



# FAMILY DAY

## Before & After School Family Handbook

September 2024

Family Day’s Before and After School Age Programs offer a positive and safe environment that nurtures children socially, emotionally, intellectually and physically; this environment encourages the development of happy, self-motivated and independent children. Our Educators are committed to providing stimulating and creative programs, which are flexible and adapted to children’s needs.



***Please speak to your Centre Supervisor if you have any questions.***

If you would like to speak to the Program Manager, Family Day administration offices are open Monday to Friday, 9:00 a.m. to 4:30 p.m.

### ***My Program: Contact Information***

### ***Family Day programs are closed on***

New Year’s Day	Family Day	Good Friday
Victoria Day	Canada Day	Civic Holiday
Labour Day	Thanksgiving Day	Christmas Day
Boxing Day		

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## Welcome to Family Day

We are pleased that you have chosen Family Day. This handbook will give you information about our Extended Day and School Age programs.

At Family Day, our dedicated staff and Caregivers/educators will work to offer your child the best possible care and early learning opportunities.

Our programs are based on developmentally appropriate practices and are supported by well-researched and well-supported early learning curricula. Our approach provides children with a solid foundation for lifelong learning. The children experience a happy and secure environment that helps them to feel more confident as they gain new knowledge and understanding of their world.

Our relationship with you is as important as our relationship with your child. Together we will provide your child with a wonderful early learning experience.



**Diane Daley**  
Chief Executive Officer



### We Believe...

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



## About Family Day

Family Day is a non-profit, charitable organization with a long and distinguished history of providing services to children and families. For more than 170 years, we have maintained a strong legacy of innovation.

We were one of the first organizations in Toronto to provide orphanages in the 1850s, were a leader in the development of supervised foster care in the 1920s, and were one of the first in Ontario to develop day nurseries in the 1940s. Today, Family Day offers a wide range of services to children and their families in locations across the Greater Toronto Area.

**Before and After & School Age Programs** | Our programs offer before- and after-school activities for children aged 4- to 12-years of age. Children are encouraged to play, learn and become more independent through programs that are safe and stimulating.

**Child Care Centres & Early Learning and Family Centres**  
We provide care for infants, toddlers and preschool children. Our educators follow the research-based HighScope® approach that encourages children to be active learners while being supported and challenged by caring adults.

**Licensed Home Child Care** | Family Day offers family-style care for children from infancy to 12 years of age. Caregivers/Educators are carefully selected by the agency and given training to assist them with the development of child care businesses in their own homes.

**EarlyON Child & Family Centres** | We offer free programs and resources for families with children up to six years of age. These programs help children develop social, communication, and early literacy skills, and help parents enhance their parenting skills.

**Toronto Integration Services Special Needs Resourcing Program** | Our program provides support to child care centres and home child care agencies to fully include children with special needs in their programs.

**The Creative Zone** | The Creative Zone is a great resource for recycled creative materials for child care educators and school teachers in the Region of Peel.

**Summer Break Programs** | Families currently enrolled in our Before & After School programs will be provided a full-day Summer Break Care programs. The Summer Break Care program is similar to our PA Day, March Break, and December Break programs.

**Homework Plus (York Region)** | Our innovative program offers enrichment and skill-building tools to children aged six to 12 years of age. The program is referral-based and offers academic, social skills and family support to children to help them reach their full potential.

**OPEN DOORS** | Our outdoor learning brand, *OPEN DOORS*, highlights our commitment to outdoor learning in all weather during all seasons. Shared opportunities in the outdoor environment benefits both children and educators and supports physical development and mental health wellness.



## **Family Day Program Statement**

*Reviewed annually*

Family Day has a long history of serving families and children throughout Toronto and the surrounding communities. The Child Care and Early Years Act requires all programs to have a program statement that is consistent with the Minister's policy statement on programming and policy (O.Reg. 137/15, ss 46 1-4).

