

esteem

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

INSIDE

Art and Ecology of Natural Materials

Documenting Children's Voices through an Approach of Consultation and Democracy

Understanding, Preventing & Responding Effectively to Challenging Behaviour

Reaching IN ... Reaching OUT Training

Supporting Young Children's Self-Regulation: A Full Day Institute



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, EarlyON Centres, and other children's service agencies
- Executive Directors, Owners, Boards of Directors and Administrators of Licensed Child Care Centres, EarlyON 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

ECCDC's Early Learning & Child Care Program Consultant, Ginette Wilson



Speaking the Languages of School Age Children: School Age Series 1

New times!

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

Part One

Embedding Participation and Consultation within Your School Age Pedagogy

This workshop will investigate how Educators can involve young people, through genuine participation and consultation, within their school age programming to truly give them a voice. If you would like to empower young people and ensure that your programming is reflective of their needs or if you would like to further enhance your current school age practices, join us for this interactive workshop. Educators will have opportunities to engage in reflective discussions, share their experiences and gain practical strategies to incorporate into their everyday practice. The workshop will also highlight how affording young people opportunities for participation supports local, provincial, national, and international objectives.

Thursday September 27, 2018 • 10:00 am to 1:30 pm • St. Catharines Museum Lock 3, 1932 Welland Canals Parkway, St. Catharines • \$45 includes materials and nutrition break



Designing the Early Learning Environment

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

Part Two Physical Literacy in School Age Programs

Adults assume that young people are naturally active; however, current research is indicating that this is not always the case as they are now engaging in high levels of sedentary behaviours and low levels of physical activity. Levels of physical activity in the early years are indicators of physical activity in later life and health, and are the foundation for physical literacy. Educators have an important role to play in supporting young people to develop the disposition to become physically literate and physically active. If you would like to engage in reflective conversations and gain strategies on how to enhance physical literacy within your school age program, join us for this interactive, hands-on workshop.

Thursday October 4, 2018 • 10:00 am to 1:30 pm • Heartland Forest, 8215 Heartland Forest Road, Niagara Falls • \$45 includes materials and nutrition break

Part Three Utilizing Shared Spaces in School Age Programs

Are you 'living out of a cart' and trying to provide sufficient, appropriate materials to enhance the play experiences that you offer to the young people in your school age program? Is storage and having to rotate spaces an issue that you are regularly faced with? Is it difficult to highlight the work of the young people in order to make their learning visible in the spaces that you work within? If you have answered yes to any of these questions and would like inspiration in moving forward, this workshop is for you. Join Ginette Wilson and fellow Educators of school age children to engage in reflective conversations, share ideas and gain practical strategies to use in your school age program.

Thursday October 25, 2018 • 10:00 am to 1:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes materials and nutrition break

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

Investigating the Theories of Play and the Principles of Playwork to Support Your School-agers: School Age Series 2

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

Playwork and the term **Playworker** are commonly used terms in the United Kingdom and in many parts of the world, and is rapidly spreading throughout North America. In the UK, Playworkers work with children and young people from 4-16 years in school-age programs, holiday programs, adventure playgrounds, on playbus' and as play rangers. Playwork has evolved since post war Britain and is a profession in its own right. Although it shares some aspects of early learning and child care, it has philosophies, principles, and practices unique to Playwork.

Play is seen as a process, not a product. Does that sound familiar? And one of the roles of a Playworker is to enrich the environment to provide 'playable spaces' for children, restoring play and lost experiences.

Playwork practice aligns very nicely with *How Does Learning Happen? Ontario's Pedagogy for the Early Years*. So if this excites you and you would like to find out more about Playwork, and how to include these practices within your program, please join the ECCDC's Early Learning and Child Care Trainer Ginette Wilson for lively, engaging discussion and hands-on experiences.



Designing the Early Learning Environment

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Workshop Series Session One: Theories of Play

During session one participants will have an opportunity to dive deeply into what play is for older children and the role of the adult within children's play, thus supporting a move towards a child-led agenda. Participants will be introduced to the 'Playwork Principles' and the 'Play Types' as tools to support practice and playfulness.

Wednesday October 3, 2018 • 6:00 to 9:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes materials and nutrition break

Workshop Series Session Two: Removing the Barriers to Play

In session two, participants will be introduced - in a playful way - to some of the underpinning theories of Playwork. These will include flexible environments, intervention strategies to facilitate the play process, and responding to children's play cues to support free play and to remove barriers to play.

