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# 2020 Annual Report

Annual General Meeting

June 7th, 2021



*"We Care for What Really Matters"*



*Some of Child Care Algoma's Heroes*

[www.childcarealgoma.ca](http://www.childcarealgoma.ca)

# Child Care Algoma

## Mission Statement

Child Care Algoma is a non-profit agency dedicated to being a leader in providing quality programs which support healthy early childhood development.

## Vision Statement

To strengthen the foundations for learning, behaviour and health of all children for future success.

## Values

- We believe that families and children are the focus of all of our programs
- We believe that research is an integral part of the planning of programs and the implementation cycle
- We believe in quality care and education designed to meet the needs of children and families
- We believe in accessible and affordable child care programs
- We believe in a safe and friendly environment for children, parents, staff, and visitors
- We believe in an atmosphere of harmony, trust, friendship, and warmth that encourages children to learn as individuals
- We believe in support and guidance for those who are caring for young children
- We believe in opportunity for professional development and to recognize staff accomplishments
- We believe in effective lines of communication, teamwork, integrity, respect, and fairness
- We believe in an enthusiastic approach to the role each individual plays as a member of our team



*Child Care Algoma regards children as the heart of our Agency and we remain dedicated to providing them with a place to develop their potential through freedom to explore and engage in the world around them.*

## Message from the Board of Directors

This has been a year of unprecedented challenges. This has been particularly true for childcare and EarlyON Child and Family Centres, and certainly, Child Care Algoma has been no exception. 2020 was a year unlike any we've experienced and is a year that demands to be documented, but also aches to be forgotten. As the situation continuously evolved over the last year, the team at Child Care Algoma has displayed leadership, dedication and flexibility as they rose to the many challenges presented by COVID-19 and the ongoing changes the pandemic has required.

Our staff have taken steps beyond what we've ever been required to do to meet the needs of children and their families and they have done so with care and professionalism and everyone's safety as a top priority. In short, we have risen to the challenge and are moving forward stronger and more determined.

Leading into the pandemic, our child care centres were in a position of strength, both financially and in terms of culture, community and programming. The dedicated team and staff leveraged this strong position. They created new ways of teaching, improved the physical safety of our childcare centres and planned various scenarios for how child care would continue. They thought through how best to deliver a learning environment that took into account the health and well-being of our children and their families.

As we end the year in the midst of a pandemic, Child Care Algoma is also pleased to highlight some accomplishments from the last year. At the Echo Bay Learning and Care Program, we introduced an infant program and relocated to a newly renovated child care space within the Echo Bay school. At the R.M. Moore Early Learning and Care Program, we relocated from a one classroom preschool program to a new addition at R.M. Moore school that now offers infant, toddler and preschool care. Another positive accomplishment of 2020 included offering Emergency Child Care to eligible families at the Dacey Road site as well as with some home child care providers. Our EarlyON Child and Family Centres and the Community Action Program for Children (CAPC), shifted from in-person programming to support families, to providing contactless drop-off kits/food boxes and other learning opportunities as well as offering Zoom and Facebook live programming.

On behalf of our Board of Directors, I would like to express our sincere gratitude to all of the staff of Child Care Algoma for their unwavering dedication, professionalism and commitment to the children and the families we serve as well as to the families who have chosen Child Care Algoma as their trusted child care provider. As always, our children and families are our inspiration, motivating us to strengthen the foundations for learning, behaviour and health of all children for future success.

*Stay safe, stay healthy.*  
*Jennifer Rizzo*



### **Board of Directors**

- Chair.....Jennifer Rizzo
- Vice Chair.....Laura McConnell
- Treasurer.....Kevin Thibeault
- Secretary.....Jasmyn Rowley
- Member.....Claudine McDermott
- Member.....Miranda Ableson
- Member.....Caryn Orchard
- Member.....Steve Zuppa

## Executive Director's Message



Anne DeLuco

“Learn from yesterday, live for today, hope for tomorrow.”  
– Albert Einstein –

I am certain everyone will agree 2020 will be a year that many of us will not soon forget. The global pandemic has transformed the world as we knew it and unfortunately our tomorrow and “*new*” normal is yet to be uncovered. Amidst the various challenges this pandemic has triggered, Child Care Algoma, as a sector leader, persevered and became more resilient to our commitment to superior programs and services while also executing enhanced measures for the safety and well being of children, families and employees.

As I composed this report it was difficult not to place a high concentration on how demanding this year was. Navigating the pandemic and the various uncertainties that it generated did present the Child Care Algoma team with some reservations; however in situations of unfamiliarity, it is common to experience some level of apprehension. Although we needed to live, learn and engage with each other differently we came together and worked through the challenges with strong outcomes.

As you may recall licensed child care centres were legally required to close on March 17, 2020 when Ontario ordered a declaration of emergency and the complete child care system was abruptly in disarray. The Ministry of Education worked with service system managers to open select emergency child care centres to support health care and other essential workers. With much gratitude to Child Care Algoma employees that consented to work we opened an Emergency Child Care Program at our Dacey Road Site. As of June 12, 2020, the government permitted child care centres to reopen throughout the province, under enhanced health and safety protocols. As such, emergency child care ended. We shifted from existing routines and needed to adapt to innovative approaches and practices of collaborating, learning and working to ensure that each person was **safe** and cared for. I feel it is important to emphasize that our early learning environments and our EarlyON Child and Family Centres continued in ways unconceivable a year earlier. Educators, children and families needed to adapt to overwhelming change. We acquired new language and behaviours to collectively minimize the risk of the COVID-19 virus; such as wearing personal protective equipment, appropriate physical distancing etiquette, enhanced hand hygiene and developing and adhering to strict guidelines, policies and procedures developed in collaboration with the Ministry of Health, Ministry of Education, Child Care sector partners and the undeniable support from the Algoma Public Health.