Our program statement aligns with our policies and procedures, which educators are required to adhere to, and which guide our work with children and families.

## Health, Safety and Nutrition

Health, safety and nutrition contribute to the healthy development and growth of the children we serve. To ensure all children, families and educators in our programs are safe, Family Day has developed policies and procedures, including our [Safe Arrival and Dismissal Policy](#), that support a culture of well-being and belonging. All of our educators have been trained in standard First Aid and Level C CPR. We partner with families to provide quality child care and give them peace of mind, knowing their children are safe and developing as they interact with our caring and knowledgeable educators.

Healthy eating is essential. Family Day respects and accommodates special diets and food restrictions, and our menus reflect both children's food preferences and the centre's cultural diversity. Our menus have been reviewed by a registered dietitian, and the healthy meals and snacks we serve contain whole food ingredients, are high in naturally occurring nutrients and fibre, and are low in saturated fat, sodium and added sugars. The food does not contain trans-fat or artificial colours and flavours. We follow [Canada's Food Guide](#), the Child Care and Early Years Act, 2014 (CCEYA), and Family Day's guidelines to provide healthy foods that children enjoy.

Children who attend our full-day programs are offered two nutritious snacks each day. Educators share these meals with children, helping to model positive attitudes to healthy eating and create a family-style environment. Children in our before-and after-school programs receive healthy morning and afternoon snacks.

## Positive Adult / Child Interactions

Our Family-Centred Practices view the family as competent, capable, curious and rich in experience. Families are valuable contributors to their children's learning and are their children's first teachers. Our knowledgeable, reflective and resourceful educators share valuable information with families on a daily basis.

The Primary Caregiving Model is one in which an educator is responsible for a small group of children. The educator's role in this model is to provide consistent care in a way that maximizes the potential for learning. Educators are responsible for overseeing children's care routines, observations, discussion with families, and setting appropriate learning objectives. This allows a strong, secure attachment to develop between the child and the educator. When the caregiver consistently responds to a child's distress in sensitive and supportive ways, a secure attachment is formed. Educators and children develop genuine and respectful relationships.

Educators also promote respectful interactions among children and their peers, and among children and adults, through evidence-based practices. Some of the positive strategies we use include: sharing control with the children, focusing on children's strengths, supporting children's play, and adopting a problem-solving approach to social conflict.

These practices and strategies enable children to freely and confidently express their thoughts and feelings, and experience true partnerships with adults in play and conversation.



## Self-Regulation

At Family Day we provide a consistent daily routine, choice, visually calming spaces, soft spaces, private spaces, and shared control between child and educator to reduce stressors.

Children are taught how to negotiate, communicate and compromise, independently and with the support of an educator. Using the conflict resolution models, children are competent and capable of solving problems encountered during play.

Educators are trained in developmentally appropriate conflict resolution models and child guidance that emphasize acknowledgement of feelings before resolving conflicts — helping the child to develop self-regulation skills.

Self-regulation is the ability to control one's physical, behavioural and mental impulses. Improving children's ability to self-regulate will improve their life outcomes (Stuart Shanker's video-self-regulation). Self-regulation is how a child effectively and efficiently deals with, and recovers from, stress. Family Day's Program Statement Implementation Policy supports the development of self-regulation as it promotes respectful interactions between children and caregivers and prohibits:

- corporal punishment of the child;
- physical restraint of the child, such as confining the child to a high chair, car seat, stroller or other device for the purposes of discipline or in lieu of supervision, unless the physical restraint is for the purpose of preventing a child from hurting himself, herself or someone else, and is used only as a last resort and only until the risk of injury is no longer imminent;
- locking the exits of the child care centre or home child care premises for the purpose of confining the child, or confining the child in an area or room without adult supervision, unless such confinement occurs during an emergency and is required as part of the licensee's emergency management policies and procedures;
- use of harsh or degrading measures or threats or use of derogatory language directed at or used in the presence of a child that would humiliate, shame or frighten the child or undermine his or her self-respect, dignity or self-worth; depriving the child of basic needs including food, drink, shelter, sleep, toilet use, clothing or bedding; or,
- inflicting any bodily harm on children including making children eat or drink against their will. (CCEYA #4)



