



ANNUAL REPORT 2017-2018

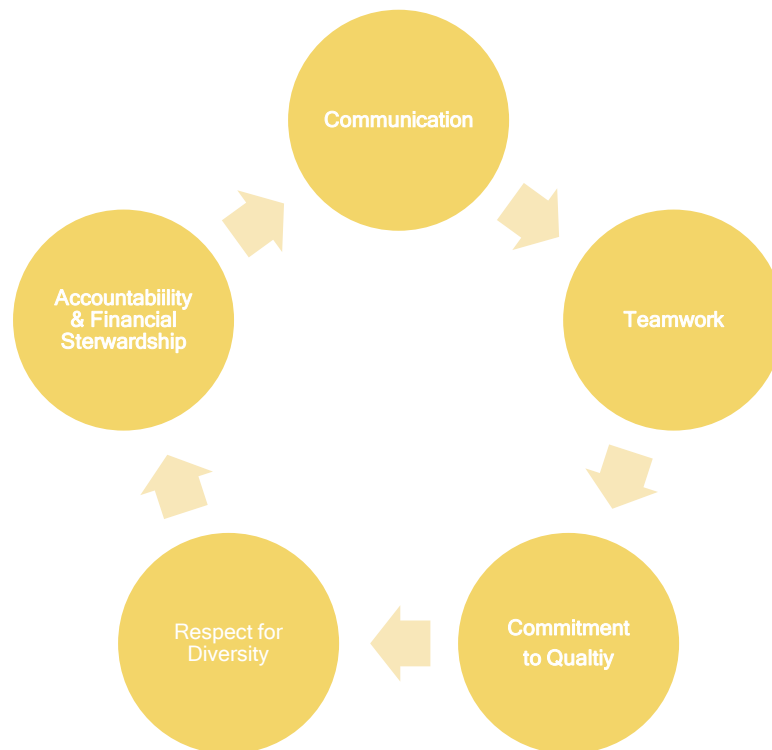


MEDICINE HAT & DISTRICT
Child Care Association
www.mhdcca.com

CHAIRPERSON & COORDINATOR'S REPORT

It has been a busy year within the child care community of Southeast Alberta. We have seen many changes with a couple of centers closing and with others becoming Early Learning Centres with the government. However, through it all our Early Childhood Educators have worked hard to provide quality child care to the children and families in Medicine Hat, Redcliff and Brooks.

At this time of year, we like to reflect back on our work and ensure that it is meeting the needs of our organization and our members. The Medicine Hat & District Child Care Association has been operating under a set of five core values since 2015.



Communication

Our membership level is on the increase with 4 additional child care programs joining our ranks. It is essential that programs become part of our organization to be able to stay connected with the broader child care community. Our Coordinator is available to all members throughout the week and also sends a weekly email update out to the Directors and Educators. This allows us to maintain open lines of communication with all of the member child care programs. This year, an average of 361 Directors and Educators received this email weekly update. We are so fortunate to be well connected to the front line staff and this connection has increased the amount of Educators attending our professional development opportunities as well.

On a provincial level, the MHDCCA has maintained connection with a variety of organizations serving child care and children and families. This past September, our Coordinator was selected for a seat on the Association of Early Childhood Educators of Alberta board. This gives our Coordinator the ability to network and keep her fingers on the pulse of what is happening provincially.

The Coordinator's work as the Chair of the Medicine Hat Early Childhood Coalition also keeps her connected to our city's families, agencies and organizations.



Teamwork

Our executive board works closely with one another to ensure that the organization's operations are effective and streamlined. These board members are in regular contact with the Coordinator and are able to give her direction as necessary. They meet on a monthly basis prior to the regular MHDCCA meeting in order to be sure they are prepared and on the same page with the information they want to communicate to and the feedback that is required from the membership.