Despite the tumultuous roller-coaster we have been travelling over the last several months. I am proud to share with you our 2020 Annual Report. It will provide a comprehensive summary of accomplishments we did conquer and an overview of our notable 2020 year!

Some of which are as follows;

- ◆ February 2020: We moved from a single classroom at R.M. Moore School to a brand new addition and increased spaces to include infant and toddler care.
- ◆ March 2020: We expanded our program in Echo Bay to offer infant care in a newly renovated space.
- ◆ April – June 2020: Offered an Emergency Child Care Program to eligible families at our Dacey Road Site. Some Home Child Care Providers also offered ECC to their families.
- ◆ July 2020 – In partnership with Algoma District School Board we relocated the Northern Heights Outreach Site to the Boreal French Immersion School Site.
- ◆ September 2020: Re-located the preschool and toddler program in Echo Bay to a new a child care space.

- ◆ EarlyON Child and Family Centres / Community Action Program for Children needed to transition from in person programming to support children and families to virtual ZOOM and Facebook live programming. For families in need we also conducted contactless deliveries of food boxes, personal care items and activity kits.
- ◆ We developed and implemented significant regulations, policies and procedures associated with COVID-19 to ensure environments, children, families and employees were protected.
- ◆ We achieved clear license renewals, both virtually and in-person.
- ◆ We continued to support the Agency's affiliated Home Child Care Program, the Home Child Care Providers and their premises.

This was an extraordinary year and our accomplishments could not have been achieved if it were not for the endless hours of work and attentiveness from Neill Malcolm – Manager of Finance and Information Systems, Talia Bruno - Manager of Programs and Human Resources and Program Co-ordinators, Suzanne Manson, Jennifer Parrella, Diana Taranto and Kelly Rowlinson. I am so appreciative for your determination, individual expertise and allegiance to the organization, children and families. You each play such a critical role in the overall management of this organization and I am very thankful for your support.

I must also recognize the true champions of 2020. To Child Care Algoma's front line workers, to include the Early Childhood Educators, EarlyON teams, Cooks, Administrative, Maintenance, Home Child Care Providers and Support Staff; a *profound thank you*. I must also make special mention to those employees that came forward to offer Emergency Child Care. It is without question that the efforts by all, through these very stressful times will always be appreciated and recognized. You have stepped up each and every day, despite the risks, to ensure quality, safe programs and services were available to families. Child Care Algoma exists because of you!

Additionally, I would like to acknowledge the ongoing assistance and support received from the District Sault Ste. Marie Social Service Administration Board, the Algoma District Social Services Administration Board, the Ministry of Education and other Community partners. A distinctive mention to the Algoma Public Health team for their contributions and valued support that was available to us whenever needed.

Furthermore, I extend our most sincere appreciation to our parents and families for their patience and understanding and for trusting Child Care Algoma in caring for your children during this unprecedented time. Your confidence in our programs and services has been both impactful and crucial to our success.

Finally, thank you to our Board of Directors for bringing their passion, intellect, insight, experience and resources to the table. The many volunteer hours you devote to this Agency are greatly appreciated.

As we continue to navigate this world-wide pandemic, I believe our future is not without additional hardships. I will however, remain confident that as we have endured complex circumstances before, we have the determination to do what is needed for continual success. We will proceed focussing on this as an opportunity to nurture different ways of existing, based on what we have already experienced, and what we know we need to do as we move forward. We always knew our achievements were dependent upon our united strengths and efforts and this year has certainly proved this to be more accurate than ever before!

Stay Safe. Be well.

*Anne DeLuca*

## History

In **1982**, Sault Ste. Marie Day Care Services was incorporated as a Co-operative Corporation. The agency started from a small office on Queen Street with a private home day care office purchasing services from twenty five providers. The agency later opened a small Parent Resource Centre with a toy lending library.

In **1988** Sault Ste. Marie Day Care Services opened it's doors at 148 Dacey Road offering families a child care program, the private home day care office with additional providers and a parent/child resource centre with a toy lending library.

In **1991** we opened the Queen Street Child Care Program. This location also provided for administration support to Private Home Day Care (currently known as Home Child Care).

In **1993** Child Care Services were expanded to meet the needs of the community of Thessalon and surrounding areas.

In **1995** Sault Ste. Marie Day Care Services changed it's name to Child Care Algoma.

In **1997** Child Care Algoma assumed responsibility for the French language licensed Child Care and Family Resource Program; Le Carrousel des Amis.

In **1998** Child Care Algoma opened the Station Mall Family Resource Program.

In **1999** R.M. Moore Child Care program was opened in the R.M. Moore Public School.

In **2001** Child Care Algoma assumed responsibility for the Algoma Co-Operative Children's Services. This program includes the Canada Prenatal Nutrition Program and the Community Action Program for Children.

In **2003** we became the lead Agency for the Best Start Hubs. The official grand opening occurred June 24, 2003 at the Station Mall location. In addition, Satellite programs are located across the community.

In **2008** and in conjunction with the local Best Start Network, Child Care Algoma made a commitment to support the Best Start initiative and offer programming at Holy Angels School, Dacey Road, École Notre-Dame-Du-Sault and Prince Township.