Thursday October 25, 2018 • 6:00 to 9:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes materials and nutrition break

To register, call 905.646.7311 ext. 304, email eccdc@eccdc.org or 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

Art and Ecology of Natural Materials An Institute for Early Years Educators

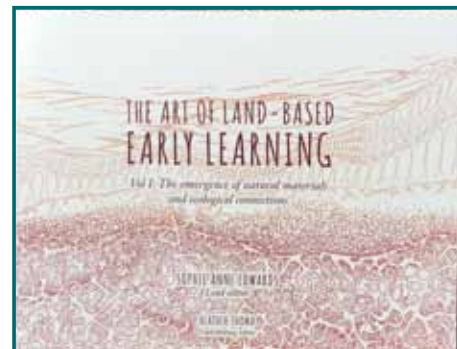
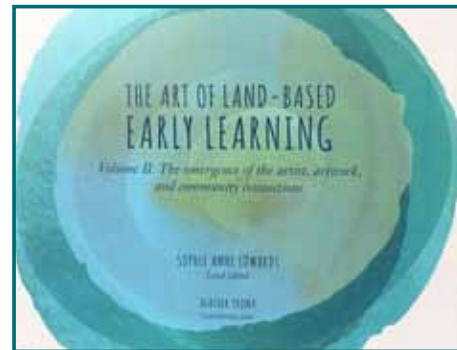
To view the full flyer, please visit www.eccdc.org

Are you looking for creative ways to support children's learning in and about outdoor environments? Are you interested in more hands-on skills using natural art materials such as fibers, clay, and drawing materials with children? Join 4elements Living Arts for this innovative and interactive experience.

Techniques and Approaches for Artmaking with Natural Materials

Educators will have hands-on practice and discussions about using three different types of materials for artmaking with children. Build your own creative experience to respond in new ways to children's questions and inquiries.

- **Fibre skills** - Explore stitching, weaving, 3-D building with fabrics, yarns, needles, and gathered materials such as reeds, grasses, branches.
- **Hands On Clay** - What are helpful techniques and tools for sculptural work? What are the sensory opportunities? How do you store clay for use over time?
- **Delve into Drawing** - Discover ways to use charcoal, graphite, and pastel with children of various ages, and create your own natural pigments from collected materials.
- **With each of the materials** - Try observation practices for the classroom and outdoor environments, to encourage multi-sensory awareness and development. Looking with an artist's eye, through the lens of colour, pattern, line, shape, texture in the learning environment, we see anew!



Designing the Early Learning Environment

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Deepening Ecological Connections through Art Materials

Do you want to build your knowledge about natural art materials (clay, fibres, drawing, natural dyeing materials)? Where do they come from? How can we encourage children to see the stories of the connections between the materials and the environments around them, even in the middle of the city?

What about the production process of the materials themselves? What questions can we ask when making choices for purchasing art materials?

What materials are available outdoors, in the environments where you and the children live and play? What are the questions and seasonal considerations related to gathering and collecting materials outdoors?

How can art engage community? Where are community relationships related to art and craft materials? Gather ideas for farm visits, bringing in local artists, potters, First Nations community members, or ecological experts to build a local context for the art materials you use.

Explore "place" in the context of art: We will use the location of the workshop itself as a model to see your own places in new ways as multi-dimensional learning environments.

Saturday October 13, 2018 • 8:30 am to 4:00 pm (8:30 am Doors Open, Light Breakfast and Networking; 9:00 am Morning Workshop (Techniques and Approaches for Artmaking with Natural Materials); 12:00 pm Lunch; 1:00 pm Afternoon Workshop (Deepening Ecological Connections through Art Materials); 4:00 pm Workshop Closing • District School Board of Niagara Walker Living Campus, 1 Taylor Road, Niagara-on-the-Lake • \$45 per session or attend both for \$75 which includes continental breakfast, lunch and all art materials • Copies of *The Art of Land Based Early Learning*, Volumes 1 or 2 may be purchased for \$35 each

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

Nurturing Brilliant Minds: A Professional Learning Series for Educators of Infants and Toddlers

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

All new sessions!

Building on the highly successful first three sessions in Nurturing Brilliant Minds, the ECCDC is pleased to offer new sessions in the series.