### **Learning Through Play**

***An approach to learning is the foundation that affects how children learn in every content area. It encompasses children's engagement, motivation and participation in the classroom. Researcher Ross Thompson (2002) says that when young children are curious, interested and confident about discovering the answers to their questions, they are best able to benefit from learning opportunities.*** (H/S Preschool Curriculum) Approaches to Learning, Ann S. Epstein, PhD., HighScope® Press 2012.

Family Day uses the HighScope® curriculum, a high-quality, research-based approach to learning which supports children in becoming strong, independent learners. This curriculum approach

aligns with How Does Learning Happen? Ontario's Pedagogy for the Early Years (Ministry of Education, 2014) (HDLH)

Research shows that children learn best when they are actively involved in personally meaningful activities with people and things. The HighScope® curriculum calls this approach "active participatory learning," where children:

- Choose to pursue their own interests (well-being).
- Are able to manipulate many open-ended materials (engagement).
- Express/talk about what they are discovering (expression).
- Are supported by an educator who connects old information to new information, scaffolding" the learning experience (belonging).

This approach to learning supports the view of the child and the educator as competent, capable of complex thinking, and rich in both potential and experience. In our programs the educator and the child are partners in shaping the learning experience. In an active learning environment, children develop a sense of belonging by forming authentic relationships with others and being part of a diverse community of learners. The structure of the day provides a balance of child- and adult-guided/ supported experiences, designed to engage children's natural curiosity and enquiry.

## Learning Environments

***“Children thrive in indoor and outdoor spaces that invite them to investigate, imagine, think, create, solve problems and make meaning from their experiences - especially when the spaces contain interesting, complex, open-ended materials that children can use in many different ways.” (HDLH, pg. 20)***

Well-designed environments support the inclusion of all children, while supporting growth in all areas of development. Educators use their knowledge of child development to design a positive learning environment that is intentionally and clearly divided into interest areas which support different types of play. Materials are carefully chosen and are: varied, open-ended and plentiful, reflect children’s family lives and communities, and are labelled to promote the find = use – return cycle. New materials are introduced to the children by the Educator before being placed in the environment. Within the interest areas, the materials are systematically arranged by function and labelled to support children’s thinking and play.



***“The environment is the context in which learning takes place. The environment was described by Loris Malaguzzi as “the third teacher” and is valued for its power to organize, promote relationships and educate. It mirrors the ideas, values, attitudes and cultures of those that use the space.” (Malaguzzi, 1993)***

## The Daily Routine

The daily routine provides a social framework — an emotionally safe and predictable environment supporting the child’s well-being. Educators intentionally limit interruptions and transitions to maintain a sense of calm. A natural flow from one activity to another allows time for Educators to support the diverse needs and abilities of the children, and to support the implementation of Individual Plans.

Active learning is embedded in all parts of the daily routine. Educators and families work together to support children’s seamless transitions between home, school and child care; this supports a sense of community.

The daily routine is designed to meet the individual and group needs of the children. This includes time for large and small group activities, group and individual work times, rest and quiet periods, as well as meeting the children’s nutritional needs.

***“A growing body of research suggests that connecting to the natural world contributes to children’s mental, physical, emotional and spiritual health and well-being. Providing daily opportunities to explore, care for and interact with the natural world helps to strengthen these connections.” (HDLH, pg. 21)***

Outside time presents many opportunities for learning, not only in the area of physical growth, but in all the other areas of development. The outdoor environment is viewed as an extension of the indoor environment. Educators and children explore nature in the outdoor environment together; they dig, plant, observe nature, and share their curiosities and discoveries. We go outside in all kinds of weather when it is safe to do so.