In **2010** Child Care Algoma introduced infant programs at our Queen Street East and Dacey Road locations.

In **2012** we offered programming at the *new* Holy Cross School to include, a Best Start Hub, a Toddler, Preschool and a Before and After School program. This model follows the Province's vision of a seamless system for children from birth to school age.

A Before & After School Program also opened at F.H. Clergue French Immersion School.

In **2014** the Thessalon Early Learning and Care Program relocated to the Thessalon Public School.

In **2015** an infant program opened at 115 Shannon Road. We also expanded the preschool playground to include a large play space in a new natural setting.

In **2017** we opened a new Infant, Toddler, Preschool and Extended Day Program at the St. Basil School location.

In **2018** we opened a new Extended Day Program at Grand View School. Dacey Road Early Learning and Care Program expanded to accommodate 3 additional infant spaces. Parkland Early Learning and Care Program also expanded to offer new infant spaces, additional toddler and preschool spaces. In May we celebrated the "Official Openings" of the following EarlyON Child and Family Centres; St. Basil School Site, Northern Heights School Site and River View School Site. Holy Cross School Site, Holy Angels and École Notre-Dame-Du-Sault School Site were included in the celebrations.

In **2019** we opened a new Extended Day Program at Queen Elizabeth School. In September we celebrated the official launch of the EarlyON Mobile Hub. The Mobile Hub is the first of its kind in Northern Ontario and this service will allow Child Care Algoma to provide further opportunities for children, parents and caregivers in our community while it also supports the Ministry of Education's vision for an integrated, cohesive system of services and supports.

In **2020**, we re-located from a single classroom at R. M. Moore School to our own newly constructed wing of the school. We expanded this program to include infant and toddler spaces. We also experienced a move within Echo Bay School. We increased spaces to include infant care in a newly renovated program.

We have grown to offer a wide range of Early Learning and Care Programs to include Infant, Toddler, Preschool and Extended Day Care, as well as EarlyON Child and Family Centres. We employ many staff and remain the largest child care service provider in the District of Algoma.



*Holy Cross Early Learning and Care Program*

# Child Care Algoma Programs & Services

Licensed Early Learning & Care Programs and Extended Day Programs	
Location	Programs Offered
Dacey 148 Dacey Road, SSM	Infant, Toddler, Preschool & Extended Day
1600 Queen Street, SSM	Toddler & Preschool
115 Shannon Road, SSM	Infant
East View School, 75 Arizona Avenue, SSM	Preschool & Extended Day
Parkland School, 54 Amber Street, SSM	Infant, Toddler, Preschool & Extended Day
Holy Cross School, 16 Texas Avenue, SSM	Toddler, Preschool & Extended Day
École Notre Dame du Sault, 600 North Street, SSM	Toddler, Preschool & Extended Day
R.M. Moore School, 1272 Base Line, SSM	Infant, Toddler, Preschool & Extended Day
St. Basil School, 250 St. Georges Avenue, SSM	Infant, Toddler, Preschool & Extended Day
Thessalon School, 90 Stanley Street, Thessalon	Infant, Toddler, Preschool & Extended Day
Echo Bay School, 290 Church Street, Echo Bay	Infant, Toddler, Preschool & Extended Day
Pinewood School, 3924 Queen Street East, SSM	Extended Day
F.H. Clergue School, 80 Weldon Avenue, SSM	Extended Day
Grandview School, 161 Denwood Drive, SSM	Extended Day
Queen Elizabeth School, 139 Elizabeth Street, SSM	Extended Day
Licensed Home Child Care	
Main Office: 148 Dacey Road, SSM Home Child Care; Various Location in SSM	Infant, Toddler, Preschool & Extended Day
EarlyON Child and Family Centres	
Holy Angels School, 102-A Wellington St. E, SSM	Drop In and Parenting Programs
Holy Cross School, 16 Texas Avenue, SSM	
École Notre Dame du Sault, 600 North St, SSM	
St. Basil School, 250 St. Georges Avenue, SSM	
SSM and Algoma District Outreach, Outreach & SSM Mobile Services -Various Locations	



## Parkland Early Learning & Care Program

*We offer a wide range of Early Learning & Care and Extended Day Programs, as well as EarlyON Child and Family Centres for children and families in Sault Ste. Marie and the Algoma*



## St Basil Early Learning & Care Program

Visit [www.childcarealgoma.ca](http://www.childcarealgoma.ca) for a more descriptive review of our Programs and Services

Administration Offices ~ 148 Dacey Road, SSM, ON P6A 5J7  
Phone ~ 705-945-8898

# Early Learning & Care Programs



**Dacey Road Preschool Program**

*Our programs provide environments and experiences to engage children in active, creative and meaningful play.*

**East View Early Learning & Care Program**



**R.M. Moore Infant Early Learning & Care Program**

## Toddler Programs

Our caring Registered Early Childhood Educators develop meaningful relationships with our families. Toddlers need regular routines that encourage safe exploration and play. Our early learning programs provide a nurturing environment that supports a child's social, emotional, physical, creative and cognitive development in a holistic way.

## Preschool Programs

Child Care Algoma's Early Learning and Care Programs provide caring environments that enhance all levels of a child's development. Our knowledgeable Educators plan curriculum that supports early learning practice which is based on the belief that all children are individual and unique learners. Our preschool programs provide environments and experiences to engage children in active, creative, and meaningful exploration, play and inquiry. Each of our Early Learning and Care Programs offer similar services, however have unique characteristics reflective of the location and the dynamics of the families they serve.

