

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

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Better Business Practices Series





Find the esteem sessions that are right for you!

Legislative Core Training

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

Quality Child Care Niagara (QCCN) Core Training

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

Quality Child Care Niagara (QCCN) Related Training

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

Professional Development and Leadership Training

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

Streams

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



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

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

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

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

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

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

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optimizing early childhood experiences



Designing the Early Learning Environment

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

Developmental Program Planning, Curriculum and Pedagogy

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

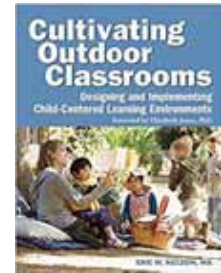
Designing the Early Learning Environment



To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Creating Outdoor Learning Programs

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



Part 1: Philosophy and Approach

The first session will look at what Outdoor Classrooms are, their benefits, and the role of the outdoor classroom in early childhood education. Participants will explore philosophies and approaches to support Outdoor Learning Programs.

Thursday January 25, 2018 • 6:30 to 8:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes materials and nutrition break

Part 2: Curriculum and Content

The second session will look at the role of the educator in developing the curriculum and content of Outdoor Classrooms to ensure that a full range of rich learning experiences are available for all children.

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

Part 3: Implementation

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

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

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

Professional Development and Leadership Training

Designing the Early Learning Environment

To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

How Does Learning Happen in a Home Based Setting?

A Series for Home Child Care Professionals

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



Part 1: Environments in A Home Child Care Setting

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

Monday March 5, 2018 • 6:30 to 8:30 pm • \$45 includes materials and nutrition break

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

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

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

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

Professional Development and Leadership Training

Designing the Early Learning Environment



To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Home Child Care Professionals Series continued

Part 3: Observing and Documenting Children's Learning

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

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

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

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

Professional Development and Leadership Training

New Loose Parts Swap Shop Open House

The eccdc has some amazing news! We are starting a Loose Parts Swap Shop in our lending library and we need your help. Do you have some extra loose parts that you would like to donate to help us get things started? If so, we invite you to join us on **Wednesday February 21, 2018** from 6:00 to 8:00 p.m. for some winter inspired refreshments and networking. While you are here, we would love to show you how we've been updating our Provocation for Learning Kits and show you around our new conference room. Anyone who brings in a loose parts donation will have their name entered into a draw for a \$50 Gift Certificate to use towards an ECCDC professional learning session. We are looking for beautiful and natural loose parts that are small, due to limited storage. Please see some examples below. Even if you don't have anything to donate at this time, we would still love to see you. Stop by to check out our updated Provocation for Learning Kits, see our newly renovated conference room, or just come by to network with colleagues! To view the full flyer, please visit www.eccdc.org



Designing the Early Learning Environment

To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Creating Outdoor Play Environments for the Soul with Connecting Children to Nature Pioneer Rusty Keeler

To view the full flyer, please visit www.eccdc.org

Adventure Play and Natural Playscapes: 10 Ways to Bring Nature and Safe Risk Back to the Lives of Children

Join Rusty for an engaging session exploring the movement to reconnect children through play and natural play spaces. Educators will explore strategies for creating amazing, low-cost, nature-rich play environments that inspire children's imagination and discovery. This morning workshop will provide opportunities to preview forest schools, natural playscapes, and adventure playgrounds that say "Yes!" to children's play and find ways to bring in loose play materials, let kids climb trees, dig in the mud, construct their own worlds and more.

