

Network Child Care Services

Your CHILD is our FIRST priority



24 YEARS

of providing exceptional services to young children & families

ANNUAL REPORT

DECEMBER 2015

mission statement

“Providing EXCEPTIONAL Early Learning Experiences and Child Care Services to Children and Their Families in a Community of Diverse Needs.”

CORE VALUES

NETWORK operates and delivers services and programs guided by a shared belief in core values and principles:

- > Network values children, families, their needs and the needs of their community, as the pivotal purpose of our ambition.
- > Network values an environment that promotes mutual respect, diversity, inclusiveness, and equity in all its practices, services and decision making processes.
- > Network values maintaining integrity and dignity in all its services, practices, and operations.
- > Network values working collaboratively with families as integral partners in their child's development, learning and education choices.
- > Network values the dedication of its staff members and affiliated home child care providers and recognizes their professional contribution and commitment in fulfilling Network's mission statement and goals.
- > Network values liaisons with community organizations as providers of resources and support partners.

board president's and executive director's report

STAN SMYER AND SPYROS VOLONAKIS

On the occasion of Network's **24TH ANNIVERSARY**, we are thrilled to report that our organization reached a number of remarkable milestones that had the effect of stabilizing its presence in an environment that continues to be reshaped by the evolving needs of the early years and child care community. As everyone knows, the ongoing economic restraints within the child care sector meant that Network had to adjust and reconfigure its operations in a responsive and viable manner. We are elated to report that in the face of such economic challenges, Network has continued its growth in a measured but determined manner. It did so with an unwavering commitment to meeting the needs of young children and families and to delivering quality child care to more than 800 children throughout its 14 programs. Network has also continued to offer its Staff and affiliated Home Child Care Providers, a number of exciting professional development opportunities, so as to enrich their already strong levels of knowledge with new ideas and developments. Such continuing education is a vital component of the organization's overall drive towards the ongoing enhancement of our collective pedagogical expertise. For all this, we must recognize that Network's continued success would not have been achieved without the dedicated and tireless efforts of Network's Staff and its affiliated Home Child Care Providers.

Some of the highlights of this past year's achievements have included on-going training initiatives in conjunction with the Ministry of Education's document "How Does Learning Happen?". This document was used as the basis of numerous workshops, seminars, coaching and meetings among our Staff and Network's affiliated Home Child Care Providers on the subjects of new early years and child care initiatives, revised pedagogy and directives, improvements in communication skills and strategies, and the enhancement of Network's community connections with families and other child care stakeholders. Other workshops included valuable information on "Children and Food Allergies", "Dealing With Picky Eaters", "Every Child Belongs: Taking Care of Children With Special Needs", a pre-summer "School-Age Refresher", as well as Network's annual sessions related to fire prevention, first aid and infant/child C.P.R. training, and Policies and Procedures seminars. Finally Staff and affiliated Home Child Care Providers attended informative workshops and seminars at the annual Conference of the Home Child Care Association of Ontario.

Regarding the programming, Network continued to expand its program delivery on a number of fronts. First, we are delighted to announce that we will be adding a new child care centre to Network's complement. Following the submission of an extensive proposal and an interview process, we were privileged to be selected by the City of Toronto Children's Services as the successful candidate for the operation of a brand new centre, The Dane Avenue Child Care Centre, located on the corner of Lawrence Avenue West and Dufferin Street. This newly constructed facility will begin to provide child care to the immediate community in 2016.

board president's and executive director's report

STAN SMYER AND SPYROS VOLONAKIS

Second, school age child care programs have been added to the "Before and After School" sites at St. Maria Goretti and Holy Cross Catholic Elementary Schools. Third, Network will be adding a new infant room as of January 1, 2016 at St. Aidan Catholic Elementary School which will be able to offer services to 10 infants. Finally, plans to reconfigure Network's Group Centre and Just Kids Child Care Centre are also being formulated.

Nutritious meals and nutrition has been a priority for Network for some time. We expect that we will be expanding Network's in-house catering beyond Child's Nest Child Care Centre and Holy Cross School, to include Metamorphosis Child Care Centre in the New Year. Healthy, balanced and flavourful meals directly contribute to the growing success of the children within our care!

As of August 31, 2015, the regulations with regards to Ontario's new Child Care and Early Years Act, 2014 which replaced the antiquated Day Nurseries Act came into effect. This new Act clearly addresses Ontario's current child care needs and provides a greater level of accountability for all organizations and individuals who wish to provide both licensed and unlicensed child care in this province. Network has embraced these legislated changes. We are confident that these changes will go a long way towards addressing the needs of children and families in Ontario today.

Network's Accounting Department also grew by leaps and bounds over the past several months; some might say that this was one of Network's operations that saw the greatest transformation and revitalization. Thus, the Accounting Department has been working closely with BDO Canada to construct the new accounting system, Microsoft Dynamics/NAV. The new system which was launched on October 1st, 2015 will provide Network with reports that are strengthened in accuracy, a system with excellent controls and enhanced customer service. Complementing this new system is the introduction of the database 'Child Care Pro', which was implemented throughout Network's programs over the past year. We are encouraged to see that the Staff has gradually become accustomed to this new system as the database will facilitate a higher degree of system management.

Turning to our communications, with Network's steady growth on so many fronts, it became necessary to support our communication throughout our organization with the introduction of a Communications Coordinator. This individual has been tasked with the responsibility of enhancing the connections that Network makes, not only with its Staff and affiliated Home Child Care Providers, but also with the greater early years and child care community. This individual will also be conducting training so as to keep everyone current with the various child care innovations.

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Last but by far, not least, Network's participation and involvement in the greater child care community this past year was marked by its leading role in the planning and organization of the Home Child Care Association's Annual Conference which took place in October. This important yearly event brings licensed home child care organizations together from across the province of Ontario. We are proud of Network's prominent role in all aspects of the Conference. We must also recognize that this would not have been possible without the tireless efforts of a number of individuals at Network. In the same vein, it should be noted that Network's Staff continues to participate at various municipal, provincial and community based table discussions, in order to keep abreast of new initiatives, directives, challenges and trends.