## Parent Engagement

At Family Day we believe child care is a shared responsibility between family and Educators. There are many ways information is shared with families, both formally and informally. Family Day embraces an open door policy and invites families to visit our programs prior to, and during, their child's care. This helps to foster responsive relationships between families and the Educators. We encourage families to share their home cultures and integrate these into our programs.

Daily communication with a child's primary caregiver is encouraged, either verbally or written. For our youngest children, detailed daily logs are shared with families. The Look See Checklist™ by NDDS is used to help facilitate discussions with families regarding their child's development.

In continuing to foster responsive relationships between families and Educators, Family Day employs a variety of additional techniques including parent surveys, information sessions and events. Parents' perspectives are encouraged, taken forward and carefully considered. Educators use technology to document various moments throughout the day, and we foster our ongoing communication with families through social media. Our Family-Centred Practice helps to define how we support our families.

## Community Partners

The role of our partners is multifaceted. Partnerships with the Ministry of Education and municipalities are established with shared space agreements, and assist in making our services accessible for families. Our partnerships also help to keep our educators and families informed, and ensure we are using evidence-based approaches in learning and the care of children. Specialized agencies support inclusion of children with exceptional needs in our programs, strengthening the educator's role and relationship with the child.

Family Day's commitment to supporting life-long learning and enhancing excellence in our sector has developed into the mutually beneficial practice of hosting placement students from community colleges and high schools. As a leader in the sector, Family Day supports and provides opportunities for coaching and mentoring through our student placements and volunteers. The students gain valuable and practical experience from working with children and families through a sharing of knowledge.

To connect children and build their relationships to their communities, we visit local libraries, grocery stores, parks and nature trails. These excursions enhance the outdoors as a learning environment.



## Continuous Professional Learning

***“Educators are competent and capable, curious and rich in experience. They are knowledgeable, caring, reflective and resourceful professionals. Educators are life-long learners. They take responsibility for their own learning and make decisions about ways to integrate knowledge from theory, research, their own experience and their understanding of the individual children and families they work with.”*** *How Does Learning Happen? Ontario's Pedagogy for the Early Years (Ministry of Education 2014)*

Aligning with the College of Early Childhood Educators' Standards of Practice, Family Day is committed to supporting continuous professional development in policy and practice for all of its Educators. Family Day offers in-house training and supports opportunities for Educators to participate in external professional development. Family Day ensures all opportunities for professional development align with ***How Does Learning Happen? Ontario's Pedagogy for the Early Years*** (Ministry of Education, 2014)



## ***Canada-Wide Early Learning and Child Care System (CWELCC)***

In March 2022, Ontario and the federal government signed an agreement as part of the **Canada-Wide Early Learning and Child Care System (CWELCC)**.

Family Day Child Care programs are participating in the Canada – Wide Early Learning and Child Care (CWELCC) system and our fees are base fees unless it's mentioned. Base fees are mandatory, charged to families for providing childcare including all that is required to be provided under the CCEYA and the CWELCC.

For more details, visit our website:

**<https://familydaycare.com/canada-wide-early-learning-and-child-care-plan/>**

# Documentation / Review and Impact

## Quality Assurance Documentation

- ✓ Annual licencing and other regulated inspections under the Ministry of Education – utilizing feedback to address and ensure ongoing compliance under the CCEYA
- ✓ Annually, internal assessments reflecting best practice include: Program Quality Assessment (PQA), Operating Criteria, and Assessment for Quality Improvement-utilizing feedback to assess agency training needs
- ✓ Developmental checklist tools for young children that assess and document developmental learning goals, are completed on a regular basis – results are used to develop developmental learning plans
- ✓ Agency-wide health and safety inspections – on-site, documented and reviewed – addressing deficiencies
- ✓ Serious occurrences are documented and analysed for trends
- ✓ Daily observations and reflections of the program by educators – to inform and reflect children’s areas of interest
- ✓ Staff Performance Reviews – contribution reviews, ongoing supervision meetings and team meetings are documented – used to encourage reflective practice, and ongoing career planning
- ✓ Interactions between staff and children, through child guidance-behaviour monitoring – documented to ensure alignment with our Program Statement Implementation Policy.