Afternoon Workshop

Educators will zip up their jackets as Rusty brings the workshop outdoors to explore a variety of natural loose parts. Whether we are hoping to transform a school yard, a park, or own backyards, Rusty will support us. Throughout the day Rusty will share exciting photos, videos and stories that will inspire participants to transform their own outdoor spaces with the motto: *"Dream Big, Start Small, and Never Stop!"*

Saturday April 7, 2018 • 8:30 am to 4:30 pm • \$125 includes the workshop sessions, continental breakfast, lunch, and a copy of Rusty's book *Seasons of Play* or \$80 includes the workshop sessions, continental breakfast, and lunch • Balls Falls, 3292 Sixth Avenue, Jordan

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

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

Professional Development and Leadership Training



Developmental Program Planning, Curriculum and Pedagogy



To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Early Learning and the Brain: Supporting Children's Emotional Development and Self-regulation within Ontario's Early Years Programs with Dr. Jean Clinton

To view the full flyer, please visit www.eccdc.org

This full day workshop will be of interest for all early learning and child care educators, resource consultants, teams of special needs agencies, students, and staff within a range of children's service agencies who support young children. Join Internationally known and respected Dr. Jean Clinton for this informative day of reflection and conversation. Dr. Clinton will guide us through a look at the science of early childhood development and what is known regarding children's mental health and well-being. Participants will engage in conversation and will consider strategies for supporting children's emotional health and well-being in early years settings. Participants will also consider various perspectives related to supporting young children with self-regulation. Throughout the workshop Dr. Clinton will help participants investigate programs and systems in Ontario supporting young children and will identify strengths, gaps and opportunities for creating a world class comprehensive system of early learning and care.

Saturday January 27, 2018 • 8:30 am to 4:30 pm (8:30 am Registration and Breakfast; 9:00 am Workshop Opening; 12:00 pm Lunch and Networking; 3:30 pm Workshop Questions from Participants; 4:00 pm Workshop Closing) • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$95 includes breakfast and lunch

Professional Development and Leadership Training



Developmental Program Planning, Curriculum and Pedagogy

To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org



Collaborate and Create - Interacting with Innovative Materials Workshops

The ECCDC Early Learning and Child Care Resource Consultants would like to invite you to join us in the resource lending library on **Wednesday March 21, 2018** for a fun and informal Collaborate and Create evening to create a **Feel and Match Sensory Frame** for your early learning environment. We will be offering some refreshing treats to excite your senses, and time to network with your colleagues. For your convenience we will have two timeslots to choose from: 6:15 to 7:15 pm or 7:30 to 8:30 pm

Spaces are limited to 20 people per time slot, so please RSVP by registering online at www.eccdc.org or by phone at 905.646.7311 ext. 304. \$25 includes all materials and refreshments

Professional Development and Leadership Training

Developmental Program Planning, Curriculum and Pedagogy



To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

The ABCs and 123s of Emergent Literacy

Join April Shaw, Emergent Literacy Consultant for an evening of discussion and reflection on how Emergent Literacy is part of our everyday learning experience. As children engage and explore, how do we as educators provide a rich environment that promotes the development of emergent literacy skills. How do we incorporate all areas of our learning environments, how do our interactions and conversations impact and support the continuum of learning. This evening will be an opportunity to join in discussion and reflection with other early learning professionals as we explore our environments and promote awareness of emergent literacy.

Thursday March 29, 2018 • 6:30 to 8:30 pm • No cost, this workshop is sponsored by Speech Services Niagara • ECCDC, 3340 Schmon Parkway, Thorold (Community Boardroom)
QCCN Related Training



*This workshop has been generously sponsored by
Speech Services Niagara's Emergent Literacy Program*



Developmental Program Planning, Curriculum and Pedagogy

To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org



Strengthening Your Creative Art Program through Open-ended Art Experiences

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

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

Professional Development and Leadership Training

health, safety and well-being



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

health, safety and well-being

To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Workplace Wellness Series for Administrators and Educators

To view the full flyer, please visit www.eccdc.org.

The Mindful Workplace: Creating an Environment that Supports Well-being, Resilience, Harmony and Connection

Increasing workloads, tighter deadlines, and legislations are often the major challenges of today's work life for administrators and their workplace. Without effective tools to deal with the pressure and stress, emotional, physical, and mental imbalance at work and at home are often the result. It is possible to live up to the demands, and to do so with clarity, creativity, kindness, and happiness. In this lunch and learn workshop for administrators of educational workplaces, we will explore how the integration of the practice of mindfulness can benefit not only yourself but the people who work with and for you. From an understanding of what mindfulness is and through practical exercises, discussion and action plan, participants will leave with a sense of being back in control.