Session Four: Outdoor Play

Outdoor Play will consider how educators can look to provide cost-effective outdoor play experiences for the youngest children in their care. During the workshop, Educators will look at how they can enhance their existing outdoor environments by incorporating the four natural elements to support sensory rich experiences that will enhance play, promote exploration, and provide a sense of wonder for both mobile and non-mobile children. The session will also look at the role of schema play in outdoor environments and how to include experiences that reflect schema play. Participants will have opportunities to engage in meaningful discussions with fellow Educators and to go outside and explore materials to utilize with infants and toddlers in the great outdoors. Be prepared with clothing appropriate for the weather forecast and come play and explore with us outdoors.



Monday October 15, 2018 • 6:00 to 9:00 pm (6:00 pm Networking and light refreshments; 6:30 pm Workshop Beginning; 9:00 pm Workshop closing) • St. Catharines Museum Lock 3, 1932 Welland Canals Parkway, St. Catharines • \$45 includes all materials and nutrition break

Session Five: Supporting Risk and Challenge for Infants and Toddlers

As Educators we are becoming more and more aware of the need for children to take healthy risks and the benefits that go with healthy risk-taking that challenges children. But what does this look like for infants and toddlers and how do we provide experiences that afford risk and challenge for younger children? If this is something that you have been wondering about and is something that sparks your curiosity, then come and join fellow like-minded Educators and Ginette Wilson, ECCDC's Early Learning and Child Care Trainer, to reflect on current practice and engage in thought-provoking conversations that may push your boundaries. The session will revisit the importance of children taking healthy risks and how we engage parents and colleagues in these conversations. Discussions will take place around practical ways that Educators can afford infants and toddlers opportunities to experience healthy risk and challenge.

Monday November 12, 2018 • 6:00 to 9:00 pm (6:00 pm Networking and light refreshments; 6:30 pm Workshop Beginning; 9:00 pm Workshop closing) • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes all materials and nutrition break

Designing the Early Learning Environment

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Documenting Children's Voices through an Approach of Consultation and Democracy

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

With Claire Warden, International Education Consultant and Author, Founder of the International Association of Nature Pedagogy, and CEO of Mindstretchers Ltd.



The ECCDC is very excited to present this feature presentation with Claire Warden.

Claire has developed her approach to nature pedagogy and experiential learning through a variety of experiences including primary teaching, advisory work, lecturing in further education and development of the award winning **Auchlone Nature Kindergarten** in Scotland. Claire works with governments around the world to create high quality, nature-based models of education for children furthered by the art of learning with nature inside, outside, and beyond.

During this Institute made for Niagara, Claire will share her methodology of documenting children's voices and using their ideas as the basis of planning relevant and engaging experiences. **The Talking Tubs and Floorbook** approach values all the voices of children, families, community and staff so that the spaces and learning we create have high levels of ownership. This Talking Tub and Floorbook workshop will explore the use of provocations to develop dialogue within your setting, drawing on a range of natural, everyday resources.

Saturday November 3, 2018 • 9:00 am to 4:00 pm •
ECCDC Conference Room, 3340 Schmon Parkway, Thorold
• \$75 includes continental breakfast and light lunch

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

Screen Time and Our Environments – Finding the Balance

Technology is ever present in our lives and learning environments. How do educators balance tech and the early learning environment? The Canadian Paediatric Society (CPS) has released their new screen time recommendations for children from birth to five years. April Shaw, Emergent Literacy Consultant, will share these new recommendations and lead the discussion on how technology can support and impact emergent literacy in your environment. Join her for an informative and engaging evening of discussion.



Tuesday November 27, 2018 • 6:30 to 8:30 pm • ECCDC Conference Centre, 3340 Schmon Parkway, Thorold • No Cost, registration in advance is required. All costs have been subsidized through Speech Services Niagara

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

ECCDC's Early Learning & Child Care Program Consultant, Ginette Wilson



How Schema Play Supports Children's Learning and Development

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

Do you ever wonder about children's repeated patterns of behavior? Why they do things over and over again? Why children play longer with a box rather than the toy that was in the box? Or why toddlers love to hide behind the coats in the cubby area? Or why a child completely covers over the painting they have spent ages creating? The reason why is because they are developing schemas through schema play. If you would like to engage in conversation about the ways you can further support children's schema play in your early learning environment, join the ECCDC's Early Learning and Child Care Trainer Ginette Wilson for this new and engaging, interactive and fun workshop. Participants will find out more about Play Schemas and how to develop schema rich environments and experiences that meet children's needs and interests. They will have opportunities to engage in thought-provoking conversations with fellow Educators and explore a variety of materials and experiences that support Schema Play.