## Extended Day Learning & Care Programs

These programs for children aged 4 to 12 years foster individual and group collaboration. The children develop and learn in a fun environment that provides a wide variety of age appropriate activities. Extended day programs provide families with peace of mind that their children are in a safe and secure program before and after the school day.

## Infant Programs

Infants in day care have the extra advantage of being in an early social environment with their peers. Parents are confident that our educators offer a safe, loving, compassionate and stimulating environment that builds confidence, curiosity and communication skills. Infants are born ready to learn. Infant programs are currently offered at our Dacey Road, Echo Bay, Shannon Road, St Basil, Parkland, RM Moore and Thessalon Child Care locations.



**Holy Cross Early Learning & Care Program**



**Dacey Rd Extended Day Program**



## Licensed Home Child Care

### Home Child Care Supervisor Report

2020 was quite the year to remember in Licensed Home Child Care! There is no doubt that the COVID-19 pandemic changed the course of our plans, but with a whole lot of hard work and determination we still managed to pull off one of our best years yet. Even in times of such uncertainty, our providers carried out a level of professionalism and passion that reflected each of CCA's mission and values in the best way possible. Although we weren't able to gather with our community partners for our famous group field trips, we never lost sight of our teamwork approach and managed to meet up monthly via zoom to expand our professional development. We are looking forward to what the future brings for Licensed Home Child Care!

#### 2020 Home Child Care Awards

Provider of the Year ~ Sheila Patrick Bailey	Years of Service
Best Curriculum- Ashley Fecteau Duoba	30 Years - Anna Marie Levesque
Best Environment - Vanessa Schreiber	20 Years - Kim White
Compassion Award - Ederlina Tremblay	20 Years - Denise Radford

### Provider Highlight ~ Holly Russell King

As I entered my fourth year with Child Care Algoma things were a bit different due to the Global Pandemic. After being closed for several months, both home childcare staff and licensed home providers returned to work with all new health and safety guidelines. Thankfully, we have many resources at our fingertips to help keep us connected. We were able to adapt seamlessly to Zoom meeting vs in-person. With the added cost due to the pandemic, it was a relief to have PPE and hand sanitizer supplied to us by the agency.

We have never utilized our group of wonderful women so much in the past. I love how supportive and encouraging everyone is. Together we share ideas, daily hacks, solutions and much more to improve our day and provide quality care. A team like this is hard to come by.

After gradually reopening and seeing these remarkable children each day, I felt the passion for my career take over the stress of the virus. Knowing each day as they arrived, they were excited about what was in store as I helped bring their imaginations to life. Many positive changes came to my program that has helped us establish a great routine thanks to scheduled pick up and drop offs. This not only allows for proper screening times but also gives the children a chance to settle in before the next friend arrives. Times have never been better in my program.



Home Child Care Provider

## **2020 Program Highlights**

Family and community form the foundation for children's development. Families know their children best, and are the most powerful influence on their learning and development. We invite families to participate in their children's experiences, which ignites their interest in learning.

We strive to create environments and experiences where children and families explore, question and learn together. We provide consistent yet flexible programs where children and families learn through hands-on involvement.

### **Family Connection**

Wednesday evening programming for the months of January, February and March, families were invited to enjoy a nutritional meal which provided an opportunity to enrich adult-child interactions and social connections.

### **Newcomer Drop-In Program**

Families new to the City of Sault Ste. Marie were welcomed to join us to participate in our daily programming for the month of February. Staff and families engaged in languages spoken in Arabic, Turkish & Kurdish. Early learning activity and nutritious snack were provided.

### **Be our Guest and Join us for Lunch**

Tuesdays and Thursdays families visited and were served a nutritious lunch for the months of January and February. Lunch was prepared by United Way's Harvest Algoma.

**Monthly Good Food Box Draw in Partnership with S.S.M. Soup Kitchen Community Centre** Good Food Box monthly draw was provided. Food box consisted of fresh produce and was delivered to the winner's home from January to March.

### **Breastfeeding and Babywearing Support and Chat**

Trained La Leche League of Canada and Babywearing of Algoma Volunteer shared up-to-date breastfeeding/chestfeeding information, encouragement and support in the months of January, February and March. Babywearing support and guidance was offered promoting the enjoyment of babywearing.

In response to COVID-19, EarlyON Child and Family Centres were closed in early March 2020. We were fortunate to be able to continue to support children and families during these unprecedented times with various programs and resources including virtual programming.

**During our Virtual 2020 programming we had 1,513 responses engaged in our Social Media virtual programming and challenges**

### **Family Meal Kits**

Family Meal kits were made available for the months of November and December on Wednesday evenings. **93 Take Home Family Kits were offered to families.**

### **Bagged Lunches in Partnership with Soup Kitchen Community Centre**

Each Wednesday for the months of November and December, 50 bagged lunches weekly were distributed to families. **A total of 400 bagged lunches were distributed.**

### **2020 R.J.'s Market Good Food Box Draw (May to October 2020)**

Each week, a Facebook "challenge" was posted for families. During the week, they were encouraged to share their ideas/participation with us via private Facebook message or comments for their chance to win our weekly draw. **35 RJ's Food Boxes were distributed.**

## **Triple P**

Certified Practitioners in the **Triple P Positive Parenting Program** continue to create a positive, caring relationship between children and families offering a range of ways to deliver positive parenting, from single visit consultations to public seminars, group courses and private sessions. **Virtual Triple P Seminar Series Online Evening Event** was offered on the Power of Positive Parenting for parents of children up to 10 years old. Seminar #1 ~The Power of Positive Parenting, Seminar #2 ~ Raising Confident, Competent Children and, Seminar #3 ~ Raising Resilient Children.