Learning and Experience

- Practice mindful eating
- Introduce what Mindfulness is, including the neuro-science evidence supporting the practice
- Locate where participants hold stress in their body so they can use their body as a warning mechanism
- Practice of a basic mindfulness meditation
- Short Laughter Yoga exercise
- How participants can integrate the practice in their professional and personal life

The session will be interactive with discussion and sharing. Handouts and an audio file of the mindfulness meditation will be sent to all participants.

Tuesday February 6, 2018 • 12:00 to 2:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$55 includes lunch and all session materials

Professional Development and Leadership Training

health, safety and well-being



To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Workplace Wellness Series for Administrators and Educators

To view the full flyer, please visit www.eccdc.org.

Embracing Presence:

The Connection between Mindfulness Practice and Well-being

We live in a fast paced world. It is easy to get caught up in the chaos each day brings. And with chaos comes a sense of being overwhelmed and anxiety, of being stressed and not knowing what to do about it. When this happens, our well-being takes a toll, our connection to others is strained, and our ability to enjoy the moment is lost. In this workshop for educators and other professionals, we will explore how we can bring ourselves back to the present moment by developing a practice of mindfulness that will help us develop greater resilience, be less reactive, re-connect with others, and increase our well-being.

Learning and Experience

- Introduce what mindfulness is, including the neuro-science evidence supporting the practice
- Locate where participants hold stress in their body so they can use their body as a warning mechanism
- Practice of a basic mindfulness meditation
- Short Laughter Yoga exercise
- Explore how participants can integrate the practice in their daily professional and personal life

The session will be interactive with discussion and sharing. Handouts and an audio file of the mindfulness meditation will be sent to all participants.

Thursday February 8, 2018 • 6:30 to 9:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes all session materials

Professional Development and Leadership Training

health, safety and well-being

To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org



SEESAW Niagara Presents: Indoor and Outdoor Gardening & Cooking With Kids

SEESAW Niagara and the Children are Healthy Pillar of Niagara Children's Planning Council are eager to offer this exciting training opportunity and welcome educators of young children in Niagara to experience it. The session was created to enhance your abilities and passion to inspire the love of food within the early years and beyond! To view the full flyer, please visit www.eccdc.org.

Please join Helene Randle, Kelly Brochu and Brittany Lynds, Registered Early Childhood Educators at Rosalind Blauer Centre for Child Care for this newly designed workshop. During this fun-filled evening you will learn about biodegradable planters for your outdoor and indoor gardens; what to plant in the spring; and fun with seed bombs. You will also learn how to make cooking with kids completely hands-on and interactive and what you need to have a complete cooking experience right in your classroom.

Thursday February 8, 2018 • 6:30 to 8:00 pm • Rosalind Blauer Centre for Child Care, 1812 Sir Isaac Brock Way, St. Catharines • \$10 • Spaces are limited to the first 30

Professional Development and Leadership Training

This workshop is supported by the Children are Healthy Subcommittee, SEESAW Niagara, Rosalind Blauer Centre for Child Care, Niagara Region Children's Services, and the Early Childhood Community Development Centre



health, safety and well-being



To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

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

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

Learning Objectives

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

Wednesday April 11, 2018 • 6:30 to 8:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes all session materials and nutrition break

Professional Development and Leadership Training

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

Repeated by popular demand!

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

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

Professional Development and Leadership Training

professionalism & relationships



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

professionalism & relationships



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Join ECCDC Staff and Niagara Child Care Sector Executive ...

To view the full flyer, please visit www.eccdc.org.