Thursday October 18, 2018 • 6:00 to 9:00 pm (6:00 pm Networking and light refreshments; 6:30 pm Workshop Beginning; 9:00 pm Workshop closing) • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$45 includes all materials and nutrition break

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

Understanding, Preventing & Responding Effectively to Challenging Behaviour

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

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



Morning Workshop: Understanding Children's Behaviour

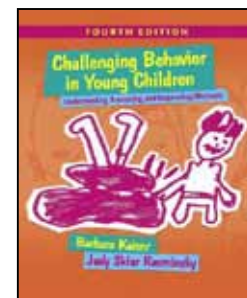
Have you ever continued to respond in the same way to a child's challenging behaviour even though you knew your approach wasn't working? You can respond effectively to a child's challenging behaviour when you have the appropriate knowledge, strategies, and skills. Everything about your teaching - how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

Afternoon Workshop: Preventing and Responding to Children's Behaviour

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

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

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 - Linking Early Literacy and Math Skills in our Everyday Experiences

Join April Shaw, Emergent Literacy Consultant for an evening of discussion and reflection on how Emergent Literacy and Early Math is part of our everyday learning experiences. As children engage and explore, how do we as educators provide a rich environment that promotes the development of emergent literacy skills and early math. How do we incorporate all areas of our learning environments and 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 childcare professionals as we explore our environments and promote awareness of emergent literacy and early math.

Thursday October 11, 2018 • 6:30 to 8:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • No Cost, registration in advance is required

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

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

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

Tuesday October 30, 2018 • 6:30 to 8:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • No Cost, registration in advance is required

- 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, EarlyON Centres, and other children's service agencies
- QCCN Related Training



These workshops have been generously sponsored by Speech Services Niagara's Emergent Literacy Program

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

Reaching IN ... Reaching OUT Promoting Resilience in Adults & Young Children Since 2002

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

RIRO Resiliency Skills Training is an evidence-based, two-part program for service providers who work with children from birth to eight years.

The training uses a relationship-based, cognitive-behavioural and social problem-solving approach to prevent depression and promote resilience in children under eight years. Adapted from 35 years of research by Dr. Martin Seligman and colleagues at the University of Pennsylvania, the RIRO program is designed to help adults help young children steer through life's inevitable bumps in the road and make use of opportunities for optimal growth and development.



Research shows that children as young as two years begin to copy how adults in their lives respond to daily stresses, serious challenges and opportunities for growth. When adults use the RIRO skill-set in their own lives, they become role models for children by demonstrating effective thinking and coping strategies in response to both adversity and opportunity.

Part 1 introduces adults to key resiliency research and skills that enhance self-regulation skills and promote a "resilient" perspective and flexible approach to handling conflict, problems and everyday challenges.

Part 2 helps adults apply the resiliency skills directly with children by:

- increasing their understanding of children's thinking and behaviour
- supporting children's development of seven critical abilities associated with resilience
- introducing child-friendly approaches using children's literature, puppets and resilience-building activities.

You may register for one of two options: Friday afternoons from 1:00 to 4:00 pm; Friday October 12, 2018; Friday October 19, 2018; Friday November 2, 2018; and Friday November 9, 2018 OR Full Day Saturdays from 8:30 am to 4:30 pm: January 19, 2019; and February 9, 2019 • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • The cost for either institute option is \$80 which includes all sessions, light refreshments and all training materials

Professional Development and Leadership Training

health, safety and well-being



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Workplace Wellness Series for Administrators and Educators

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

With Elizabeth Skronski



Work-Life Balance - Dream or Reality? Strategies for Stress Management and Work-Life Balance

From morning to night, our days are filled with demands and competing commitments from work and our own personal life. Stuck between wanting to tend to all the demands and our own needs, our stress levels go through the roof, our health is jeopardized and our relationships strained. Work-life balance and stress management are important to our well-being but is this only a dream or is it possible to achieve? In this workshop for frontline educators, participants will explore the practice of attention management versus time management, the concept of energizers and de-energizers, self-care and self-compassion and how each of these practices can contribute to a renewed sense of control and well-being.

Objective

Through discussion and practical activities, provide participants with information and strategies they can implement in their own life to increase their well-being. Participants will leave with a customized action plan.

Thursday November 22, 2018 • 6:00 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

Facilitating a Culture of Mindfulness: Supporting Well-being and Stress Management

As a leader, one of your responsibilities is to shape the culture of your organization. It is now well researched and known that organizations that are committed to supporting their employees in a compassionate way and that embrace a culture of mindfulness are successful workplaces, where employees are less stressed, more productive, and actually enjoy their work more.