## Parent Engagement

- ✓ Annual parent surveys ensure ongoing feedback gets captured and analysed to assess impact, and address (or respond to) deficiencies brought forward
- ✓ Social Media – a variety of forums

## Program Statement Review

The development of the Program Statement is a document that Educators, students and volunteers will review prior to working with children; they are required sign off on this statement once they understand the expectations and anytime the Program Statement is modified.

Educators receive training on the Program Statement and policies and procedures prior to working with children and families.

The Program Statement aligns with our policies and procedures, which Educators are required to adhere to, and which guide their work with children and families.

These policies and procedures, along with the Program Statement, are reviewed annually to ensure they are in alignment with ***How Does Learning Happen? Ontario’s Pedagogy for the Early Years*** (Ministry of Education, 2014). The Program Statement will be reviewed and updated; when this occurs, educators, students and volunteers will review and sign off on the statement and all related policies and procedures.



## Family-Centred Child Care

*At Family Day, we believe child care is a shared responsibility between families and educators. A respectful relationship between parents and Family Day educators contributes to the overall success of the child's experience.*

Parents are welcome to visit the centre at any time of the day. We follow these guiding principles to support the partnership between families and Educators:

- ✓ *Families are unique. We support each of our families in different ways.*
- ✓ *All families have strengths.*
- ✓ *Children and their families are part of a community.*
- ✓ *Families are experts about their children and are their first and have the most influence on their children.*
- ✓ *Parents have many interests, roles and responsibilities*
- ✓ *There are many ways for a family to be involved in a child's care.*
- ✓ *The child, family and child care centre all benefit from sharing information. Families and child care professionals have something to offer each other. Both our educators and our home child care caregivers have opportunities to develop family centred child care practices.*

### How You Can Be Involved

Family Day encourages families to take an active role in their child's development.

- ✓ *We do this by suggesting activities which families and guardians and their children can do together.*
- ✓ *We let families know about events and activities before they occur. In this way families can choose to participate.*
- ✓ *We invite caregivers to participate in our events.*
- ✓ *We hold activities at different times in an effort to be convenient for all families*
- ✓ *We offer a variety of activities, so that families have plenty of activities to choose from.*
- ✓ *Families can participate as much as they want to. It is their choice.*
- ✓ *Grandparents, aunts, uncles, other family members or those close to our families are also welcome to participate in activities.*
- ✓ *We appreciate all family contributions to programs.*
- ✓ *If it is possible to do so, we make our activities, meetings and workshops convenient for families by providing child care, food and appropriate seating for adults.*

### Sharing Information

We promote partnerships with families through communication. We want you to know all about your child's experiences at the child care centre. We share information with families in many ways, including:

#### **Centre Communications**

- Daily conversations
- Message Board & Parent Board
- Daily routines posted in each classroom
- Storypark
- Individual parent-educator meetings (as needed)

#### **Family Day Communications**

- Agency newsletters
- Annual Report
- Social media (Facebook, Twitter, Linked In)
- Email

You are the expert on your child. Please let us know about any events, unusual circumstances or changes in your child's life that may affect his or her participation at the centre. Knowing this information helps educators support your child. Please talk to the educators or Centre Supervisor any time you have questions or concerns.

We will ask you for your email address for billing and other important communication including modifications to the Parent Handbook. We will not share your email address with anyone outside of Family Day.

## How Does Learning Happen?

Research shows children learn best when they are actively involved in personally meaningful activities with people and things. Children learn through play, and Family Day's early learning programs reflect this approach to learning.