Watch the College of Early Childhood Educators' Introduction to the Continuous Professional Learning Portfolio Webinar

This CPL Portfolio webinar is available to professional resource centres across the province to support RECEs in navigating the exciting professional learning process. While you may choose to watch this video independently as part of your own CPL learning experience, those who prefer group experiences over independent work may choose to join this group webinar experience. Pizza will be available and we invite you to engage in conversation with your peers.

Monday February 12, 2018 • 6:00 to 7:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • No cost, registration is required.

Continuous Professional Learning Portfolio Demystified

To begin, you will consider and discuss key concepts of professionalism, the Code and Standards 2017 and the Continuous Professional Learning program. You will be guided through the CPL Portfolio Cycle, which is designed to facilitate reflection, planning, and engagement in your professional learning. Learn about how your peers are enhancing their practice through the CPL program. Reflect on how you will engage in this new program and consider how you can take on a leadership role to support others in joining you on this learning journey.

Tuesday February 27, 2018 • 6:30 to 8:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • No cost, registration is required.

Professional Development and Leadership Training

These sessions are being supported through the College of Early Childhood Educators and offered in partnership with Niagara Child Care Sector Executive Committee



professionalism & relationships

To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

ECCDC's Coaching and Mentoring Services Coordinator, Patricia Couroux



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

To view the full flyer, please visit www.eccdc.org.

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



professionalism & relationships



To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Session 5: Supporting Risk and Challenge

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

Friday March 2, 2018 • 1:00 to 4:00 pm

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

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

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

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

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

Friday May 25, 2018 • 1:00 to 4:00 pm

Session 8: Making Children's Learning Visible

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

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

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

professionalism & relationships

To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Back to Basics Series

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

T.I.M.E

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

Wednesday March 7, 2018 • 6:30 to 8:30 pm • \$45 includes materials and nutrition break

Environment

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

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

Play - What Is It All About?

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

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

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

Professional Development and Leadership Training

professionalism & relationships



To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Social Media – Storytelling in the Early Years

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

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

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

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

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

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

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



About Debbi Sluys, RECE

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

media as platforms to promote personal growth. Visit www.dare2declare for more information.

professionalism & relationships

To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Pedagogical Leadership Series for Child Care Centre Supervisors

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

Session One: Strengthening Your Leadership Role

Conversations will include the following prompts

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

Session Two: Gaining Strategies for Side by Side Mentoring

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

Session Three: Side by Side Mentoring In Person Shadowing

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

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

Professional Development and Leadership Training

organizational performance



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

organizational performance

To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Better Business Practices Series

Bill 148 - Fair Workplaces and Better Jobs Act

Bill 148, the Fair Workplaces & Better Jobs Act, has been passed and came into force on January 1, 2018. The Act has a significant number of changes to the Employment Standards Act (ESA) that will affect all workplaces in Ontario, including child care organizations.

This informal and interactive seminar will provide you with an opportunity to assess the potential impact this legislation may have on your organization.

Asha Rampersad from Bernardi HR Law is joining us to answer many of your legal questions about how to best manage your child care regarding the proposed labour reforms. Our interactive seminar will look at the impact of:

- Increases to the minimum wage on January 1, 2018 and January 1, 2019
- The impact the increase will have on narrowing the wage gap in recognizing education and skills
- Dealing with employee requests to review wages due to legislative changes surrounding equal pay for equal work. Employers will be required to respond by either providing a wage adjustment or a written explanation of the differential.
- Increases from two weeks to three weeks paid vacation for employees with more than five years of employment with the same organization
- Changes to public holiday pay
- Changes to the Personal Emergency Leave to 10 days per year, of which two will be paid sick days
- Changes to other leave of absences entitlement
- Increased penalties for organizations that are not meeting ESA standards beginning January 2018
- New rights for employees to ask for a schedule or location change after three months of employment. In addition, employees will have the right to refuse to accept last minute shift change requests without worrying about reprisals
- We will also review which policies will need to be updated so that your organization can remain compliant with the proposed legislation.