**A total of 155 Adults participated in various Triple P programs.**

## **Community Hubs Summer Time Activities & Food Distribution (July & August 2020)**

Summer weekly deliveries to Shannon/Capp, Adrian Drive, Boston Ave as well as Chapple Albion was completed over the summer months and consisted of age appropriate activities and child friendly snacks.

**552 Nutritious Snacks, 664 Activities and 112 Parent Self Care Kits were all distributed.**

## **Virtual Welcome for Re-Opening October 2020**

Programs began welcoming children and families back for indoor, in-person services.

Pre-registration was required through [www.keyon.ca](http://www.keyon.ca). If families needed assistance they were able to call the EarlyON Centre and someone would help to register the families for a drop-in session.

Upon any arrival to any of the EarlyON programs, families were permitted one at a time to complete the screening process. The **Child Care Algoma EarlyON Team** decided to create a Virtual Welcome Video for families at <https://spark.adobe.com/video/3pecUzZlblskP> to welcome and share the changes with families.

## **EarlyON Holiday Meal Kit Pick Ups**

Upon re-opening the programs on October 19, 2020 we transitioned our regular Wednesday evening Family Dinner program to consist of a Family Meal Kit. During the month of December it included dinner options as well as breakfast ideas to support families over the Holiday season.

**During the month of December, 48 Adults, 99 Children were served.**

## **EarlyON Activity Kit Pick Ups**

Activity Kits were created as a way to support families who may not be able to attend in person for various reasons. These included craft and activity ideas as well as baking experiences for the children and families.

**11 various activity options were provided and 73 Adults 100 Children served as a part of this program.**

## **Community Christmas for Children**

This year represented the 30<sup>th</sup> Season of Community Christmas for Children and the calendar was made available virtually. The Calendar included a combination of virtual programming, Holiday pick up kits and in program activities from December 7, 2020 until January 4, 2021.

The **Community Christmas for Children Calendar of events listed 48 activities** along with some additional options of where to find virtual programming for children and families.

## **Francophone Services**

**French Fridays and Virtual French Video** sessions continue to be successful creating opportunities where French speaking families can practice their language and culture. We encouraged participation through videos of seasonal and theme based songs, experiences and role plays to promote exposure to the French language. Children were encouraged to practice their French vocabulary and complete fun tasks based on the theme of the session and share them with us.

**French Infant Massage** Our certified **Infant Massage** instructor offered a French Infant Massage program in building on the importance of attachment through the stimulating form of touch that nourishes the relationship between the parent and child.

## Program Feature of the Year

### Early Learning and Care Program R.M. Moore Site

Finally after 20 years of occupying a single classroom at R.M. Moore Public School we were very excited to move into our new beautiful space in February of 2020. We went from a one classroom Preschool Program to a Program with an Infant, Toddler and Preschool Room. We also continue to run our JK/SK Extended Day Program and our School Age Program.

Although the year has been filled with many challenges it has also been filled with so many amazing learning and growing experiences.

With our expansion we are thrilled to be able to provide quality care to many more new families in our community.



### Early Learning and Care Program Echo Bay Site



In March of 2020 the Echo Bay Early Learning and Care was ecstatic to finally offer infant care to the families in our community and surrounding area. Our revised license now includes 10 infants. That was not all that happened in 2020 in Echo Bay; after many delays (some due to COVID lock down), the senior end of the school was renovated to accommodate a new space for the child care program. At the end of August the toddler and preschool programs moved into our own space, which has allowed us our own entrances, additional toilets and sinks for the children and easier access to our playgrounds. The children and staff have settled in nicely to our new space and we are hoping to sometime in the future offer an open house for our families and the community to come inside and see first hand our learning environments.

# Community Action Program for Children EarlyON Child & Family Centres in Central Algoma



Thessalon Preschool Early Learning & Care Program

*The CAPC/ EarlyON Play and Learn Programs offer weekly early learning and literacy activities.*



Echo Bay Toddler Early Learning & Care Program

The Community Action Program for Children / EarlyON Child & Family Centres offered children and families in the rural communities the opportunity to socialize while engaging in activities that stimulate healthy growth and development during the first two of the year.

When the pandemic hit our team quickly found creative ways to support children and families. To replace in person programming we provided weekly check ins by phone, contactless drop off of cooking and family learning activity kits. We provided families with virtual programming both to support parenting skills and to engage children and parents in learning opportunities.

Programs Offered include:

- Kids Can Cook at Home Family Activity Kits
- Virtual Triple P, Nobody's Perfect & Infant Massage
- Virtual Story & Science Opportunities

We delivered to door food boxes and essential items to....

- ◆ Over 80 families
- ◆ 694 individual meals have been provided
- ◆ Staff provide 120-130 check ins with parents each month
- ◆ Space to store and package food items has been donated by the township of Macdonald, Meredith and Aberdeen Additional

*"It truly takes a community to raise a child"*



Central Algoma EarlyON CAPC

## Canada Prenatal Nutrition Program Central Algoma / North Shore

The Canada Prenatal Nutrition Program supports pregnant women in giving their child the best start in life by providing them with access to milk, nutritional food and information on healthy living and eating during and after their pregnancy. The goals of the program are to improve the health of pregnant women, support the healthy development of the fetus, reduce the number of

babies born with unhealthy birth weights, promote breastfeeding and mother-baby attachment, and increase the accessibility of services for pregnant women. The CPNP program is offered to pregnant mothers in need living in communities along the North Shore from Echo Bay to Blind River. The program is funded by the Public Health Agency

of Canada and administered in partnership with Algoma Public Health and Algoma Family Services.