As we plan for Network's future growth, we would like to take this opportunity to acknowledge the on-going assistance and support of the Ministry of Education, the City of Toronto Children's Services and the Toronto Catholic District School Board. Network truly appreciates their efforts and will continue to look forward to their valued support and unwavering encouragement.

We would also like to extend our most sincere appreciation to all Parents and Families who trust Network to care for their children. Their confidence in our programs is crucial to our success.

As Network embarks on celebrating a quarter of a century in service delivery, it remains steadfast in its commitment to deliver the highest possible quality for its early years learning and child care programs. Network was founded on strong principles and we are proud to uphold those principles with excellence, responsiveness and integrity. These are values that permeate every aspect of its operations, be that in the Home Child Care Division, or the Early Years Learning and Child Care Centres. We are confident that with such solid foundations, Network will continue to navigate through with continued accomplishments. A warm thank you to everyone at Network who has made its growth such a success.



program philosophy and goals

PHILOSOPHY

Network believes that all children and their families should have equal opportunity to access high quality early childhood educational programs, in a diversely enriched, and inclusive learning environment. We believe that children should be provided with experiences which build positive self-esteem and confidence, support their emotional, social, creative, academic and physical needs and development. Network believes that children should be provided with a positive learning environment that inspires learning, promotes autonomy, appreciates diversity, provides opportunity and freedom to make choices, celebrates accomplishments, promotes self respect and respect for others, and encourages responsibility, and order.

Network believes that parents and guardians have the primary responsibility for the care, education and advocacy of their children. Parents and guardians are entitled to pursue financial security, further education and/or personal fulfillment while being involved, informed and supported in the daily life of their children's child care experience. Network supports parent/guardian involvement in their children's early learning and development, and recognizes parent/guardian participation as an integral part of their child's learning and development.

Network believes that all staff and affiliated home child care providers should be recognized for their strong commitment to the development and education of children, based on the importance of the work they have chosen, and their suitability of skills and qualifications for their work. Network believes that staff are entitled to receive equal treatment and opportunities, open communication and input into decision making, equitable recognition for the value of their work, and support for professional development.

OUR GOALS

Network's goals are to consistently provide children and families of the community with excellence in superior service, quality and innovative choices in meeting their educational and child care needs. In meeting our goals Network will provide progressively enriched child-oriented programs that, in reflection to our philosophy and core values, will provide children with positive learning experiences that will support and enhance their development in language, intellectual growth, physical growth, social and emotional skills, within a safe, healthy, child-centred environment where each child is safe, valued and respected.

current programs and services offered

PROGRAMS AND SERVICES OFFERED

Consistently meeting and **EXCEEDING** the licensing requirements of the Ministry of Education, and ensured quality program practice as measured by the City of Toronto's Operating Criteria, Network has maintained a reputation of professional standards, delivering quality early learning programs, and offering **INNOVATIVE** options in superior child care services.

NETWORK has expanded its licensed services to more than 800 children from infancy to 12 years, within thirteen multi-site based early learning and child care centres, and a Home Child Care program.

Our programs and services offered reflect the contemporary needs of today's evolving family, and respond to the trends impacted by social, economic and political events. Network is proud to offer the following services and programs:

- > **Early Years Learning and Group Based Child Care Centres** which are conveniently located throughout the Greater Toronto Area. Within the centres, an enhanced daily program is offered including music and movement classes and early literacy programs that promote language and reading skills development for all children. All Centres follow the Ontario Early Learning Framework (ELF) and the document 'How Does Learning Happen?'
- > **Early Years Learning in Home Child Care Program** is affiliated with approximately 80 Home Child Care Providers who offer their services to approximately 250 children.
- > **Resource Teacher and Family Community Support Resources.** Working with a solid network of community partners, Network provides access to agencies and professionals that support children's healthy development:
 - > Preschool Speech and Language Program
 - > Ontario Early Years Centres
 - > Healthy Babies, Healthy Children
 - > Infant Hearing Program
- > **Specialty Child Care Services** catering to trade shows, conventions, special events venues and corporate child care, providing support to corporations.
- > **Training and Continuing Education** opportunities are provided for staff and affiliated Home Child Care Providers to keep them abreast with current issues in child development, educational methods, parenting and new directives.
- > **Network's Resource Library** offers an exchange facility of equipment, learning materials and information resources for affiliated Home Child Care Providers, child care staff, and families.
- > **Assistance for obtaining Fee Subsidies** from City of Toronto Children's Services (www.toronto.ca).

our participation in the child care community

Network Child Care Services is an active participant in many of the child care community associations and events. We feel that it is vital to maintain effective communication among everyone who shares in our philosophy, that quality early learning and child care programs for all children is a right and not a privilege.

MEMBERSHIPS, COMMUNITY PARTNERSHIPS AND AFFILIATIONS:

College of Early Childhood Educators. Network's Early Childhood Educators are registered and in good standing with the College, which confirms their professional status and ensures they are competent and qualified professionals.

NETWORK CHILD CARE SERVICES is affiliated with the following organizations and committees:

- > Canadian Child Care Federation
- > Coalition for Better Child Care
- > Canadian Association of Exposition Managers
- > Home Child Care Association of Ontario (HCCAO)
- > Home Child Care Association of Toronto
- > Quality Early Learning Network (QELN)
- > Ontario Studies in Education (OISE)
- > City of Toronto, District Child Care Advisory
- > City of Toronto, "Every Child Belongs"

GENERAL PROMOTIONS:

Network's PROGRAMS and SERVICES are marketed to the community and the public by promotional opportunities in shopping mall facilities, libraries, corporations, firms, community centres, churches, community festivals, T.T.C. subway stations and through radio specials.