In this workshop for Executive Directors and Program Managers, participants will discover the qualities of mindful and compassionate organizations and how they can truly change the work experience for everyone. As role models, participants will also explore their own self compassion and stress management practices. They will be introduced to strategies to facilitate the development and support of a culture of mindfulness and compassion.

Objective

Through discussion, sharing and experiential activities, provide participants with an understanding of what is a positive culture based on compassion and mindfulness, the importance of it for the well-being of all stakeholders and strategies to facilitate and coach their staff to practice self compassion and stress management.

Thursday February 7, 2019 • 9:00 am to 12:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$55 includes a light lunch and all session materials • **Please note** the Executive Directors Network Meeting will take place immediately following this session from 1:00 to 2:30 pm. Please register separately for the ED Network meeting.

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

Supporting Young Children's Self-Regulation A Full Day Institute with Dr. Susan Hopkins, Executive Director of Stuart Shanker's Organization, The MEHRIT Centre (TMC)

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

Morning Workshop: Self-Regulation and the Early Years

It has been shown that a child's early years are a crucial time for brain development. During this period, young children are confronted with unique stressors across all five domains of the Shanker Self-Reg[®] model. This presentation looks specifically at the early years through the lens of self-regulation, stress and early relationships, and how Self-Reg can help children deal successfully with these challenges and begin to learn how to manage these new stresses on their own. Topics include:

- The role of relationships in early brain, emotional and social development
- Co-regulation: the foundation for self-regulation
- The Interbrain: nature's "bluetooth" hook-up that connects a young child's brain to a parent's/ caregiver's brain
- The meaning of safe for babies, toddlers and preschoolers
- Stressors (including hidden stressors) that affect young children
- Self-Reg strategies that reduce young children's stress and foster healthy relationships.



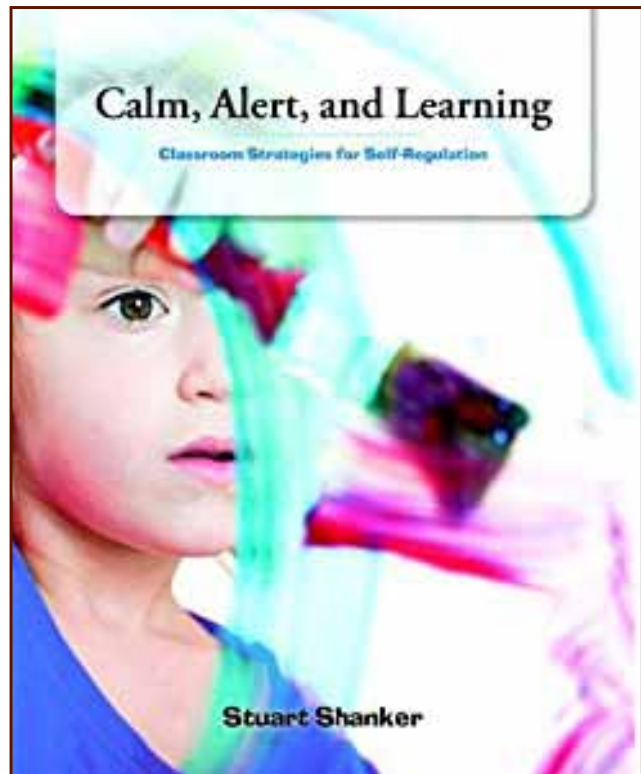
health, safety and well-being

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

Afternoon Workshop: Looking at Resilience Through a Self-Reg Lens

Many educators and mental health professionals share the idea that resilience is a key component of children's mental health and optimal functioning. The question is, can we build resilience in our children, and if so how? This presentation looks at the connection between resilience and self-regulation and how Self-Reg strategies can be used to protect and enhance resilience in children. Topics include:

- Brief introduction to Shanker Self-Reg®
- Definition of resilience and research into resilience
- How resilience overlaps with Self-Reg
- The role of stress awareness in resilience
- Self-Reg strategies that enhance resilience by improving stress awareness and management



Saturday January 26, 2019 • 8:30am to

4:00pm (8:30am - Registration and Light Breakfast; 9:00am - Morning Workshop: Self Regulation and the Early Years; 12:00pm - Lunch and Networking; 1:00 pm - Afternoon Workshop: Looking at Resilience through a Self-Reg Lens) • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$125 includes continental breakfast, lunch, and attendance at both workshops

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

Supporting Children's Mental Health in the Early Years Reducing the Impact of Adverse Childhood Experiences and Children's Toxic Stress through Developing Strong, Nurturing Relationships

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

Join Dr. Jean Clinton, renowned clinical professor in the Department of Psychiatry and Behavioral Neurosciences at McMaster University for this one-day institute exploring strategies for supporting children's mental health through developing strong, nurturing relationships with children.