During our monthly meetings, the Directors are able to give suggestions on the MHDCCA's activities and learn where they can help out as well. Twice a year, the MHDCCA participates in the Medicine Hat College's Job Fair. Our members volunteer to sit at this booth and talk to potential Early Childhood Educators. Our other main opportunity to volunteer is at the Canada Day Art in the Park. The MHDCCA greatly appreciates the team work that is seen during events like these.

In addition, the MHDCCA encourages networking amongst its members. This can be easily seen during the long conversations that happen in the hall ways after meetings.

Outside of meeting time, the teamwork continues. For example, when a question is raised by a member and other members are able to answer it and provide solutions and ideas. Sharing information between programs and building closer relationships with colleagues has been an invaluable benefit of being a part of the MHDCCA.

We would also like to highlight the good work that is being done in partnership with the County of Newell Early Childhood Coalition. One of the MHDCCA Members from the Brooks Preschool, Anita Bruce has been organizing and hosting Early Childhood



Educator Chat Nights and Circle of Idea Workshops in Brooks over the past few years. These events are well attended and give the Educators in Brooks and surrounding area a chance to get together, learn new ideas and to share information. We see this as a great example of collaboration and teamwork.

Commitment to Quality

In 2017-2018, the Medicine Hat & District Child Care Association focused on trauma and how it can impact children's relationships and learning during the early years. As we know, many children experience adverse childhood experiences that can affect them for the rest of their lives. The MHDCCA wants to ensure that our Early Childhood Educators are knowledgeable in our how to mitigate these effects. We held a variety of professional development opportunities related to this:

- Working with Children from Refugee Experience (September 2017)
- Child Abuse & When to Report (November 2017)
- Strategies for working with Children from Refugee Experience (January 2018)
- Trauma & the babes we care for: How it might show up in our relationships (Dr. Jody Carrington, February 2018)

An overwhelming majority of Educators reported that these learning opportunities had increased their capacity to care for young children.



In addition, the Child Care Support Funding from Children's Services allows our members to improve the quality of care they are providing for children and families. Our members greatly value this funding and are continually looking for creative ways to improve their quality of care.

Respect for Diversity

The MHDBCA welcomes diversity among its membership. Unlike most other organizations like ours, we invite child care programs of all kinds to participate in our organization. We have strong representation from child cares, preschools, out of school cares, day home agencies, and a variety of other community organizations (McMan Parent Link Centre, LEARN, Speech Language Works, etc.).

In addition, some of our professional development this year had a diversity focus. We welcomed Marijana Agjic from Saamis Immigration to present on working with families from refugee experience. This presentation was so well received that the members asked for a follow up session that included more hands on strategies they could use in the classroom or day home.

Accountability & Financial Stewardship

Our partnership with Children's Services is our main source of funds and is the reason we are able to provide such comprehensive services to the child care community and families here in Medicine Hat. Our other source of funding is membership fees. These fees allow us to provide professional development throughout the year. We also like to host events where Educators feel recognized for their hard work. This is in an effort to recruit more ECEs into the field and to retain the ones that are currently working in child care. At our Dr. Jody Carrington workshop this past February, we organized an Early Childhood Educator Appreciation Luncheon during which MLA Drew Barnes and representatives from Children's Services spoke highly of the work that is being done by our Educators.

As per our funder requirements, we have been submitting all documentation by the deadlines that are in place. We are in regular communication with our contract specialist and respond efficiently to any requests or concerns.

In order to increase the quality and reliability of our own organizational structure, we are open to suggestions of changes to process. For example, our funding committee is made up of our members and includes representatives from all types of child care.