Tuesday February 27, 2018 • 9:00 am to 12:00 noon • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$75 includes continental breakfast • Please note the cost of this seminar is far less than the average legal consultation fee

Professional Development and Leadership Training

organizational performance



To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Better Business Practices Series

Employment Contracts Fundamentals - Drafting Enforceable Employment Contracts

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

This half day interactive seminar will focus on:

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

Participants will receive the following:

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

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

Professional Development and Leadership Training

organizational performance

To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Better Business Practices Series

Sound Hiring Practices

Hiring your professional staff is one of the most important decisions you make in your role as a Director or Supervisor. Today's hiring environment has become increasingly complicated in trying to navigate how to comply with current hiring practices under the Ontario Human Rights Code and the Integrated Accessibility Standard Regulation.

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

This half day interactive seminar will focus on:

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

Participants will receive the following:

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

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

Professional Development and Leadership Training

organizational performance



To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Executive Director Workshop Series and Executive Director Network Meeting

Managing and Leading an Intergenerational Workplace! (8:30 to 11:30 am) with *Michael Lewis*

As a supervisor, director or manager, you have to lead an ever changing and dynamic team. From younger educators who are just embarking on their careers to older and experienced educators that bring a lifetime of wisdom and experience. In some cases, age differences and differing views and values emerge and that's when you need to know how to make an intergenerationally diverse team come together, celebrate differences, maximize strengths and build stronger connections. Discover how two generations can come together to support and educate the latest generations. To view the full flyer, please visit www.eccdc.org.

What We Permit, We Promote! The Leadership "Boot Camp" (12:00 to 3:00 pm) with *Michael Lewis*

Don't let the "boot camp" part scare you off from attending this super leadership workshop. We'll look at the MUST DOs of effective leaders and you will feel a renewed sense of confidence in your ability to get results with your staff and make the changes and improvements you want and need in your program or centre.

Executive Directors Network Meeting (3:00 to 4:30 pm)

Executive Directors are invited to attend this network to connect about issues and opportunities and to share strategies, suggestions and best practices with their colleagues.

Wednesday March 28, 2018 • Individuals are invited to attend the full day or may choose to only participate in the workshops or network session • ECCDC, 3340 Schmon Parkway, Thorold (Community Boardroom) • \$75 for both sessions includes continental breakfast and lunch

Professional Development and Leadership Training

Agenda

- 8:00 am Registration and Breakfast
- 8:30 am ***Managing and Leading an Intergenerational Workplace!***
- 11:30 am Networking Lunch
- 12:00 pm ***What We Permit, We Promote! The Leadership "Boot Camp"***
- 3:00 pm **Executive Directors Network Meeting**
- 4:30 pm Closing

early learning & child care community networking



early learning & child care community networking



To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Early Learning and Child Care Executive Directors Network

Executive Directors are invited to attend this network to connect about issues and opportunities and to share strategies, suggestions and best practices with their colleagues.

Wednesday March 28, 2018 • 3:00 to 4:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold

Reggio Inspired Practices Network (Formerly the Emergent Practice Network)

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

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

Early Learning and Child Care Supervisors Network

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

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

early learning & child care community networking



To register, contact 905.646.7311 ext. 304, eccdc@eccdc.org or visit www.eccdc.org

Cooks Network

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

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

Nature Alliance Network

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

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

Submit Your Play Based Learning Experiences or Unique Room Design Ideas for Highlighting Within Esteem! If you'd like to submit a unique play based learning experience or suggestions for early learning environments with photos to be published in Esteem, please send your ideas and photographs to the ECCDC at eccdc@eccdc.org with the caption - ESTEEM HIGHLIGHT. All entries will be eligible to win a \$50 training gift certificate which will be drawn at the end of each training calendar year.



