

## Strive Community Meeting Minutes

**Friday November 8, 2019**

**Attendees:** Ally Scott, Michelle Valladares, Sheri Spriggs, Teresa Sulowski, Lauren Goosens, Jan Gaudet, Cora Burns,

**Present via Zoom:** Barb Jackson, Sonia, Kim @ Kinderville

Agenda item and Discussion	Actions
1. Welcome and Introductions	
2. Agenda approval / additions	Agenda approved. No additions.
3. Approval of minutes from October 11, 2019	Minutes approved.
<p>4. Updates from Project Manager</p> <p style="padding-left: 40px;">a. Provincial Centre of Excellence</p> <p>3<sup>rd</sup> cohort of pedagogists are currently “in-training.” The feedback received from past cohorts seems to have been taken into account to improve upon the experience for those participating.</p> <p style="padding-left: 40px;">b. Strategic Planning</p> <p>Over the last several months, the Strive Advisory Committee has been working on our new strategic plan. The plan outlines our vision and goals for Strive. This was an opportunity for us to dream big and we hope to continue to see this vibrant community grow. We could not have engaged in this process without the community feedback we received from the survey we circulated in July, so our thanks again for your support. We hope this plan will reflect who we are, where we want to go and that it engages and excites people to be involved. We anticipate a January release and this will be our guide over the next three years.</p> <p style="padding-left: 40px;">c. Elgin Updates – Sheri</p> <p>Elgin hosted their first leadership Community of Practice, which invited operator, directors, supervisors &amp; program coordinators together for some</p>	



<p>reflective dialogue about leadership and what being a leader means. Great attendance and great conversation. Excited to see how this group evolves.</p> <p>The culminating event for the HDLH? Contest is scheduled for December 4<sup>th</sup> at the St. Thomas Senior's Centre from 6 to 8 pm. This showcase is open to all and the focus will be on celebrating the great work being done in Elgin county. Over 25 displays are being submitted and there are many amazing resources to be awarded.</p>	
<ul style="list-style-type: none"> <li>• Professional Learning Opportunities             <ul style="list-style-type: none"> <li>○ Fall Progress</li> </ul> </li> </ul> <p>It has been a very busy few months with many learning opportunities offered. Feedback has been very positive. We have approximately 10 events left this calendar.</p> <p>We want, in particular, to draw your attention to the Nurturing Seeds sessions on November 27<sup>th</sup> and December 5<sup>th</sup>. These are extensions of the Seed Planting events offered over the Spring/Summer 2019. We are really fortunate to be invited to be a part of these important conversations. We ask and encourage everyone to attend and to share information with colleagues about those sessions.</p> <p>The Family Literacy Conference for Professionals took place on Saturday, October 26<sup>th</sup>. This year, participants were asked to consider children's rights in the London context. Great success overall. Really thought-provoking conversation. Attendance was an issue. Only 127 of the 176 registered attended. Yet while there was a great deal of associated food waste/financial loss, it by no means dampened the day. Karyn Callaghan and her colleagues were so thoughtful and responsive and gave participants so much to think about and reflect on. Karyn also delivered an inspiring message of appreciation in honour of ECE Appreciation Day. We captured Karyn's keynote on video and will be adding it to our online platform, so stay tuned for that! Fox Hollow was an ideal venue for the day; being in an environment that is shared by children, families and Educators really made the message resonate. The takeaway of the day was that this is only the beginning of something. Can't wait to see what comes out of this work.</p> <ul style="list-style-type: none"> <li>○ Winter Planning</li> </ul> <p>The Winter 2020 Professional Learning Calendar will be released for preview online on Monday, January 6, 2020. Registration for all events will begin at 9:00 am on Friday, January 10<sup>th</sup>. We hope to have hard copies of the calendar that week as well.</p>	

There are many wonderful learning opportunities contained within the pages of the new calendar but a few we want to highlight are:

- We will be hosting an Apprenticeship Panel at Fanshawe. This opportunity is for directors/leaders who are supporting staff through the process as well as individuals who may be considering the apprenticeship pathway. Taylor Frost who oversees the apprenticeship program for the Ministry of Labour, Sheryl Third, Diane Gordon, and a full-time RECE and graduate of the apprenticeship program from Grand Ave Children's Centre will make up the panel.
- We will be offering two leadership focused sessions around succession planning, facilitated by Jen Denys from Bluecore Coaching. These sessions will explore processes to put in place for future transitions in leadership as well as how to recognize and onboard leadership potential from within your organization. The Winter Calendar will offer sessions in Elgin and in Middlesex, and a third, London session will happen in the Spring/Summer calendar.
- We are thrilled to be offering Community Connector training again. This training has proven to be an invaluable resource for early learning professionals.

We received the following impact story about this opportunity:

*"This workshop changed my life. I don't want to say it only changed my work-life, because it really changed how I think on a day-to-day basis. I cannot express how much I needed this training without knowing I needed it. This training is something at LEAST one person in each childcare centre should have. Just knowing there is a library of resources all in one area makes me feel so confident to take on any challenge that may arise".*

- Shelby Bilyea, RECE

- Anova will be offering the Understanding Trauma session again, this time in all three service regions. This learning opportunity is a great introduction to Trauma-Informed Practice and how it informs our work with young children and families.
- For those who have already attended an Understanding Trauma session and who want to dig deeper into that topic, we are also offering Resilience-Informed Caregiving with Dr. Karen Bax from the Mary J. Wright Research and Education Centre at Merrymount. Dr. Bax will be doing a two-part series where she shifts a trauma-



informed lens to a resilience-informed one. The Winter calendar will offer this session in London and then over the next two calendars she will present in the two counties as well.