TRADE SHOWS, SPECIAL EVENTS AND CHILDREN'S CAMPS:

Providing child care services at trade shows and special events such as; "The One of A Kind", "The "National Home Show", the Elementary Teachers of Toronto, Ontario English Catholic Teachers' Association, City of Toronto, and Peel Elementary Teachers local.

child care report – update

Over the past year, there have been a number of significant changes in the early learning and care field. Over the past several years, it continues to be a time of considerable turmoil in the sector.

What's New?

1. **New legislation – The Child Care and Early Years Act, 2014 and new Regulations;**
2. **New pedagogical framework for all early learning and child care programs;**
3. **New wage enhancement funding;**
4. **New funding model for centre based care;**
5. **Potential new funding model for licensed home child care;**
6. **Quality Assurance Mechanisms for Home Child Care;**
7. **Action on Best Start Child and Family Centres;**
8. **Ontario Non-Profit Corporations Act; and**
9. **City of Toronto Governance Criteria.**

1. **The Child Care and Early Years Act, 2014 – new legislation and new Regulations 137 /15 and 138/15**

- > Replaces the Day Nurseries Act, which was written in 1946;
- > Came into effect in September 2015;
- > Reflects how much we have learned about children and how they develop since 1946.

The new Act has 4 key parameters:

- > Health and Safety
- > Regulation and Enforcement
- > Access
- > Quality

The legislation covers:

- > Unlicensed Home Child Care;
- > Home Child Care Providers contracted by a licensed agency;
- > Licensed Home Child Care;
- > Licensed Child Care Centres.

child care report – update

Who and what is exempt:

- > Nannies/babysitters who provide care in a child's home;
- > Care from relatives;
- > Camps that enroll children who are 4 years and older;
- > Programs with the primary purpose of academic or skill based recreation;
- > Private schools that only care for children aged 4 years and over.

The new Regulations provide details as to how the regulations will be interpreted. Please see Appendix One for discussion of the new regulations as they apply to licensed Home Child Care.

What does the new legislation say?

- > Increased penalties for those who are identified as contravening the legislation/regulations.
- > Regulates unlicensed Home Child Care Providers; they will not be licensed but will have to comply with the legislated requirements.
- > Will help to make it easier for the public to distinguish between licensed and unlicensed child care.
- > New Ratios for 4 – 5 year olds and 9 –12 year olds:
 - > Kindergarten (44 months or older but younger than 68 months):
1 to 13 Staff Ratio / Maximum Group – 26.
 - > Primary/Junior School Age (68 months or older but younger than 13 years):
1 to 15 Staff Ratio / Maximum Group – 30.
 - > Junior School Age (9 years or older but younger than 13):
1 to 20 Staff Ratio / Maximum Group – 20.
Operators may use the new ratios or the old ones.
- > Health and Safety Requirements: Much is unchanged from the DNA.
- > Criminal Reference Checks including Vulnerable Sector Screening:
 - > Must be updated every 5 years;
 - > Offence declarations are required every year as full checks are not required;
 - > Provincial licensing advisors are asking to see individual reference checks; and they must be the original document.
- > Standard First Aid Certification:
 - > Must include infant and child CPR;
 - > All Supervisors, Employees, Home Child Care Providers must have the 2 day training.
This is a significant increase above the existing requirements.

child care report – update



Staff Training:

- > No changes to training requirements for Centre based Staff;
- > Family Consultants must now be Registered Early Childhood Educators;
- > Anyone who has an ECE diploma and is working within the scope of practice must be registered with the College of Early Childhood Educators. (It is interesting to note that there are now more than 55,000 Early Childhood Educators registered with the College.



Licensing Standards – New Program Statement Requirement:

- > All programs must have a program statement that demonstrates how the principles of How Does Learning Happen will be used as a framework to guide pedagogy and learning.
This is a significant change and should support a significant increase in quality.



Child Care in Schools:

- > Centres in schools that serve children ages 4 and older are now considered part of the school;
- > School building and accommodation standards will apply to these centres;
- > Separate requirements such as zoning, building code, playground regulations and window size are no longer required for these centres.

2. How Does Learning Happen? Ontario's Pedagogy for the Early Years



Describes expectations for programs and goals for children;



The pedagogical foundation for program development and implementation in all child care and early years programs in Ontario.

Now specifically identified in the new early years legislation (see above).

3. New Wage Enhancement Funding



To help stabilize child care operators, support the ability to retain ECEs, and close the wage gap, the Province will provide an additional \$269 million over two years to support an average \$1 per hour wage increase in 2015 and a further average \$1 per hour wage increase in 2016 for front-line child care workers who work in licensed child care centres, child care centres managed by First Nations and licensed private-home day care agencies. Currently, an ECE in the child care sector earns an average of \$16.34 per hour. The average ECE in a school board makes over \$22.00 per hour, which continues to increase as an ECE moves through a salary grid.



There are no guarantees that this funding will be continued over the long term.



This represents a significant increase for Home Child Care Providers - between \$5.00 and \$10.00/day depending upon the number of children being cared for.

child care report – update

- > This funding is somewhat complex for organizations to administer and not all staff will be eligible depending upon how much they are paid and whether they are in contact with children in program delivery:
- >
- > There were a number of anomalies in how the funding was structured. For example, the funding does not cover sick time or vacation pay;
- > Large multi-site organizations have raised serious objections to the funding mechanisms and there are may be changes in the next allocation;
- > Network has recently received this funding and will pay it out to eligible employees and affiliated Home Child Care Providers by December 31, 2015.
- > Applications for the 2016 allocation will be due in January 2016.