**MEDICINE HAT & DISTRICT
Child Care Association**

EARLY CHILDHOOD EDUCATOR APPRECIATION

YEARS OF SERVICE

0-1 YEAR Barb Bailey Danielle Demman Caroline Rook Negan Hummel Cassie Marchant Angelica Vera Ana Lopez Alexis Dierme Britney Fui Beverly Waage Kathryn Parker Nancy Reash Gloria Medina Danna Lambert	Jade Hasbeck Rylee Brown Tina Taylor Lisa Johnston Kendie Cameron Tamara Ross Lafina Greenwood Malaki Shikwaith Erica Aguilera Sandra Llanos Amorcia Roodo Herabla Lopez Kafiso Javes	Amber Hunsweiler Justine Mann Amy Smeltzusi Bret Stuart Neville Soller Magaly Estevarez Tredy Perez	Tommy Weber Pamela MacDougall Tammy Paulson Erin Stehney Cheryl Trickett Talia Cameron Pamela Betty
1-5 YEARS Cassie Houshale Nicole Bionchi Hilda Hernandez Crystal Blich Alex Wrochowski Janine Mack Trish Kaur Wanna Jallat Colleen Grace Elm Bennett Dara Murray Damaris Spoth Caleana Kutyluk Amanda Brian Lorette Gynik Kate Sharpe Ashley DeSilva Haley Senchuk Tommy Mouton Nasrullah Kaur Sandy Kinner Taryn Karolka Stephanie Williams Elin Gorden	6-10 YEARS Juanita Wondler Renia Phillips Kimberly Pasquet Cassini Cudon Lisa Burnett Alicia Sigra Moureen Van Ieperen Toni Avramenko Dafene Conrad Sheena Nelson Twyla Yalochuk Heather Fain Courtney Garscht Kayla Cook Nicole Lehr Negan Cowling Sidney Mackay Nasim Akhtar Latia Tamzon Mary Anne Samieria Amia Mohammed Rosalinda Campbell Lesion Davis Shery Johnston Amanda Klautt Alicia Funk	11-15 YEARS Denise Wrochowski Kim Roy Jasica Morrison Dawna Kipin Michelle Noy Shanda Beaulieu Dile Onheiger Jennifer Paul Melanie Boyer Michelle Selinger Susan Douglas Amanda MacPherson Dannica Gerbrandt Liz Cruz Chantal Esker Ellen Berger Lee Sheward Monica Glesner Debbie Dunn Sharon Moran Carol Dell	21-25 YEARS Katie Thomas Lisa Lutz Francesca Parklane Christine Welton Dana Cook Bibbecca Riehs Anita Bruce Khata McDonald Pamela Ribard Lyn Tschiller Colleen Schaan
		16-20 YEARS Annette Duchesneau Teresa Bullock Kim Rousch Dawn Wolf Malorie Hilschelder Candice Hosi Louise Rempel Shannon Lance Janetta Rabble	26-30 YEARS Anita Lepko Susan Wells Shirley Simmons Cassie Senchuk Arllyn Regal Shirley Bradford Janice Reavley
		31+ YEARS Lucie McDonald Bernadine Leach Grace Chan Sandy Crane Sherry Jean Kerrie Gauthier Jody Rutherford	

Thank you to all the other Early Childhood Educators who are not listed here.
Your work with children and families is so greatly appreciated!

Building a Strong Foundation in Child Care Since 1989

In the next funding cycle, we will be implementing measures to ensure there is no conflict during the funding proposal meetings. This means that committee members will be asked to step out during conversations concerning their own proposals.

It is this type of reflection and accountability that has led us to become a strong, well-respected and well-known organization within Alberta.

The MHDCCA wishes to thank Alberta Children's Services South Region for their support in 2017-2018.

Medicine Hat & District Child Care Association

Mission:

The Medicine Hat and District Child Care Association works to support the child care community by promoting quality outcomes for children 0-12 years of age.

