

Rewarding careers...



TOTAL

REWARDS

PROGRAM

...*start* at Family Day

Family Day's **rewarding**
employee benefits program.

familydaycare.com/hiring



**FAMILY
DAY**

Rewarding careers start at Family Day

Put your training, experience, and passion for quality child care and early learning to work at Family Day. In return, we are happy to provide you with a rewarding career with unparalleled opportunities for you to develop a well-rounded set of skills or the ability to specialize in ways that will exceed your wildest expectations!

A leader in early childhood education with a history dating back to 1851, we operate child care programs, extended day and school-age programs, as well as licensed home child care throughout Toronto, York, and Peel. We also partner with children and their families in our EarlyON Child and Family Centres and through our Family Support programs.

Our commitment to Diversity, Equity, and Inclusion

Family Day is committed to providing an equitable and inclusive environment where all children, families, and staff feel safe, supported, and valued. We believe that a wide diversity of cultures, experience, and beliefs is central to our success both as individuals who care and as an agency that values belonging.



The Family Day Way



Our Approach

Family Day uses **evidence-based approaches in all of our services** to ensure we offer quality programs based on sound knowledge. The HighScope approach is utilized in our child care programs, and in licensed home child care the providers are supported through “I Care for Kids, I Care for Quality.” The family-centred approach runs through all programs at Family Day.



Our commitment to Family-Centred Child Care

Family Day recognizes the importance of the family and the community in child development. As a family-centred child care organization, we work to strengthen the relationships among children, families and communities. Family Day understands culture, diversity, community and public policy all affect child and family development. We support our families and recognize and respect parents as the most important caregivers for children.



Our Philosophy

We believe that children and families are central to everything we do. We believe in understanding and responding to the needs of our community. **We believe in collaboration, support, and mutual respect.**



We believe...

- Every child is unique.
- Every child has a natural desire to learn.
- Children learn their best when they are actively involved with people, materials, ideas, and events.
- Early Learning and care programs should promote positive and healthy environments for all children.
- Parents/guardians are the most important caregivers for their children.
- All families should have equal access to our programs and services.

Executive Summary of the Strategic Plan



Our Vision

A society where all children, families, and communities can thrive.

Our Mission

To champion excellence in inclusive early learning, child care and family support services.

Our Guiding Principles

Put children, families and communities first

Authentically lead diversity, equality and inclusion

Inspire, challenge and support one another to thrive

Champion
the success
of our sector,
together

Purposefully
strengthen
and expand
our impact

Be passionate
and creative
early
innovators

Our Strategic Objectives

The
Family
Day Way

- ✓ Provide innovative, quality, early learning, child care and family support services
- ✓ Be the place people want to work
- ✓ Be a thought leader and advocate in the early learning sector
- ✓ Share our inspirational story
- ✓ Enhance the efficiency and sustainability of our infrastructure
- ✓ Grow our impact and revenue



- ✓ **Courses & Paid Professional Development Days**
- ✓ **Professional Development**
- ✓ **In-House Trainings**

**Grow
With
Us!**

Family Day offers a reimbursement for Professional Development. We also offer paid leave days per calendar year for professional development relating directly to the functions of their position.

- ✓ **Vacation**
- ✓ **Sick Time**
- ✓ **Float Days**
- ✓ **Medical Appointments**

Family Day recognizes the importance of employees taking time away from work.

In addition to other entitlements, we offer paid vacation starting at 15 days in the first year of employment, 18 days after 5 years, 21 days after 10 years, 25 days after 15 years, and 26 days after 20 years. Employees also accrue paid sick leave days per month.



**Professional
Development**



**Work-Life
Balance**



**Health
Benefits**

- ✓ **Dental Care**
- ✓ **Vision Care**
- ✓ **Emergency Travel Assistance**

Family Day pays 100% of the benefit premiums annually. This coverage helps with health-related costs for you and your family including eligible prescriptions, paramedical expenses and emergency services.

Also included are Dental Care, Vision Care and Emergency Travel Assistance.

**TOT
REWA
PRO**

✓ Multi-Sector Pension Plan

Family Day also offers its employees a pension plan through the Multi-Sector Pension Plan (MSPP). Employees contribute a percentage of their base salary every pay period to the plan, and Family Day matches this percentage.

Employees are eligible for enrolment in the MSPP after working a total of 500 hours.



100%
Paid
Benefit
premiums



**Future
Planning**

**TOTAL
REWARDS
PROGRAM**



**Family
Security**



**Additional
Benefits**

25%
Child Care
Discount

✓ Child Care Discount

✓ GoodLife Fitness Discount

Family Day offers a 25% discount on child care fees for children of Family Day employees.

Family Day employees receive a discount on any GoodLife Fitness membership package.