Family Day provides stimulating, supportive before and after school experiences for kindergarten and school age children (aged 3.8 to 12 years of age). The daily schedule is designed to meet the individual needs and interests of each child and to ensure that all children are able to participate to the best of their abilities.

### Kindergarten Program

This program for children in Junior and Senior Kindergarten is offered in partnership with school boards in the Greater Toronto Area (GTA). Our Registered Early Childhood educators (RECEs) follow the HighScope® curriculum.

This high-quality, research-based approach to early learning supports young children in becoming strong, independent learners, and complements the Ministry of Education's document '**How Does Learning Happen?, Ontario's Pedagogy for the Early Years**'. For more information, please visit [www.highscope.org](http://www.highscope.org).

### School Age Program

Children from six to 12 years of age are encouraged to play, learn, and become more independent through safe and stimulating before- and after-school programs.

### **HIGH FIVE® Principles of Healthy Child Development (PHCD) in School Age Programs**

Educators in our school age programs are trained in PHCD, a program developed by HIGH FIVE® program. HIGH FIVE® was developed by Parks and Recreation Ontario in 2001 after years of research. Researchers found positive experiences with recreation and sport at an early age can help children become capable, caring adults who contribute more effectively to the community. PHCD principles and design guidelines in our program The children in our programs will experience:

- ✓ Supportive environments in which they can develop their skills, talents and interests
- ✓ Opportunities to be creative, imaginative and to feel productive
- ✓ Choices in leisure activities such as sports, games, projects and social interactions with their peers and adults



## Our Program Team

Our programs are staffed by highly-trained teams of early childhood educators. Each program has a team that includes:

- ✓ *An experienced Centre Supervisor who is a Registered Early Childhood educator (RECE)*
- ✓ *RECE educators*
- ✓ *Assistant educators*

RECEs are graduates of an accredited college or university Early Childhood Education program. They are registered with the College of Early Childhood Educators and are responsible for developing early learning environments that meet the needs of all children.

Our centres offer field placements to students from accredited college- and university-based Early Childhood Education programs. Volunteers and summer students are also important members of the team. Our 'Supervision of Children – Students and Volunteers Policy' states that no child is ever supervised by a person who is less than 18 years of age, and that a child is never left alone with a student or volunteer; an educator is always present, supervising the student or volunteer.

***For more information about the Supervision of Children-Students and Volunteers policy, please visit our website → [Programs / Family Day Policies](#)***

## General Program Information

### ***Absences***

If your child is not going to be at the centre for the day or is going to be picked up directly from school, please phone the centre. You may leave a message on the centre's voice mail.

If your child will be away on vacation, please advise the Centre Supervisor of the dates your child will be absent. You must continue to pay your base fees whenever your child is absent due to illness or vacation in order to maintain your child's space in the program.

### ***Drop-off and Pick-up***

Your child's safety is very important to us. Educators are not permitted to accept children before the centre opens. You must take your child to the classroom and be sure the educator has greeted your child and marked attendance.

**All children must be picked up and signed out on the attendance sheet before the centre closes at 6:00 p.m. For your child's safety:**

- ✓ We will only allow your child to leave the centre with you or someone who is listed on the consent form as an authorized pick-up person.
- ✓ When someone other than you or a person listed on the consent form will pick up your child, please tell the educators. They will ask that person to show photo identification.

### ***If you think you might be late ...***

- ✓ Call the centre right away. This allows the educators to tell your child what is going on.
- ✓ Have a back-up plan. Find someone else who can pick up your child.
- ✓ Call the educators to tell them who will be picking up your child.
- ✓ Call back later to ensure your child was picked up.
- ✓ Educators will make note of the late pick-up on your record.
- ✓ Late pick-ups are unacceptable and may result in losing a space at the centre.