Positive relationships can help children manage their emotions during times of stress and supports them in developing appropriate coping and resiliency skills. Stress can negatively impact children's well-being, especially that of toxic stress. Toxic stress refers to chronic, excessive stress that exceeds a child's ability to cope, especially in the absence of supportive caregiving from adults. Over time, toxic stress will increase children's risk of developmental delays, learning disabilities, and childhood behaviour problems, as well as a host of health problems as adults. Children can experience toxic stress when they are over-burdened with too many stressors they are unable overcome.

Children may also be affected by any stress their educator and caregiver is experiencing. Educators in the early years are able to support children in dealing with toxic stress by building relationships based upon mutual respect and trust. Dr Clinton explains that "the relationships children have with early years educators is pivotal if we think of children's positive mental health as developing the capacity to building relationships with their peers and adults in order to express, manage and experience their options." Dr. Jean Clinton will share research outlining how the quality of the relationships we build with children is critical in helping to set the stage for positive mental health. Discussions will take place around strategies for supporting children's well-being in the early years and how educators may help set the stage for joyful learning environments where children feel nurtured and supported.

Saturday March 2, 2019 • 8:30 am to 4:30 pm (8:30am - Registration, Continental Breakfast and Networking; 9:00am - Presentation Opening; 12:00pm Lunch and Networking; 3:30pm - Questions for Dr. Jean Clinton; and 4:00pm - Workshop Closing) • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$95 includes breakfast and lunch

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

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

Continuous Professional Learning Portfolio RECE Peer to Peer Sharing Session

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



* After one two-year cycle is complete, members will begin a new two-year cycle.

Graphic courtesy of <https://www.college-ece.ca/en/Members/CPL-Program>

Are you beginning your Continuous Professional Learning Portfolio Cycle and have questions or want to connect with your peers to brainstorm goal setting ideas? Or have you already implemented your continuous professional learning plan but are looking for an opportunity to share your plan with others and further reflect on what you have learned so far on your journey and next steps?

These two sessions are informal. This will be a supported session and an opportunity for you to connect with your peers and Niagara Child Care Sector Executive to share and discuss your planning. Please bring your portfolio with you to share with others.

Please note there will also be an opportunity for Francophone educators to foster and support peer to peer sharing at a French language discussion group that will be available at both events.

Tuesday October 2, 2018 or Thursday November 1, 2018 • 6:30 pm to 8:00 pm (both dates) •
ECCDC Conference Room, 3340 Schmon Parkway, Thorold • No cost, registration is required.

■ 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, EarlyON Centres, and other children's service agencies

Professional Development and Leadership Training

This session is offered in partnership with Niagara Child Care Sector Executive and the Early Childhood Community Development Centre

professionalism & relationships

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

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.

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



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

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 September 28, 2018 • 1:00 to 4:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$25 includes all workshop materials and nutrition break

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 October 26, 2018 • 1:00 to 4:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$25 includes all workshop materials and nutrition break

professionalism & relationships



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

Leadership Workshop Series with Dr. Heather Beaudin

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

Navigating Change as a Leader in Early Education

Early education and care is rapidly changing across North America. With each change that the sector experiences, leaders in early childhood education (ECE) are called to guide their teams through the change process.

Whether small or large, course-plotting for change is a complex and challenging task. Each day ECE leaders are called to support and play many different roles as they simultaneously lead change. Though contrary to popular belief, the formal leader does not have to carry this workload or responsibility alone. Through the distribution of leadership, the skillsets and expertise of early childhood educators can be used as a key resource for guiding the change process. If implemented well, distributed leadership can be a highly effective model for guiding change. As each stage of the change plan is explored, participants will be presented with ways in which they may begin or continue to build distributed leadership in to their practice. This session will look at getting to the heart of who we are as leaders and participants will be invited to consider a current organizational problem of practice. Thinking about this problem, we will collectively spend time considering and creating change plans.