✓ Short-Term Disability

✓ Long-Term Disability

✓ Accidental Death

✓ Life Insurance

Family Day pays 100% of the benefit premiums for Life Insurance, Short & Long Term Disability and, Accidental Death & Dismemberment. Life Insurance coverage provides up to two times your annual earnings.

Employees may be eligible to receive Short-Term Disability or Long-Term Disability coverage under the group insurance provider.



Family Day by the Numbers

Child Care
Enrolment

2,577
INDIVIDUALS

Summer Camp
Enrolment

826
INDIVIDUALS

Home Child Care
Providers
Contracted with
Family Day

143
INDIVIDUALS

Homework Plus
Programs
(YORK REGION)

47
INDIVIDUALS
3,682
CONTACTS



Home Child Care
Enrolment

569
INDIVIDUALS



EarlyON Child
and Family Centres

28,144
INDIVIDUALS
149,135
CONTACTS



Family Support
Programs

4,819
CONTACTS



Creative Zone

1,635
CONTACTS



Integration
Services

122
INDIVIDUALS
384
CONTACTS

85

Casual
Employees

582

Full-Time &
Part-Time
Employees

353

College
Placement
Students



OPEN DOORS

FAMILY DAY OUTDOOR LEARNING ADVENTURES

At Family Day, we Celebrate Outdoor Learning!

For children, there's just something special about being outside. They can jump, shout, and explore to their hearts' content. The sense of freedom created by outdoor learning stimulates and reinvigorates a child's physical and mental development.

Family Day has a long-standing commitment to nature-based learning. Through our all-seasons, Open Doors initiative, Family Day continues to promote and expand every aspect of outdoor education throughout all our programs.



Family Day's outdoor learning initiatives promote learning in nature while reducing barriers to outdoor engagement for all children by:

- Offering all-weather appropriate clothing so that all our children stay warm, dry, and free to enjoy and explore
- Providing opportunities for children and their families to connect with nature
- Providing materials, tools, and supplies to support outdoor experiences
- Ensuring our playgrounds are naturalized, child-friendly play spaces
- Providing increased access to special events and community outings

Survey Results

Family Day is a great place to work. Check out what parents and staff had to say!

Parent Survey

Appreciative parents were more than happy to tell us how much they value who we are and what we do.

"The team at Family Day are beyond amazing! They are so loving, caring, and attentive to my daughters. My daughters love all the teachers very much and are always excited to go to daycare."

"I love the teams both at your Centre and EarlyON. Family Day staff have cared for all four of my children. As a parent, it means a lot to know that your kids are safe and well cared for."

"My daughter wouldn't be as happy and confident as she is today without your hard work!"

"My child is so happy to be part of your family."

"I really appreciate how you integrate outdoor learning activities into your program."

"The service provided by Family Day is excellent and my child is so happy to be part of your family."

"Family Day is more than family to my family. We are thankful for each and every educator and care provider. We love you!"

Employee Survey

With many of our staff working here for 10, 20, or even 30 years, it's obvious that people find rewarding careers at Family Day.

95%

of employees are proud to work for Family Day!

90%+

of employees are satisfied with Family Day as a place to work

85%

of employees believe in/have confidence in the Family Day leadership team

85%+

of employees feel supported to achieve their professional goals.

90%

of employees say they are provided with sufficient/necessary tools, equipment and resources to perform their jobs well.

93%

of employees say their work environment is safe, secure and they feel comfortable reporting concerns.

98%

of employees say they have a clear understanding of what is expected from them at work.

85%

of employees say they are involved in decisions that affect their work.

92%

of employees say they have the opportunity to do what they do best every day

95%

of employees say their Supervisor or Manager treats them with respect.

To start your rewarding career at Family Day, reach out to us today!

familydaycare.com/hiring



As a recent immigrant, I'm extremely thankful that Family Day took a chance by giving me my first job in Canada. It has enabled me to provide for my husband and three children. I'm so very happy here!

—Fatema,
Early Childhood Assistant Teacher
2 1/2 years at Family Day



I chose to work at Family Day because I agreed with their philosophy of offering family-oriented, child-centred care. Twenty years later, we continue to deliver on that philosophy which I see as a promise.

Family Day provides great leadership. They go out of their way to acknowledge my efforts and to appreciate me as a person, not just as an employee.

—Tanya, RECE
20 years at Family Day



I chose to work here because, as a nonprofit agency, Family Day is committed to achieving the highest standards and ideals. Here, we're not just concerned about policy making, we're committed to following through on those policies each and every day. We never cut corners or take shortcuts.

—Sam, RECE
10 years at Family Day



I love Family Day's commitment to play-based learning where we follow children's interests rather than dictating what they're to do.

The food at Family Day is amazing! Every day, children benefit from healthy, nutritious meals that taste great.

—Bavleen, RECE
2 years at Family Day



**FAMILY
DAY**

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