Lending Library and Workroom

Did you know that the ECCDC is always updating the items within the lending library and workroom? To date we have 14 loose part Provocation for Learning Kits, 7 Treasure Basket and Heuristic Play Provocation for Learning Kits, and 132 new and rejuvenated Provocation for Learning Kits with Educator Booklets! A couple new publications to the ECCDC are Ontario's Renewed Early Years and Child Care Policy Framework 2017 (#6127) and Code de déontologie et normes d'exercice (July 2017)-CECE (#6142).

Want to come by to see more new and exciting materials? The ECCDC now has extended hours to serve our members better. We have added nine additional hours each week to serve you during times that are most convenient. Come by Monday, Friday or Saturday from 8:30am to 6:00pm or Tuesday to Thursday from 8:30am to 9:00pm.

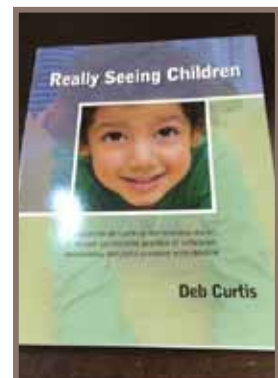
New Books

Seasons of Play: Natural Environments of Wonder by Rusty Keeler (#6117) takes readers through child care centres that embrace the philosophy that natural play environments provide endless opportunities and are linked to brain development. The photographic documentation of these centres that have embraced the philosophies put-forth by Rusty Keeler gives insight in how to create outdoor environments with intentionality and thoughtful design.

Really Seeing Children by Deb Curtis (#6128) invites readers to slow down, observe, delight, and practice really seeing children every day. When adults put aside their goals and projects to see children's perspectives and the amazing ways they experience the world, adults work becomes more joyful and the teaching and learning process becomes more meaningful.

Resource Deliveries

Did you know that one of the benefits of having a group membership at the ECCDC is access to our resource delivery and demonstration service, which brings resource materials directly to your early learning and child care program? Between the months of September and December of 2017 staff from the ECCDC went on 139 resource deliveries to programs just like yours! Please contact htonner@eccdc.org for more information, or to arrange a delivery!



registration form

1. workshop information (PLEASE PRINT)

Staff Name	Name of Workshop	Cost

2. participant information (PLEASE PRINT)

Program Name _____
Organization _____
Address _____
Postal Code _____
Phone _____
Fax _____
E-mail Address _____

Please add our organization's e-mail address to the ECCDC's Upcoming Events email listing to receive upcoming training opportunities, articles of interest, and Resource Library updates.

3. payment information (WHERE APPLICABLE)

- Cheque
- Cash
- Invoice my organization*
- Visa**
- MasterCard**

* authorization required ** fill out info below

Supervisor signature for invoicing

Name as it appears on card

Card # _____
Expiry Date _____
Total Enclosed _____

4. registration procedures

professional development events with registration fee

- Submit completed registration form with payment information (cash, cheque, credit card, or invoice) to the ECCDC prior to the event (contact information below)
- Walk-in registrations permitted if space & trainer allows
- Once processed, payments are non-refundable; however, registration is transferable to another individual
- In the event of cancellation due to low registration or other unexpected circumstances, refunds will be issued within 30 days
- Invoices are issued to organizations upon receipt of registration by fax or mail, with supervisor authorization

professional development events with rsvp

Where there is no charge for a workshop a phone call, fax, or e-mail to confirm your attendance is required.

did you know

Fees for training & workshops cover;

- Nutrition breaks & meals
- External cost for Facilitators
- Training materials & handouts
- Off-site facility costs.

Participants in our training never pay for;

- ECCDC coordination & design of events
- Training facilitation by ECCDC staff
- Facility costs at ECCDC
- Specialized equipment costs
- Advertising, flyers, and mailing costs.

Return form to: ECCDC, 3340 Schmon Parkway, Thorold L2V 4Y6 or fax it to 905.646.2692



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



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

Early Childhood Community Development Centre

3340 Schmon Parkway, Thorold, ON L2V 4Y6 | 905.646.7311 ext. 304 | eccdc@eccdc.org | www.eccdc.org



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

Esteem is designed by the Early Childhood Community Development Centre