In 2020 46 women and infants were supported.



# Professional Planning Committee

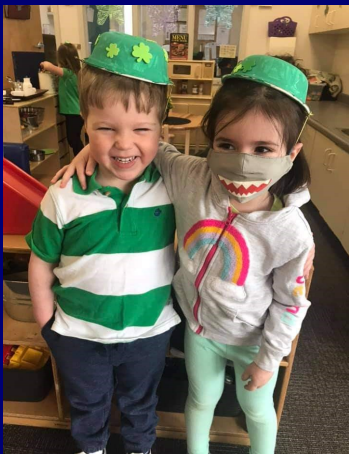
*Working as a active committee since 2007*

## Professional Planning Committee 2020-2021

Jennifer Parrella  
Diane Turpin  
Brienne Spina  
Talia Bruno  
Rochelle Jones



Queen St Toddler Early Learning & Care Program



Queen St Early Learning & Care Program

The Professional Planning Committee has been an active committee since 2007. The role of the Professional Planning Committee is to provide support and strategies that are consistent with current research, theory and best practice to maximize employee's potential in delivering quality services to children and families.

The Professional Planning Committee has determined that a successful pathway to professional growth and development must be characterized by the following principles:

- Strategies that assist and motivate staff to improve their specialized knowledge, skills and interests;
- Approaches to ensure our programs set a foundation for lifelong learning, behaviour and health;
- Partnerships with families and communities that will strengthen our planning in developing environments to meet individual needs and create resilient, trusting relationships;
- Curriculum that will support early learning, diversity, equity and inclusion, and Play opportunities that will utilize a child's natural curiosity and excitement.

Benefits of Professional Planning:

- Supports evidence based best practices to provide children with the best possible start in life
- Demonstrates a commitment to quality for parents, builds trust and respect
- Excellent preparation for licensing inspections
- Offers opportunities for staff development
- Earns a reputation for excellence
- Nurtures ongoing improvements

The Professional Planning Committee continues to provide employees with professional learning opportunities. The "Mingle, Share and Learn" Networking nights have proven to be an ideal way for allowing employees to develop connections, learn new concepts and broaden their knowledge. Unfortunately due to the COVID-19 pandemic we were unable to offer any Mingle, Share and Learn sessions in 2020 however we look forward to when we can all come together again for professional learning opportunities.

## Health & Safety

Health & Safety Social was scheduled for June 4<sup>th</sup> 2020, but due to COVID-19 we needed to cancel the event. WHMIS training was completed individually as needed on a Web based platform. Our winner for the Health & Safety Monthly Challenge was Holy Cross Licensed Child Care.

Certified Members:

Alicia Charrette – Employee Representative;  
Neill Malcolm – Management Representative

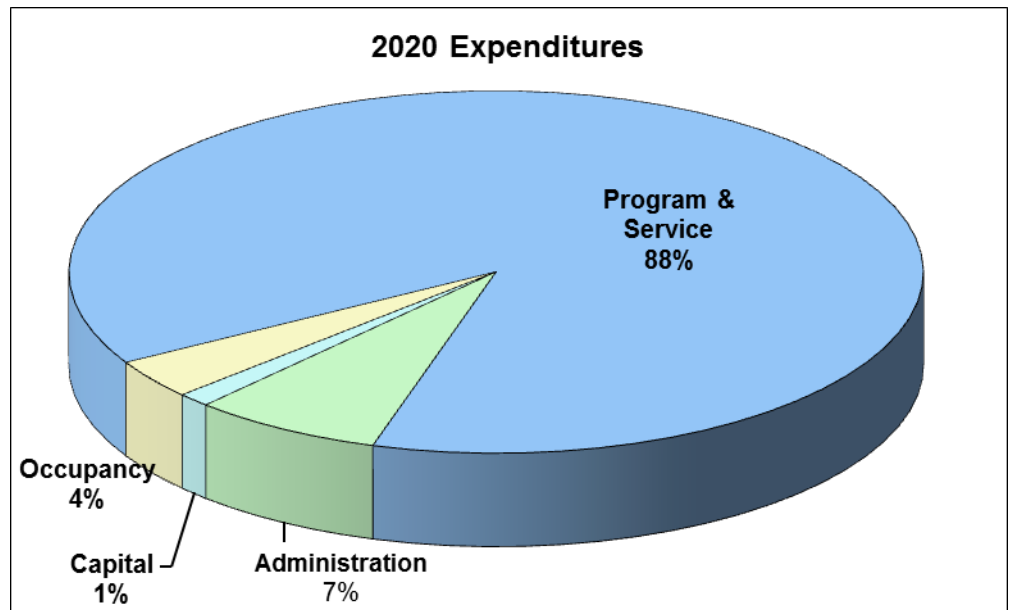
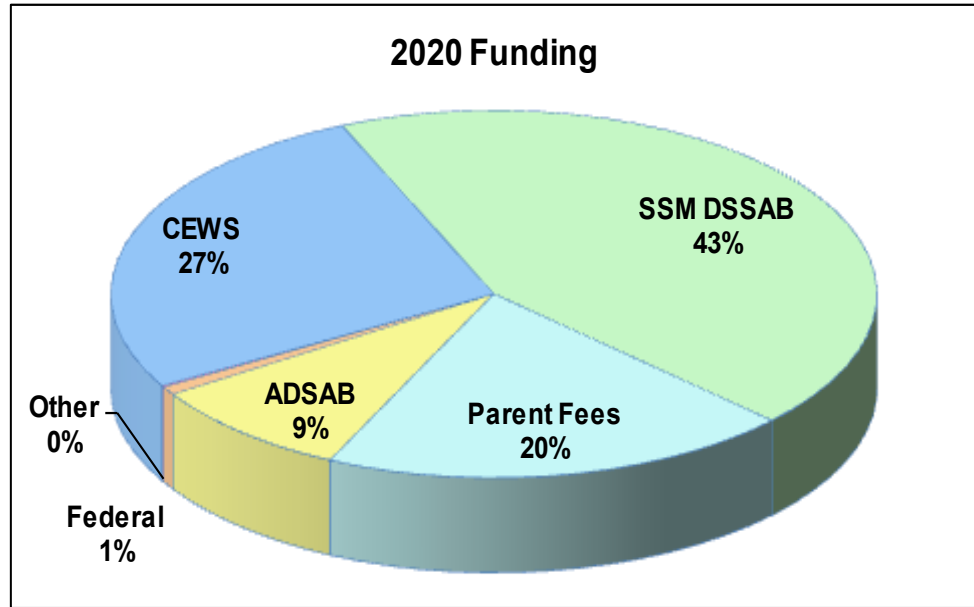
# Funding