Please note the Spring Executive Directors Network Meeting will follow this session from 12:30 to 2:00 pm

Thursday April 11, 2019 • 9:00 am to 12:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$55 includes a light lunch

■ Executive Directors, Owners, Boards of Directors and Administrators of Licensed Child Care Centres, EarlyON Centres, and other children's service agencies

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

Do you want to engage your team by offering a staff retreat or motivational team building day? If so, the ECCDC can help!

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

The ECCDC has supported many organizations in planning engaging and innovative staff retreats. There are several options that may be selected which could include a motivational keynote presentation along with fun, interactive team-building activities. The keynote below is one example of a motivational session that may be offered. The following options are activities that have been offered at past retreats:

- picnic lunch
- drumming ceremony
- paint and art activities
- yoga

Keynote Option: Reflecting Upon Your Work in the Early Years and Re-igniting Your Passion

This presentation will inspire reflection and deep conversation to support educators in recognizing the valuable contributions they make, the importance of resiliency during times of significant change and strategies for considering how to include joy, enthusiasm, and fulfillment in our daily practice. The session will also include a fun, interactive quiz including prizes and an opportunity to create a self-reflective tool and as a go-forward plan for including self-reflection into our work as part of an ongoing motivational and mindfulness practice.

For more information or to get a quote, please contact Lorrey Ariel Bonilla at 905.646.7311 ext. 321 or larial@eccdc.org.



organizational performance

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

The Seven Life Areas Vision Board Workshop

You carry many titles: committed professional, spouse, parent, daughter, son, friend.

But a title doesn't reflect what's inside. Through the process of developing a Vision Board, you will reveal the unique personality within you. What you were organically meant to be in this world. You will identify what will fulfill you, inspire you, make you content. Find it. Reveal it. Declare it. Dare to Declare with Debbi Sluys

Why choose this fun 4-hour workshop?

You will learn:

- What many celebrities (Oprah, Katie Perry, Ellen) already know about the power of Vision Boards
- The brain science behind the success of Vision Boards
- The Law of Attraction and how to apply the principles for results
- To set Goals in areas of your life you want to focus on
- The importance of daily gratitude
- To use your Vision Board daily to its fullest potential to uncover the power to live your best life

You will gain:

- focus to live intentionally
- a new language to be positive
- a sense of purpose
- an appreciation for your desires, values and goals
- new positive habits



organizational performance



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

The Seven Life Areas Vision Board Workshop continued

Be creative. Be playful. Uncover your dreams! The 7 Life Area Vision Board workshop is perfect to help you set goals in specific areas of your life. You'll also learn how to use your new Vision Board daily to manifest YOUR best life.

Thursday November 29, 2018 • 6:00 to 9:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$55 includes all materials



Personal Development & Empowerment Coach

Debbi Sluys specializes in helping people elevate and improve their physical, mental and spiritual well-being, expanding the brain's potential, and with living intentionally in a state of gratitude and kindness. With nearly 30 years experience in early childhood development, Debbi has gathered a wealth of valuable knowledge about the power of mindset, visioning and success. With her background in professional development and skills in public speaking, Debbi can help you use your brain's full capacity to reveal your individual dreams, discover your "whys" and accomplish your personal destiny.

Debbi guides people to create a clear vision for their future. Allowing themselves the indulgence of being creative and "playful", people then expand by adding supportive visuals that slowly uncover their dreams and true potential.

Debbi has studied personal development and success for over 20 years, leading people to become their best selves. She has witnessed the science at work and will guide you through it, empowering men and women to find their joy and "Dare to Declare" their destiny.

Debbi is an enthusiastic and caring Mother, loves children, creativity, travel and sunsets. She is inspired to be living her life's passion and purpose helping people to vision and soar!

organizational performance

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

Better Business Practices Series

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

Workplace Investigations

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

This half day interactive seminar will focus on:

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



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

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

Professional Development and Leadership Training

organizational performance



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

Better Business Practices Series

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

Progressive Discipline

Effectively dealing with performance challenges can be fraught with difficulties in today's work climate. Participants will learn techniques to identify the cause of an employee's poor performance and how to successfully manage their performance. They will learn how to use discipline to deal with improper workplace behaviour, including how to discipline, what level of discipline to apply, proper documentation, and completing the discipline notice.



This interactive session will look at the importance of:

- Developing a well written progressive discipline policy
- The importance of due diligence and proper documentation
- How to engage in productive discussions around improving challenging performance
- When to call your lawyer when the next step is possible termination

This session will be facilitated by Joy Lerman and Terri Carr from TJ Solutions and Asha Rampersad from Bernardi Human Resource Law LLP, all of whom have extensive experience dealing with the unique issues associated with the Child Care sector.

