programs for children 0 - 12 years." We thank the Ministry of Education and the Province of Ontario for this funding.

### Arrival

All sessions will begin promptly at the noted time indicated in the workshop description. Please arrive on time to ensure you do not miss valuable information. If participants are late, it will be under the event coordinator's discretion to allow registrants into the workshop.

### Cancellation

Did you know that if you are unable to attend any session you registered for, you can give your ticket to another person or cancel your spot? You can do this by clicking the 'My Tickets' link located in the upper right corner of the confirmation email you received when you registered. If you are unable to attend, it is important you offer the ticket to others by giving it to a colleague or canceling online— this frees the ticket for others to attend. Thank you for your attention to this detail.

### Durham Region Child Care Forum - Professional Education Committee

The Durham Region Child Care Forum - Professional Education Training Committee (DRCCF-PET committee) has existed as a committee of dedicated professionals whose mission is to "enhance our community's capacity to deliver quality services for children." The Region of Durham Children's Services Division supports the DRCCF-PET committee with Capacity Building funding and as an active member of the PET committee to bring professional learning to you, the early learning professionals of Durham. With a common vision and mandate, the DRCCF and Children's Services continue to work together to bring Continuous Professional Learning (CPL) to our community.

## Scent-Sensitive Environment

Please remember that we promote a scent free environment at all of our event locations. Please refrain from wearing any scented products to workshops or events.

For more information and to register for workshops, please click the hyperlinks in this document.





# News and Updates

## Winter 2019

### Articles and Resources

Below are articles, videos, and other professional learning opportunities. Click on the title listed below to be redirected.

#### Online Training Modules

[Anaphylaxis in Child Care Settings](#)

[Have a Ball Together](#)

#### TEDTalks

[Dangers of a Single Story – Chimamanda Ngozi Adichie](#)

[The Importance of Raising An Emotionally Intelligent Child – Erika Brodnock](#)

[Improving Early Child Development With Words – Dr Brenda Fitzgerald](#)

[Every Kid Needs a Champion – Rita Pierson](#)

#### Child Care and Early Years Act (CCEYA) Information

[Self Tests for Supervisors and Educators](#)

#### College of Early Childhood Educators (ECE)

[Professional Judgement](#)

[Professionalism](#)

[Do you know who your friends are? - Vignette](#)

[Conflicting Approaches - Vignette](#)

[Getting Lumps and Bumps – Case Study](#)



### The “How Does Learning Happen?” Contest

The “How Does Learning Happen?” contest was an exciting journey to provoke pedagogical reflections of how learning happens in early learning centres across the Region of Durham.

The contest submissions were displayed at The Best Start Network and at the Durham Region Child Care Forum Conference. The displays provoked meaningful conversation around the intent of the How Does Learning Happen? document and highlighted the positive work and growth taking place in the early learning sector. in the Region of Durham



For more information and to register for workshops, please click the hyperlinks in this document.





For more information please visit/contact:

Children's Services Division: [durham.ca/childrensservices](http://durham.ca/childrensservices)

Cathy O'Toole: [cathy.otoole@durham.ca](mailto:cathy.otoole@durham.ca) or 905-668-4113 ext. 3646

Dale Franklin: [dale.franklin@durham.ca](mailto:dale.franklin@durham.ca) or 905-668-4113 ext. 2753

If this information is required in an accessible format, please contact 1-800-387-0642.