Dacey Infant Early Learning & Care Program



Echo Bay Learning & Care Program



## Child Care Algoma Service Activity for 2020

Program	Visits/
Sault Ste Marie Early Learning & Care Programs	46,659
EarlyON Child and Family Centres	13,200
Central Algoma Early Learning and Care Programs	8,376
Staff	235

# Statement of Operations

## CHILD CARE ALGOMA

### STATEMENT OF OPERATIONS YEAR ENDED DECEMBER 31,

	<b>2020</b>	<b>2019</b>
<b>Revenue</b>		
Parent fees	\$ 1,488,420	\$ 2,750,264
Federal wage subsidy (CEWS)	2,003,014	-
District of Sault Ste. Marie Social Services Administration Board	3,255,470	4,253,446
Algoma District Services Administration Board	654,827	910,616
Algoma Family Services	54,633	61,510
Interest	7,455	9,434
Other revenue sources	2,299	36,588
Amortization of deferred capital contributions	96,433	152,032
	7,562,551	8,173,890
<b>Expenditures</b>		
Advertising	11,007	7,580
Amortization	107,249	166,428
Bad debts	7,869	10,163
Bank charges	19,284	27,491
Food	165,519	251,741
Insurance	38,017	31,313
Professional fees	9,741	19,149
Program and office supplies	300,922	401,794
Providers - private care	615,459	817,755
Purchase of services	119,482	148,889
Rent and storage	21,751	56,700
Repairs and maintenance	173,752	213,008
Salaries and benefits	5,885,680	5,917,508
Telephone	33,317	24,660
Travel and training	9,204	8,432
Utilities and taxes	47,366	48,778
	7,565,619	8,151,389
<b>Net revenue (expenditure)</b>	<b>\$ (3,068)</b>	<b>\$ 22,501</b>

*This represents  
the Agency's  
financial  
position  
as of December  
31, 2020.*



## 2020 Employee of the Year



East View  
Early Learning & Care  
Program

Thessalon  
Early Learning &  
Care Program



Alicia is a dependable and consistent employee who works with high levels of autonomy and continuously displays dependability. Alicia supports Child Care Algoma Triple P Practitioners and through her experiences she mentors new Practitioners within the community. Alicia works cooperatively with others and embraces the importance of creating a positive team environment.

Alicia has a great rapport with her colleagues. She demonstrates empathy and guidance and her mentorship generates a sense of belonging and positive ambience in the work place. Her genuine passion for her work fuels her work achievements including successful programming for parents, caregivers and children.

Alicia demonstrates commitment to acquiring and maintaining current professional knowledge and to ongoing professional development. She takes advantages of opportunities when they are presented and her flexibility and courage pushes the EarlyON team to be innovative. As programs expand and new opportunities are presented, Alicia quickly grabs hold of the wheel and continues to provide innovative programming for the children and families who attend our programs with a positive attitude and energetic personality.



Alicia Charrette

## Professional Practice Leaders (P.P.L.)

The Professional Practice Leader (P.P.L.) is an educator who has volunteered to provide their program team with leadership during the Quality Assurance Program process. The P.P.L. are supported in their role through coaching, mentoring as well as access to new learning opportunities through a variety of professional learning sessions. We are proud to have the following staff in the role of Professional Practice Leader for Child Care Algoma.

Notre Dame ~ Cindy Graham  
St. Basil's ~ Bobbyi-Lynn Murdock  
Queen/Shannon ~ Nicole Dube  
Holy Cross – Heather Printess  
Home Child Care ~ Brooke Braidon

Extended Day Programs ~ Angela Dawson  
R.M. Moore ~ Kristi LaForest  
Dacey Rd. ~ Cally Torrance  
Parkland ~ Tessie Diboll  
East View ~ Katherine Tudhope/Sara Kent

## Years of Service Recognitions



**Jill McCaig**  
**10 Years**

I started my career at Child Care Algoma in the preschool room, being the mom of two I thought I was totally ready for it. On my first day I had seven children running in seven different directions in the hallway. Needless to say, school can only prepare you so much for the real world of a group of 3 year olds! I would later go on to work with toddlers and for the last 6 years or so I have been working with infants. I can actually say I love my job, choosing to go back to school and studying to be an Early Childhood Educator was the right the right decision for me!