Values of the Association:

- Communication
 - Teamwork
- Accountability/financial stewardship
 - Respect for diversity
 - Commitment to quality

Goals of the Association

- To promote best practices in early childhood environments
- To raise awareness that quality child care is a vital asset to the community
 - To support and recognize Early Childhood Educators
- To ensure strong governance policies support the organization

Executive Board 2017-2018:

Carleen Schaan, Chairperson
 Michelle May, Past Chairperson
 Tammy Paulson, Vice Chairperson
 Lisa Lutz, Secretary/Treasurer

Service Provider:

Jennifer Usher, Coordinator

Standing Committees:

Funding Committee
 Recruitment, Recognition, and Retention Committee

Children's Services Year-end Outcomes Report

YEAR: 2017 - 2018

SECTION I Program Information:

1. Identify program activities and services offered during the year.

The Mission of the Medicine Hat District Child Care Association is to support the child care community by promoting quality outcomes for children 0-12 years of age. The three core areas of our work include:

To promote best practices in early childhood environments (Professional Development including Workshops, Early Childhood Educator Chat Nights, and Learning Communities; Professional memberships or partnerships with Association for Early Childhood Educators of Alberta, Alberta Resource Center for Quality Enhancement, Canadian Child Care Federation, Medicine Hat Early Childhood Coalition; Allocation of funding to child care programs to improve quality of care)

To raise awareness that quality child care is a vital asset to our community (TV News interviews, Medicine Hat Newspaper articles, ECE for a Day with Speaker Wanner, Choosing Quality Child Care Presentations at Baby and Me, Parent Link Centre Bulletin Board, Booths at a variety of community events)

To support and recognize Early Childhood Educators (Pizza and Movie Night, ECE Appreciation Luncheon, Medicine Hat News articles, Monthly newsletter featuring Meet our Early Childhood Educators, Attendance at local job fair)

Please see data collection for 2017-2018 for more details.

2. Identify any program development that has occurred during the past year.

In terms of membership, there was an increase in the number of child care centers, out of school care programs and associate members within our organization during this fiscal year. This also means an increase in the number of children that the Children's Services Child Care Program Support Funding is benefitting.

We have continued to support Early Childhood Educators, Directors, and families. Our focus this year on learning more about the effects of trauma on children has been a newer development in our organization.

In addition, our Coordinator's new position on the board for the Association of Early Childhood Educators of Alberta has brought some new perspectives and a greater sense of connection to the provincial child care community.

SECTION II Utilization of Program

- 1. Occupancy rate for the last twelve months. Identify the total number of clients served, total number of admissions and discharges.**

	2017-2018	
Membership	28	Child Care Centers
	5	Day Home Agencies
	7	Preschools (1 is an associate members)
	22	Out of School Cares
	20	Additional Associate Members (Community Agencies, MHC ELCC, SD76 ELPs etc.)
TOTAL	82	

- 2. Identify issues and trends related to occupancy. Include a demographic profile of clients during the past year. (Sex, age, racial origin, etc)**

The Coordinator continues to send out membership packages to non-members on a yearly basis. The Coordinator and Vice Chair visited Brooks again to invite membership from 2 of the newer programs there.

Almost all of our members are female. There were only one or two males working in the field that we know of this year. The majority of ECEs are approximately 20-50 years of age and of Caucasian background. However, there is some diversity within the ECEs working in the centers. The Brooks area has the most amount ECEs from diverse backgrounds, however, we have seen an increase in the number of ECEs within Medicine Hat as well.

SECTION III Evaluation of Program

- 1. Provide outcome data on clients served.**
- 2. Provide an overview of goals and objectives accomplished and not accomplished as identified in Schedule A.**

See attached outcomes report.

- 3. Describe what has worked well, identify the struggles you have encountered in delivering programs and explain how you overcame any challenges.**

Our professional development has been well attended and the feedback has been excellent. Presenters have been selected through diligent research and/or suggestions from our membership. We have selected the topics that are presented through reflection on the trends we see in our community and in early learning.

Our struggle this year has been with the promoting quality child care to families. The Baby and Me sessions at the Health Unit have seen a steady decline in attendance. This may be due to the fact that there is now a charge for these sessions. Our

Coordinator has provided some feedback to the health unit on this and there are some changes happening for this program in the new year.