- And of course, Winter Rethink! It will be held on Saturday, March 7<sup>th</sup>. This year we will be exploring the foundation on Belonging. Representatives from LUSO Community Services will share a presentation on the effective settlement of Newcomer children in childcare settings. We will consider how to cultivate belonging through our interactions and the environment. Lisa Clarke, from laLa Wellness will engage us in reflecting on the power of self-talk. How do the stories we tell ourselves and the things we allow to occupy our minds impact our perception of how we fit in to the world? It should be a great day!

As always, we will also be looking for 2 Educator stories that highlight how belonging is cultivated for children in child care, or how Educators establish their own sense of belonging. The process of crafting the story is highly supported/mentored by the Strive team, so even if you, or a team member, have even a small idea for a story to share, we will work closely with you to help and develop that idea into a story/presentation to be shared. Contact [info@striveswo.ca](mailto:info@striveswo.ca) if you have a story you want to share.

If you ever have an impact story or experience that you would like to share, please contact us at [info@striveswo.ca](mailto:info@striveswo.ca). We always love to hear about impact to practice.

5. Information Sharing (Organizational, Community, Provincial)

a) LCCN and LCCN Advocacy

Continue to receive great feedback about the Unsung Heroes campaign. The video is being widely shared and viewed which is great. It was recently shared at an event in Hamilton. Everyone is encouraged to continue to share and engage with the campaign. Sarah from Investing with Children is currently acting as the social media moderator. Want to ensure consistent messaging. <https://unsungheroesece.com/>

Strive is hoping to organize a group outing to the movies in December as the campaign video is being features during coming



<p>attractions in the weeks leading up to Christmas. Our hope is that the video will be paired up with the Mr. Rogers movie but it is still too early for the theatre to say for certain that this will happen. Stay tuned on Strive’s social media for details to come!</p> <p>LCCN has been participating in some consultaion/conversation with Celine Bourbonnais-MacDonald from Fanshawe College as she engages in a research project with the ultimate aim of generating a prototype for a National Child Care policy.</p>	
<p>6. Community Updates</p> <p>Milestone’s Children’s Centre is set to complete their renovation/extension project by November 29<sup>th</sup>.</p> <p>Children’s Services of Elgin/St. Thomas will be moving into their new office space on December 6<sup>th</sup>.</p> <p>LCC wants to share the success of their “A Rough Day” event with Nate Sheets. They hosted over 600 participants over 3 sessions. Thanks to those community members who attended. Great information shared.</p> <p><a href="http://www.oregonbehavior.com/">http://www.oregonbehavior.com/</a></p>	
<p>7. Open Spaces for Conversation</p> <p>What are our responsibilities/roles to support accountability?</p> <p>We have noticed some unfortunate trends in terms of attendance at no fee events. There is always an expected attendance margin for all events where you can anticipate that a certain number of registrants will not attend. We generally “over-sell” our events to counteract this. With free events however, this margin is much more significant. The Literacy Conference is an extreme example of this, but we have seen this effect on other events as well such as the first Infant CoP, which, while “sold out,” only received a 50% attendance. So much effort, thought and preparation goes into facilitating professional learning and it is disheartening to us as well as to the presenters to see such a poor follow-through from registrants. We feel passionately about making professional learning affordable for participants and would love to continue to offer free opportunities but it is hard to justify doing that when we see that people seem to invest so much less when they don’t have to invest financially. Even attaching a nominal fee of \$10 seems to make a difference. Does that extra step of paying make registrants have to pause and reflect and be more intentional about what they are signing up for?</p>	



We understand that life happens and by no means want to engage in finger-pointing, but we do want to find a means of communicating that ‘no fee’ doesn’t mean ‘no cost.’

Some strategies we are putting in place are emailing those participants who do not attend with a message of “we missed you.” We want them to recognize that their attendance is valued and their absence is noticed.

We will also be compiling end-of year statistics around registration vs. attendance to send out to each organization. We want to celebrate active participation but also provide leaders with information to facilitate organizational conversations about accountability, especially considering how many organizations cover the cost of their Educator’s professional learning.

Some of what was captured during the conversation:

- How do we effectively communicate value and professionalism when talking about the “true cost” of an event?
- Subsidized, not “on sale”
- Encourage people to share takeaways from professional learning back at their centre. Create an expectation.
- How much does a lack of accountability/attendance reflect a larger organizational culture/attitude towards professional learning? Is this being modeled?
- Creating greater accountability and autonomy by encouraging professionals to register themselves for events.
- Should there be a punitive fee for not attending without giving proper notice? Could this also be a deterrent to participation?
- Getting to the why? What inspires and motivates people?
- Issuing a reminder email 1 or 2 weeks ahead of event. Universe notifies 24hrs ahead but perhaps this is not enough time.
- More conversation/work around how to set a goal. When an interest is expressed, questioning, what sparked your attention? How does this connect with your PL goals?

This topic warrants further and ongoing attention and discussion in the future.

8. **Next meeting:** January 10, 2020 1:00 to 3:00 pm @ Childreach