Thursday November 1, 2018 • 9:00 am to 1:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$75 includes continental breakfast and light networking lunch

Please note the Executive Directors Network Meeting will take place immediately following this session from 1:00 to 2:30 pm. Please register separately for the ED Network meeting.

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

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

Understanding the Duty to Accommodate Under the Human Rights Code for Mental Health, Disability, and Medical Marijuana

All Child Care Executive Directors, Supervisors, Owners, and Boards of Directors should have a clear understanding regarding their roles and responsibilities related to requests for accommodation in the workplace.

Over the next few years organizations will continue to face significant challenges to meet legislative changes related to the duty to accommodate under the Ontario Human Rights Code, and accessibility in the workplace.

As a best practice, organizations should be proactive in developing policies and strategies for addressing staff requests for medical marijuana, disability, and mental health accommodations.

Our interactive seminar will focus “best” practices on:

- How to deal with employee requests for accommodation
- What information can you ask for in an accommodation request
- Understanding your organization’s obligations regarding Human Rights and the duty to accommodate
- How to avoid discrimination complaints related to Human Rights
- Mental Health disabilities & accommodations
- Medical Marijuana
- Your duties under the Accessibility for Ontarians with Disabilities Act

We will be joined by Asha Rampersad from Bernardi Human Resource Law LLP to answer your questions on how to deal with difficult accommodation requests. Asha is an experienced employment lawyer with many years working experience in the child care sector.

Thursday December 6, 2018 • 9:00 am to 1:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$75 includes continental breakfast and light networking lunch

Professional Development and Leadership Training



early learning & child care community networking



early learning & child care community networking



Nature Alliance Network

Participants will be invited to go on an outdoor tour of the Nature School and Education Centre located in Grimsby. The Nature School and Education Centre is a forest school whose goal is to promote, in its' participants, a connection to the environment and natural world. The school also has an indoor classroom which is nature-based, with materials that promote open-ended play, authentic learning and creativity; and is rich in opportunities for art, inquiry and project-based learning. Following the tour, the network will continue to define its next steps with the review of the ideas generated at the previous meeting giving shape to the network for 2019.

Monday September 24, 2018 • 6:00 to 8:00 p.m. • Nature School and Education Centre, 140 Ridge Road West, Grimsby • No cost, registration is required

Cooks Network

Come and join us for a tour of Zehrs at the Fairview Mall, St. Catharines. Participants will be joining the store dietician for a tour of the store while engaging in conversation around nutrition and food choices followed by a snack. A member of Public Health will be in attendance to provide an updates and reminders. Please bring a few favourite recipes from your centre to add to the Cook's Network Cookbook project.

Tuesday October 2, 2018 • 2:30 to 4:30 pm • Zehrs, Fairview Mall, St. Catharines • No cost, registration is required

Early Learning and Child Care Supervisors Network

Supervisors are encouraged to bring their lunch for a networking hour from 12:00 – 1:00 p.m. to start off the afternoon. Updates will be provided from the Ministry of Education, Niagara Region Children's Services and Niagara Region Public Health. A review of the recent changes to the Child Care and Early Years Act, 2014, and Quality Child Care Niagara will be offered. The Network participants will be moving through the list of highlighted materials available at ECCDC for support in their role.

Tuesday October 9, 2018 • 12:00 to 3:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • No cost, registration is required

early learning & child care community networking



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

Reflective Practice Network

Reflecting upon where we've been, where we are and where we would like to go. The Reflective Practice Network is an opportunity for educators to come together in a community of practice to reflect on their observations, documentation, tools and best practices. To continue the conversation participants are asked to bring with them their documentation, to share their journey and reflect on next steps. A variety of examples, resources and kits will be available to explore.

Wednesday November 21, 2018 • 6:00 to 8:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • No cost, registration is required.

Executive Directors Network

Executive Directors are invited to attend this network to connect about issues and opportunities to share strategies, suggestions and best practices with their colleagues. This meeting will feature guests from Pathstone Mental Health sharing ideas for helping to support staff and children through grief and family friendly policies that may be considered for supporting families. Network Member Angela Carter will also be sharing at this meeting. Angela has been working on new innovative performance management strategies based on her experience with her Team at a local Francophone Centre and looks forward to sharing her learning.

Thursday November 1, 2018 • 1:00 to 2:30 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • No cost, registration is required

Please hold the following dates for the upcoming Executive Directors Meetings: February 7, 2019 and April 11, 2019

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.

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