Also, the Parent Link bulletin board was moved and not in a good space for families to access the information. Therefore, our Coordinator has taken it down and instead created folders of information for the Parent Link staff to give to families. She will regularly check in to see if additional folders are needed.

Membership recruitment remains a small concern. There are a few programs that have not joined our organization. We continue to offer membership on a yearly basis. We do offer out of town members the opportunity to attend meetings via teleconference to reduce travel demands.

4. Demonstrate community connection, networking with community partner and how your program has been flexible to meet client's needs.

Community connection is important to us and we appreciate the opportunity to collaborate with community partners. We have attended a number of community events including Healthy Kids Day (with the YMCA and the Medicine Hat Early Childhood Coalition), Canada Day Art in the Park, the Fresh Start to School Event, Flu-la-pol-ooza (Family Flu Clinic with Alberta Health Services), Medicine Hat College Job Fairs, and the National Child Day celebration (with the YMCA and the Medicine Hat Early Childhood Coalition).

Meetings for the Medicine Hat Early Childhood Coalition, the Moving and Choosing Network and the National Child Day Steering Committee have been valuable in offering both the opportunity to share our work and learn about what other groups are doing.

We try to be responsive to our member's needs. A good example of this was when we brought Saamis Immigration back for a second PD session. Some of our members had mentioned that they liked the first session but needed more hands-on strategies to bring back to their programs.

We have also compiled information throughout the year as members have asked questions to other members. This sharing of information has been an excellent way for our organization to be a strong liaison within the child care community.

5. Provide an overview of critical incidents during the past year.

N/A

SECTION IV Personnel

- 1. Describe the staffing complement during the past year. Identify staff turnover during the past year.**

The MHDCCA employs one person, a coordinator for 30 hours per week. We have had no staff turnover.

- 2. Describe the training offered your staff during the past year and identify the cost of this training to your agency.**

Our staff person was able to partake in all trainings that were offered by the MHDCCA this year. This was at no additional cost to the agency.

There was one additional training that our Coordinator participated in this year. It was a workshop hosted by the Institute of Child Psychology on Childhood Anger. This group has started coming to Medicine Hat occasionally and we thought it important to attend and see if this type of PD would be helpful to our membership in the upcoming year. There was a fee of \$89 for this workshop.

SECTION V Feedback

- 1. Provide a review of the program from a consumer perspective. Identify what they feel is working well and issues that they have identified to you over the last year.**

Every year we are able to streamline our operations. Since we have held many events and workshops in the past, we are able to do this quite easily. Our Coordinator is able to involve members in some of the planning (for example through the Recognition, Recruitment, and Retention Committee). This reduces the workload as some tasks can be assigned to MHDCCA members.

As showcased in the attached Annual Report, the MHDCCA remains a strong, supportive presence in the community.

Each year upon membership renewal, we conduct a survey to see how the directors are feeling about the work the MHDCCA is doing. This year's results are overwhelmingly positive.

- 100% of child care directors said that the funding provided by Children's Services has improved their service for children and families.
- 100% of child care directors reported feeling recognized and supported within the local child care community.

2. Describe any issues or concerns that you have with the Department.

N/A

SECTION VI *Program Development*

1. In your program planning have you identified any gaps in service delivery or any program areas in which you have given consideration to expansion?

We remained focused on membership recruitment this year as we would like to have 100% of the child care programs accessing our programs and services.

We will be hosting an Early Learning and Child Care Conference in 2019. This will allow our Educators to participate in many high quality learning experiences in one day. This conference will be focused on current trends in early learning including Outdoor Play, Risky Play, and much more.

2. Describe changes that you anticipate making over the next three, six and nine months.

In June, we are reviewing our strategic plan to see if any changes need to be made. We will be sure to communicate the new plan to Children's Services once the report has been accepted by the membership in the fall.



MEDICINE HAT & DISTRICT
Child Care Association

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