Wow, I cannot believe how quickly the years have gone by. When you truly love what you do, it doesn't feel like work at all. My career began in 1990 at our Dacey Road location where I worked in the Child Care Program, the Before and After School Program and the Family Resource Centre. After ten years at Dacey Road, my journey continued at R.M. Moore Early Learning and Care Program where I have been the Site Supervisor for the past 18 years. My time with Child Care Algoma has been so fulfilling and rewarding. I have made many special memories. I've worked with wonderful co-workers who have become close friends; I have met so many amazing families, and now I am seeing children that I have cared for through the years bring their own children to daycare.

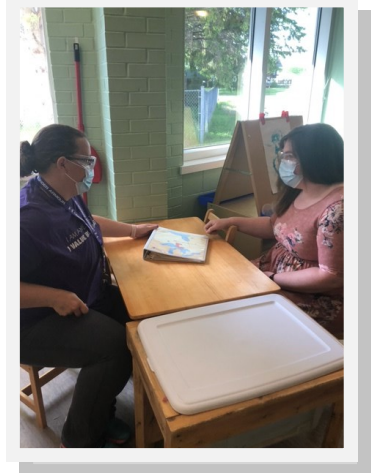
I am so thankful for all of the support I have received over the years and feel so fortunate and proud to be employed by such a wonderful agency that truly cares for their employees. Thank you to all who have been a part my 30 Years! I am truly blessed.



**Sylvia Dukes**  
**30 Years**

## Quality Assurance Meaningful Action Plan (MAP)

Through out 2020, as a part of our commitment to supporting quality licensed child care in the district, staff continued to develop their “Meaningful Action Plan” better known as “MAP”. This past year, program educators in consultation with their program coordinator, and site supervisor continued to use this instrument to assess the level of quality in their individual program. The educators have continued to self reflect, and make meaningful changes to their environments, which included many COVID related practices, that resulted in successful learning environments. Actions plans were amended to guide the process and they continued to use documentation to demonstrate their progress and to continually assess and make changes to their plan as required. Even with all the added responsibilities of the pandemic and the ever constant changes to policies and procedures, the staff remained committed to using this tool to ensure that they were meeting the needs of the children and families, and the expectations of the “How Does Learning Happen” as directed by the Ministry of Education.



## A Year In Review by Site Supervisor Sara Kent

2020 came with challenges no one could have foreseen. It challenged each and every one of us in ways we never thought imaginable. It brought with it a darkness never before experienced in this modern day. But the brightest light burst through that darkness in the form of our educators, our children, and our families. Together they rose above the never-ending challenges to create the most positive learning environment they could. Each and every day I watch our educators and staff create engaging activities, nurture positive relationships with the children, support and encourage creativity, curiosity, well-being and belonging. The children are excited to come through the door every morning, and can't wait to go and see their teachers. The children have shown us a resiliency far beyond their young years. They don't see the PPE. They don't notice the changes and challenges. They adapt and bring an energy to the programs that can be felt as soon as you come in the door. The love and laughter that can be heard when you walk through the halls and into each room is nothing short of magical. And finally our families. Our families have had a unique set of challenges in that they haven't been able to entire their child's classroom, or meet their child's teacher outside of Zoom meetings or SeeSaw photos. But every one of those families has embraced our new communication, our new drop-off and pick up, and have still managed to create beautiful relationships with the educators and staff. There are smiles every morning, and a deep trust as they hand their children over that their child is going to have a great day and come home happy and well cared for.

Yes 2020 was a year for the history books, but what I learned in that year is that human nature, our educators, families, and especially our children have so much resiliency in the face of adversity that I know in the future nothing will hold them back. Together they have the strength to overcome and create positivity in the darkest of times. A team that I am truly proud to say I have the honour to work with.

“Don't fight darkness – bring the light, and darkness will disappear.” Maharishi Mahesh Yogi

# Management Team



**Suzanne Manson**  
**Program Coordinator**

**Diana Taranto**  
**EarlyON Program Coordinator**

**Kelly Rowlinson**  
**Central Algoma Program Coordinator**

**Anne DeLuco**  
**Executive Director**

**Jennifer Parrella**  
**Program Coordinator**

**Neill Malcolm**  
**Manager of Finance & Information Systems**

**Talia Bruno**  
**Manager of Programs & Human Resources**

## A Child Care Algoma Family's Testimonial

My eldest son has been attending Holly-Day Care Services since 2017. From day one, Holly, not only provided an incredible amount of support to my son, showing him constant patience, understanding and kindness, but also allowed me to return to work confident that my son was cared for, nurtured and loved.

Now at almost four and an added sibling, my children excitedly look forward to daycare each day, and return home each night singing new songs, having learned new skills and abilities, chattering about what amazing adventures they've had – all of which I attribute to the tremendous and engaging provider.

With the added stress of the current Covid-19 pandemic, my confidence has never wavered knowing she was doing everything she could to keep my children and family safe and healthy, on top of everything else she was already doing.



Rouse Family



*"We Care for What Really Matters"*