4. **New Funding Model for Centre Based Child Care - Called GENERAL OPERATING GRANT**

- > Single consolidated grant;
- > Support salaries;
- > Offset operating costs;
- > Increase affordability for families;
- > Calculated based on programs and services;
- > Programs serving 4 to 12 year olds will receive their current amount;
- > Birth to 4 years old: updated formula that recognizes legislated staffing levels for these age groups;
- > Will use existing base funding for 4 and 5 year olds to increase the money for infants/toddlers (legislation says that FDK programs have to operate at full cost recovery);
- > Current PAY EQUITY funding will continue but will be deducted from base so there is no duplicate funding.

Some new rules:

- > Program must provide year round care (11 months or more);
- > No registration fees for being on waiting lists;
- > Must participate in the Assessment for Quality Improvement Program (AQI);
- > Parent fees must reflect the true cost of care.

An interesting twist:

- > Developed a tool that plots salaries and fees relative to other centres;
- > Those paying lower salaries are being encouraged to increase them;
- > Those who fees are higher are being encouraged to reduce them.

child care report – update

5. **Potential new funding model for licensed home child care:**

- > A draft proposal has been submitted to Children’s Services Senior Staff team for consideration;
- > Will go to Council for approval later this year or very early in 2016;
- > It is anticipated that there will be a move to base or core funding for agencies based on enrollment rather than attendance and that the administrative rate paid to agencies will be separated from the per diem rate paid to affiliated Home Child Care Providers. This should result in more stabilized funding for Home Child Care Agencies.

6. **Quality Assurance for Licensed Home Child Care**

- > The Children’s Services Division is reviewing the existing quality assurance tool used for Home Child Care and this review is soon to be completed.
- > At the same time, the City has asked the consultant reviewing the Child Care Funding Model to review how to best implement quality assurance mechanisms in Home Child Care settings. This report has now been submitted to the Toronto Children’s Services Senior Management team.

7. **Best Start Child and Family Centres**

- > This initiative comes out of the Pascal report: With Our Best Futures in Mind. An advisory committee has been formed at the provincial level.
- > The government is reviewing how best to develop and implement Best Start Child and Family Centres.
- > The process has important implications for existing family resource programs and for existing Ontario Early Years Centres.

8. **Ontario Non-Profit Corporations Act**

- > Changes are being made to the legislation by the Ministry of Consumer Services.
- > There are changes to accountability related to governance including definitions and the role of board members.
- > It was expected that this would be proclaimed in January 2014 but proclamation has been delayed and the implementation date is no longer clear.

9. **City of Toronto Governance Criteria**

- > The City of Toronto Children’s Services Division is piloting a new component of the Operating Criteria which focuses on Governance requirements for those organizations with a purchase of service agreement. Network’s Children’s Services Consultant has already reviewed the organization’s records and practices and the documentation was satisfactory.
- > The Governance Criteria is being piloted now and will be fully implemented in 2015.

child care report – update

APPENDIX

REGULATORY CHANGES

The government posted the RESPONSE TO REGULATORY POSTING related to the *Child Care and Early Years Act, 2014 (CCEYA)* document on March 24, 2015. The proposed regulations will support the legislation that came into effect on August 31, 2015.

These Regulations are the first set of what is expected to be three regulatory updates. A second set is anticipated at the end of 2015 and the third set is expected in the spring of 2016 but these dates may change.

Licensing Clarity

Updating Licensed Home Child Care Requirements:

1. Home Visitors (Family Consultants) will be required to be members of the College of Early Childhood Educators.
2. Home Visitors will be expected to make quarterly unannounced visits to homes.
3. The existing regulation that only 3 children under 3 can be cared for in a home has been removed.
4. The existing regulation that only 2 children under 2 can be cared for in a home has been maintained.
5. Providers connected with licensed agencies will be able to care for 6 children. However, there may be limitations to this depending upon where providers live. In the City of Toronto, by-laws limit the number of children to 5 as do Children's Services criteria.

Updating Health and Safety Standards

1. All adults in a home where child care is being provided must have criminal reference checks and vulnerable service sector checks.
2. All supervisors, employees and regulated home child care providers will require first aid certification and infant and child cardiopulmonary resuscitation (CPR).
3. There will be a requirement that all incidents/accidents that affect health, safety or well-being of a child will be reported to parents.
4. All licensed operators will have to follow the latest version of Canada's Food Guide (or the Food Guide for First Nations, Métis and Inuit).
5. Operators must have policies and procedures related to the delivery of healthy food and positive mealtimes.

Enforcement

The document recommends the increased use of enforcement tools to support compliance with the regulations when they come into force. Penalties for non-compliance will be significantly increased.

child care report – update

Licensing Standards

1. The document introduces How Does Learning Happen (HDLH)? as the provincial framework to guide programming and pedagogy in licensed early learning and care settings.
2. All supervisors, employees and regulated home child care providers will require first aid certification and infant and child cardiopulmonary resuscitation (CPR).
3. There will be a requirement that all incidents/accidents that affect health, safety or well-being of a child will be reported to parents.
4. All licensed operators will have to follow the latest version of Canada's Food Guide (or the Food Guide for First Nations, Métis and Inuit).
5. Operators must have policies and procedures related to the delivery of healthy food and positive mealtimes.

Children with Special Needs

1. The regulations will update the language used and will refer to “children with special needs”.
2. The regulations will eliminate the current limit on the number of children (1 to 2) with special needs who can be cared for in a provider's home. The agency will work with providers to decide how many children with special needs a provider can work with effectively and safely.
3. The regulations will provide care for children with special needs up to the age of 13.

Miscellaneous/Technical Regulations

Under the proposed regulations:

1. Unlicensed providers will be required to disclose that they are not licensed.
2. Licensed programs/homes will be required to post a label/decal to demonstrate to the public that they are licensed. (Providers may remove the label outside of service hours).



child care report – update

Transitional Regulations are proposed to address the period of time before new regulations are put into place:

1. All licensed and unlicensed home providers will be required to include their own children under the age of 6 when calculating how many children they can care for under the CCEYA. They may also exclude their own children who are in JK and SK. The new regulations will also allow 5 year olds who are in grade one to be excluded.
2. The DNA allows providers to care for no more than 5 children under the age of 10 years. The CCEYA sets the age at 13.
3. The Ministry will be given permission to request a more current CRC from someone suspected of being convicted of a specific offence.

Big challenges await the sector when school recesses for the summer months. If a provider has a 4-5 year old child of their own, in regular FDK, they don't have to count this child in their ratio during the school year. Once the summer break starts, they do have to count this child, which means they either have to operate under ratio for the year to secure a spot for their own child during that time, or cancel an existing client's services for those months to make room for their own child, or make an alternate arrangement for care for their child outside of their home.



tips on choosing a licensed child care service

A **LICENSED CHILD CARE SERVICE** allows children to learn and play in a healthy, secure, and friendly environment. Some of the questions a parent should ask when looking for a licensed child care service are:

- > Is child care what I really want for my child?
- > Do I want it to be close to home or work?
- > Do the hours fit my schedule?
- > Would I feel comfortable leaving my child there?
- > Can I afford it or should I seek financial assistance?

A parent or caregiver will answer these questions differently according to the situation and needs of the child. However, there are some basic points that all parents and caregivers should look for in a child care service. The following outlines some suggestions for parents in conjunction with their search for a quality child care program.



Start your search early:

- > If possible, give yourself a minimum of 3 to 6 months to find a good program.
- > Contact the City of Toronto Children's Services for names of licensed child care agencies. Find out from the City if you are eligible for publicly funded child care services.
- > Talk to relatives, friends, and neighbours. They may be able to recommend child care services based on their experiences.

Compare your choices:

- > Always visit a service before enrolling your child, no matter how highly the service was recommended.
- > Visit more than one service so that you can compare the types and quality of services provided.
- > Talk to the supervisor or caregiver regarding the specific needs of your child.

tips on choosing a licensed child care service



Thoughtful Questions to ask during your visit:

- > Is there evidence that the service is licensed?
- > Is the staff friendly and courteous to children?
- > Does the staff discipline the children in an appropriate way?
- > Is there evidence of a commitment on part of the staff to Continuing Education?
- > Is there a variety of age appropriate engaged activities within the daily program to help the children socialize, develop and learn?
- > Is there an opportunity for the children to choose their own activities at some time during the day?
- > Do the children appear to feel included and engaged in the program?
- > Is there a variety of nutritional meals in the posted daily menu?
- > Is the physical space clean and inviting?

presentations

NETWORK'S ORGANIZATIONAL DEVELOPMENT STRATEGY IN PROGRESS

Network has taken the initiative to commence an organizational development strategy that is aimed at being the backdrop for organizational growth, operational effectiveness, and organizational efficiency. In essence, Network is seeking to address multi – dimensions within its operations that are targeted at the fundamentals including structural design, resources and skills development, motivation and engagement, and methodologies that encourage collaborative and sustainable change.

Network understands that an organization's competencies and capabilities are a reflection of its people and organizational culture. And because of this understanding, Network through its organizational development strategy, focuses on further developing its capabilities, skills and resources in order to drive performance and enable strategic growth. As an entity, Network acknowledges the ever-changing environment in which it operates and is governed by. And further recognizes the strength in having an operational preparedness; a broader resilience for the unexpected and the unanticipated. It is through these initiatives and efforts that Network seeks to further itself and to create a platform for greater social impact and support to community families and children through its services as an early years and child care provider.

Robert Ip is an independent Management Consultant with Klever Clan Consulting Services. Robert provides advisory services that assists businesses and organizations in meeting their long-term and shorter-termed goals. Through the use of a unique blend of knowledge, advice and analytical rigor, Robert provides innovative solutions that are not only tailored to the client's needs but also exhibit a high level of practicality and feasibility.

Robert is passionate about helping businesses grow and evolve. But even more so, in assisting organizations to realize their true success and potential within their respective sector. As a strategic consultant, Robert's mandate is to fully support clients, whether on how to better operate and navigate through turbulent business environments, how to avoid the emotional pitfalls, or on how to attain lasting sustainability for the organization.



presentations

'NAVIGATING CHANGE' : LOOKING AFTER YOURSELF WHILE EDUCATING AND CARING FOR OTHERS

Key Components of the Presentation:

- > Overview of the changes in the early learning and care sector
- > What is your role in these changes?
- > How do you take care of yourself in a time of change while caring for others?

Learning Outcomes:

- > Increased understanding of the new legislation: Child Care and Early Years Act, 2014
- > Knowledge of the new Regulations
- > An understanding of the new funding models for child care
- > An understanding of new initiatives related to Best Start Child and Family Centres
- > Knowledge of Children and Youth Mental Health Transformation
- > Identifying some strategies to take care of yourself in a time of change and transformation

Sue Hunter has worked with children, their families and those who work with children and families for more than 20 years. Her career path demonstrates her commitment to the well-being of children and families and the staff who work with them. Sue has worked as a child care centre director, for both the provincial and local governments and she served as the Executive Director of Toronto Child Abuse Centre from August 1997 until August 2003. Sue is now the principal of Hunter Consultants.

As a consultant, Sue has facilitated many conferences, strategic planning sessions and workshops. Sue is an award winning adult educator and trainer.



executive officers of network child care services

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executive officers of network child care services



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Jasmine Aitken
Christina Katsigarakis
Maria Katsigarakis
Nadia Stirpe-Georgiou
Luis Varessis
Spyros Volonakis

human resources update for network child care services

HR has been working on the following implementation to ensure compliance with legislation:

1. As legislated by Ontario's Health and Safety Act, a WHMIS (Workplace Hazardous Material Information System) has been developed and implemented. WHMIS is an information system designed to ensure that "workers" are prepared to work safely with hazardous materials in their workplace.

Under the legislation, a WHMIS program was implemented for Network Child Care Services that includes:

- > An inventory of hazardous material in the workplace be carried out;
- > Ensuring that hazardous products are properly labelled;
- > How to prepare a workplace label, as needed;
- > The development of Material Safety Data Forms available to all employees in all work sites;
- > An employee education and training program on WHMIS, the hazards and safe use of products, has been implemented. All of Network Child Care Services Staff at all sites have received the required WHMIS training and received a certification of training. An ongoing training program has been established to ensure that any new and existing Staff receive training and updating information as required.

2. Under the new Child Care and Early Years Act (CCEYA) the Criminal Reference Check program now requires Staff to have a criminal reference check including a vulnerable sector screening that is renewed every five years.

HR has facilitated to ensure that all required Staff have completed the application process to renew their criminal check as well as a system has been developed to ensure that all required Staff renew their checks on the fifth anniversary date of their employment, as required by the Act.

human resources update for network child care services

3. Network completed the requirements of the Accessibility for Ontarians with Disabilities Act (AODA) that came into effect January 1, 2015. The AODA legislation required the creation of accessibility policies that demonstrate Network Child Care Services' commitment to becoming more accessible and that all Staff who work with clients are trained on the policies and how to interact with people with different disabilities.

For the duration of the year, one of the developments of HR will be to ensure compliance with the next deadline of January 1, 2016, for the Accessibility for Ontarians with Disabilities Act (AODA). The new requirements will include that organizations such as Network Child Care Services provide accessible formats of communication, and communications support for persons with disabilities, and notify the public about the availability of accessible formats and supports.

4. Network Child Care Services' HR policies will be reviewed and revised in relation to the requirements of the new Child Care and Early Years Act.



staff

Aziza Abdulaziz
Yasmin Abubakar
Jasmine Aitken
Isabel Alvarez
Samantha Antunes Da Silva
Roshini Arithas
Marlene Armas (Silva)
Hana Abebe Ayalew
Shahairazaad Bacchus
Runi Bagom
Donna Balmes
Padma Banjade
Laila Nasima Banu
Mariam Baroi
Amaneh Barzegari
Ana Baptista
Evadne Benn
Louise Baumann
Sandy Botelho
Sonia Calouro
Indira Campbell
Katie Cavasin
Juana Balbina Caycho
Yuk-Ying Chan
Chin Yao (Casta) Chang
Carla Maria Chavarria
Lei Chu
Chin Yu (Stephanie) Chung
Nelia Cordeiro
Sally DaCosta
Elisabeth Da Costa Bento

Barbara De Cicco
Harsha Desai
Anita Dukharan
Thelma Dumaquion
Gregory Duma's
Neletia Edwards
Julia Farrugia
Piera Fasulo-Matajic
Paula Frances
Careena Fraser
Diane Frias
Amanda Fulton
Diana-Lyn Garcia
Razia Ghani
Juvelyn Grospe
Italia Lisa Guarini
Monica Hayford
Frances Hazel Hernandez
Shari-Ann Holmes
Fei Fei Huang
Diana Isidore
Fardoshi Islam
Audrey James
Priti Jangi
Maricris Jose
Christina Katsigarakis
Maria Katsigarakis
Hyun Kyung (Chloe) Kim
Anila Konomi
Shane LaRochelle
Yee Kei (Katie) Lau

Jacqueline Levy
Xue Lian (Ashley) Li
Lindita Lika
Min Yan (Vicky) Lin
Chang (Ada) Liu
Natalie Lloyd
Leanne Lowes
Athena Magno
Min Yu Mai
Dawn-Marie Maiato
Dayle Lynn Maiato
Antonia Mastrella
Alpha Mercado Castillo
Arta Mici
Christina Modopoulos
Sabina Noor
Sally Medeiros Pacheco
Diane Palinha
Nick Pappas
Deomattie Persaud
Michelle Pimentel
Kahseeadah Pompey
Rehana Akter Popy
Sayida Binish Qadir
Wilma Regala
Raven Olivia Reid
Hedda Reyes
Monica Richardson
Pina Rinella-Papp
Doris Isabel Risso-Rocco
Paulyn Robin

staff



- Megan Mae Samanica-Gallant
- Debbie Seerattan
- Amie Serra
- Emma Simon
- Sonia Laurell Simon
- Sandhya Singh
- Huma Shaheen
- Harmandeep Kaur Simmak
- Susy Simoes
- Nadia Stirpe-Georgiou
- Kerian Smith
- Tomislava Stanisic
- Vanessa Sterling
- Li Sun
- Jadwiga (Eva) Szajner
- Juliet Tarape
- Fatima Tasneem
- Vasiliki Theocharopoulou
- June Therres
- Luis Varessis
- Spyros Volonakis
- Effie Vrazalis
- Andrea Walker
- Lei Wan
- Elma Wedderburn
- Chan Wing
- Wei-Ning (Alice) Wu
- Meiyan Joyce Xie
- Samira Yehya
- Holly Hao Yin
- Czarina Ying
- Akele Zewditu

affiliated home child care providers

Saynab Abdullahi
Martha Acosta
Nazli Ali
Farah Al-Samraj
Alem Andemariam
Safiya Badat
Samin Badat
Maria Borges
Normanda Branco
Shaneeza Buchana
Shahida Butt
Tahera Chaudhry
Julia Chaves
Marina Cidade
Maria Costa
Maria Rosa Da Costa
Miriam Darman
Maria DaSilva



affiliated home child care providers

Carmen DeMelo
Teresa Domingos
Anuva Dutta
Zahra Farah
Ana Isabel Fuchs
Penolia Gray
Xenia Hasbun
Selina Hussain
Meena Jabar
Lidea Jimenez
Jeeva Kanthan
Jacqueline Keane
Kawser Khan
Shamson Khan
Yeasmin Khanam
Carol Limas
Bilkis Mahida
Muneera Mahood

Beatriz Marin
Maritza Martinez
Malyhoun Meraneh
Helen Miah
Dunia Mohamed Farah
Farhia Hussain Mohamed
Suhira Mohamed
Sofia Mohamud
Lilian Moreira
Maria Nardi
Faduma Mohamed Nur
Fardowsa Omar
Fatima Omar
Rowena Parbu
Saajida Pathan
Maria Penacho
Leila Persaud
Amalia Pibiri

Pearl Quash-Russell
Yanet Ramos
Maria C. Ramos
Judith Rasuki
America Reinoza
Ramona Sanchez
Hodan Samatar
Dorothy Sayles
Maria Seco
Shamkumarie Seebachan
Humera Siddiqi
Aneela Sohail-Sheikh
Martha Torres
Yolanda Valencia
Hamida Varacchia
Nafisa Varacchia
Maria Veiga
Amal Yacob

financial statement

NETWORK CHILD CARE SERVICES

FINANCIAL HIGHLIGHTS

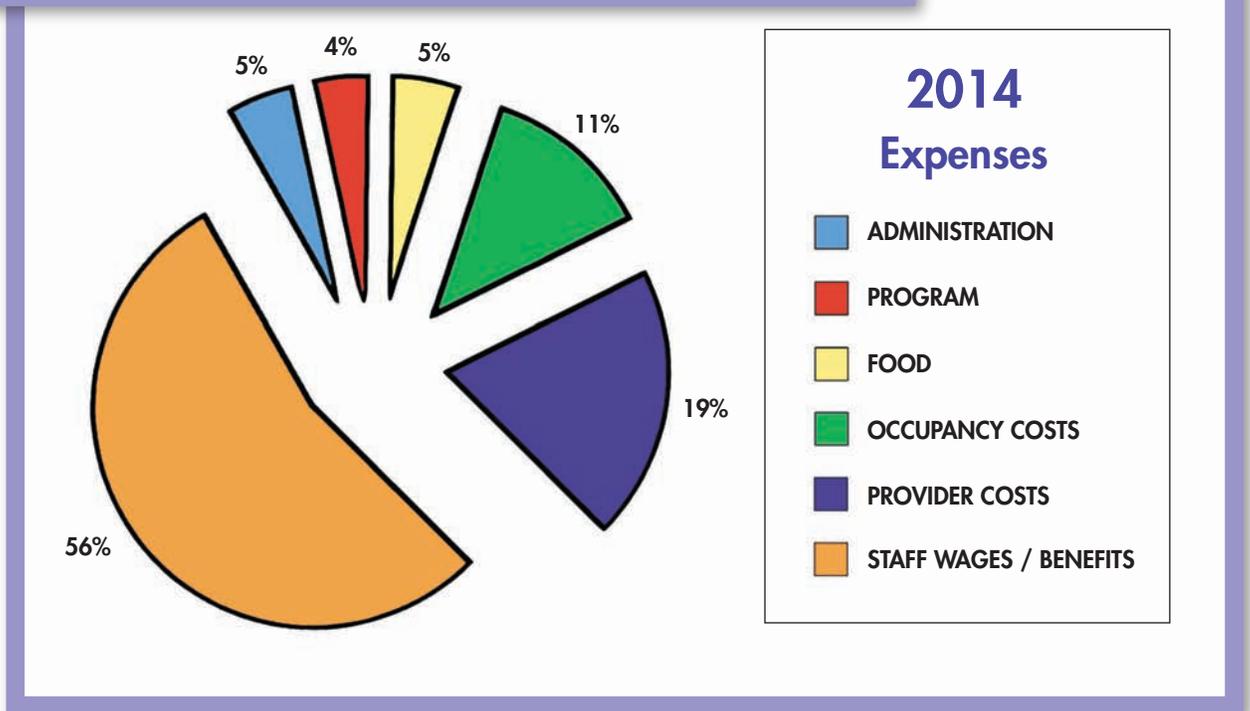
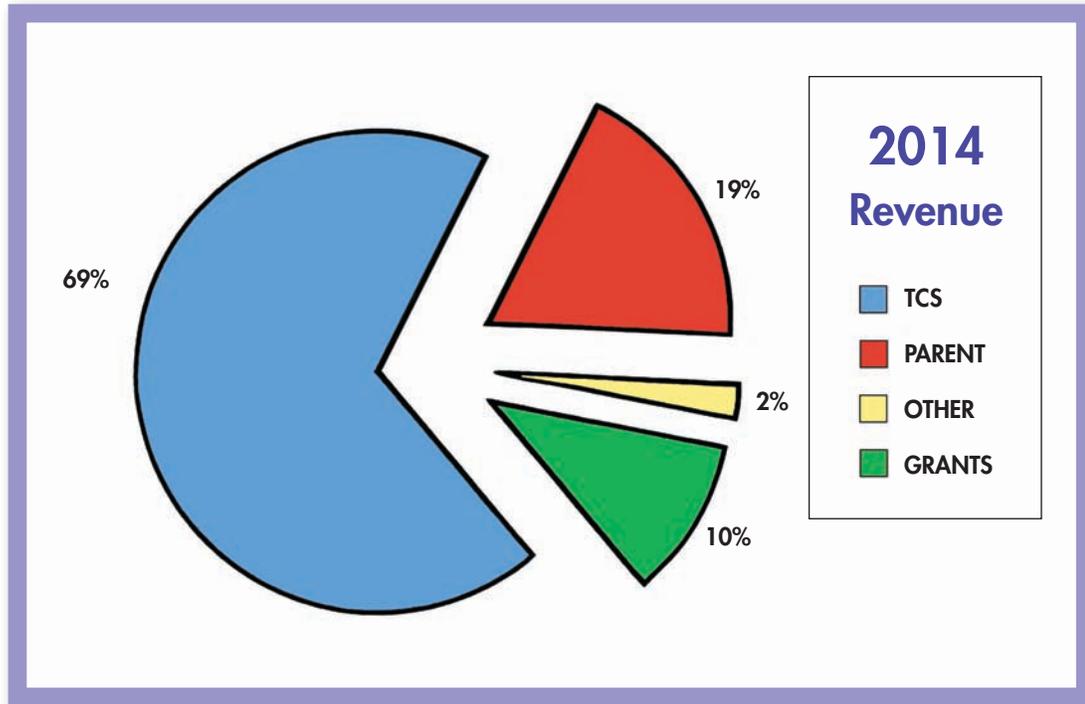
FOR THE YEAR ENDING DECEMBER 31, 2014

REVENUE	2014
TCS – Subsidy	\$5,904,028
TCS – Grants	848,236
Parent Fees	1,675,156
Interest and Other	199,083
TOTAL REVENUE	\$8,626,503
EXPENSES	
Salaries and Benefits	4,814,073
Provider Fees	1,640,022
Occupancy Costs	937,664
Food	413,521
Office and Administrative Program	444,053
	319,442
TOTAL EXPENSES	\$8,568,775
EXCESS OF REVENUE OVER EXPENSES	\$ 57,728

NOTE:

Complete Audited Statements by Ramesar & Associates CA may be provided upon request.

financial statement



our locations

1 Licensed Home Child Care Program

756 Ossington Avenue, Toronto, ON M6G 3T9

T 416 530 0722

Contact: June Therres

june@networkchildcare.com

2 Ossington Avenue North Early Years Learning & Child Care Centre (Group)

756 Ossington Avenue, Toronto, ON M6G 3T9

T 416 530 7766

Supervisor: Megan Samanica

group@networkchildcare.com

3 Ossington Avenue South Early Years Learning & Child Care Centre (Satellite)

720 Ossington Avenue, Toronto, ON M6G 3T7

T 416 536 2331

Supervisor: Antonia (Toni) Mastrella

satellite@networkchildcare.com

4 Wade Avenue Early Years Learning & Child Care Centre

544 Lansdowne Avenue, Toronto, ON M6H 3Y5

T 416 537 0793

Supervisor: Dianne Palhinha

wade@networkchildcare.com

5 Metamorphosis Early Years Learning & Child Care Centre

40 Donlands Avenue, Toronto, ON M4J 3N6

T 416 463 4429

Supervisor: Lisa Guarini

meta@networkchildcare.com

6 St. Nicholas Early Years Learning & Child Care Centre

3840 Finch Avenue East, Toronto, ON M1T 3T4

T 416 850 5652

Supervisor: Fei Huang

stnicholas@networkchildcare.com

7 Just Kids Early Years Learning & Child Care Centre

1695 Keele Street, Toronto, ON M6M 3W7

T 416 653 9944

Supervisor: Louise Baumann

justkids@networkchildcare.com

our locations

8 Child's Nest Early Years Learning & Child Care Centre

121 Cosburn Avenue, Toronto, ON M4J 2L1

T 416 421 6984

Supervisor: Amanda Fulton

childsnest121@networkchildcare.com

9 Child's Nest Early Years Learning & Child Care Centre

123 Cosburn Avenue, Toronto, ON M4J 2L1

T 416 421 6984

Supervisor: Razia Ghani

childsnest123@networkchildcare.com

10 St. Aidan School Early Years Learning & Child Care Centre

3521 Finch Avenue East, Scarborough, ON M1W 2S2

T 416 493 0500

Supervisor: Lei Wan

staidan.eyl@networkchildcare.com

11 St. Gabriel Lalemant School Early Years Learning & Child Care Centre

160 Crow Trail, Scarborough, ON M1B 1Y3

T 416 754 2555

Supervisor: Mariam Baroi

stgabriel.eyl@networkchildcare.com

12 Holy Cross Catholic Elementary School Before & After Child Care Program

299A Donlands Avenue, Toronto, ON M4J 3R7

T 416 421 6984

Supervisor: Maricris Jose

holycross@networkchildcare.com

13 St. Albert Catholic Elementary School Before & After Child Care Program

1125 Midland Avenue, Scarborough, ON M1K 4H2

T 416 493 0500

Supervisor: Lei Wan

stalbert@networkchildcare.com & staidan.eyl@networkchildcare.com

14 St. Maria Goretti Catholic Elementary School Before & After Child Care Program

21 Kenmark Boulevard, Scarborough, ON M1K 3N8

T 416 493 0500

Supervisor: Lei Wan

stmariagoretti@networkchildcare.com & staidan.eyl@networkchildcare.com

stuart knight



"How far you go in life depends on your being tender with the young, compassionate with the aged, sympathetic with the striving and tolerant of the weak and strong. Because someday in life you will have been all these."

(George Washington Carver)

HEAD OFFICE

756 OSSINGTON AVENUE, TORONTO, ON M6G 3T9

T 416 530 0722 F 416 530 1924 E contact@childcare.com



We are **PROUD** and **HONOURED** to offer :

Quality Licensed Early Years Learning and Child Care Programs Enhanced Care for Children from infancy to 10 Years of Age – Music, Movement and Drama Classes – Early Literacy Programs – Inspiring Art Sessions – Supervised Escorts to and from local Schools – On-Site Before & After School Based Child Care Programs – Homemade Nutritious Meals and Snacks, Meeting Individual Dietary Requirements.

Group Centre Programs Conveniently located next to the Bloor Line Subway at Donlands, Ossington and Lansdowne Ave. as well as Finch Ave. E. & Warden Ave., Finch Ave. E. & Kennedy Rd., Finch Ave. E. & Neilson Rd., Pape Ave. & Cosburn Ave., Donlands Ave. & Cosburn Ave., and Eglinton Ave. W. & Keele St.

Agency Licensed Home Based Child Care Programs in Neighbourhood Settings, located West of Sherbourne St. to Jane St. and North from Lakeshore Blvd. to Lawrence Ave. West, for Children from Infancy to 12 Years.