**If your child is not picked up by 7:00 p.m., and we have not been able to contact you or one of your emergency contacts, we are required, by law, to call the Children's Aid Society.**



### ***Program Rules of Conduct***

Educators and children develop the Program Rules of Conduct together. These rules are based on mutual respect. The groups meet together to discuss concepts such as politeness and courtesy, bullying and appropriate language. Educators and children agree on rules for the group, and choose the consequences for not following these rules.

### ***Snacks***

We provide a nutritious snack before children leave for school in the morning and after they return from school in the afternoon. Please check with the educators to find out what time the daily snacks are served and where the menu is posted. We want to be sure that your child does not miss the opportunity to have a snack.

### ***Children in Before and After Programs eat lunch at their school.***

We use *Canada's Food Guide*, *the Child Care and Early Years Act*, and Family Day's guidelines to plan our menus. Our menus are child-friendly and culturally inclusive. We respect and accommodate special diets and food restrictions. On days when children attend a full-day program, (e.g., PA days, Summer Camp, March Break, and Winter Break) you will be required to provide a packed lunch for your child).

At time of registration, parents indicate any dietary needs their child may have and in collaboration with the Centre Supervisor, menus are reviewed to meet the needs of all children in the program. Any food brought into the program/centre to support a child's special diet, must be labeled with the child's name and in its original packaging; it will then be stored according to package directions. All food brought into the program/centre must avoid all food allergens or other causative agents that currently exist within the program/centre.

### ***To view our Packed Lunch Policy, visit our website: [Programs/Family Day Policies](#)***

Family Day believes that healthy foods:

- ✓ Contains whole food ingredients, fruits, vegetables, whole grains, legums, seeds, dairy products, lower fat beef, fish, and poultry
- ✓ Are high in naturally occurring nutrients and fibre
- ✓ Are moderate in calories and low in saturated fat, added sugars and sodium
- ✓ Contains no Trans fat
- ✓ Contains minimal artificial colours, flavours, or preservatives

## Clothing

Each child must have a change of indoor clothing (labeled with the child's name) at the program. Children must have indoor shoes to wear each day. They are not permitted to wear socks without shoes.

## Toys, Games and Personal Items

Family Day does not allow children to bring toys, games and personal items (i.e., iPods, hand-held game systems and cell phones) to the program. We provide a wide range of activities. We are not responsible for lost or broken items.

## Outdoor Time

Outdoor play is an important part of your child's learning. Activities like running, jumping, throwing, swinging, digging and riding all promote social and physical development. Children are required to go outside daily as per CCEYA. We believe the outdoors is an extension to the indoor learning environment and strive to be outdoors beyond the minimum requirements whenever possible. [CLICK HERE](#) to learn more about the many benefits to children learning in the outdoors. Please make sure your child wears outdoor clothing that is appropriate for the weather. Please see [Tips for Dressing in Winter Months](#) & [Tips for Dressing on Hot & Extremely Hot Days](#)

## Excursions

We may plan some special outings during the school year to enhance your child's program. We will tell you about these plans in advance and ask you to fill out permission forms to give consent.

## Child Guidance

Family Day Educators work hard to provide a safe, happy learning environment for all children. We promote respectful interactions among children and their peers, and among children and adults.

All Educators receive ongoing training to help them support and guide children's behaviour in positive ways that encourage them to learn how to regulate their own behaviour. We guide children's behaviour with strategies that are appropriate to their actions and age.

Some of the strategies include:

- ✓ Discussion
- ✓ Redirection or change of activity
- ✓ Separation of children
- ✓ Restatement of expectations and monitoring results
- ✓ Positive reinforcement of appropriate behaviour



HIGH FIVE® Conflict Resolution Model. Reproduced with permission Parks and Recreation Ontario



We do not allow Educators, volunteers, students, family members or children to use the following actions: corporal punishment of the child; physical restraint of the child, such as confining the child to a high chair, car seat, stroller or other device for the purposes of discipline or in lieu of supervision, unless the physical restraint is for the purpose of preventing a child from hurting himself, herself or someone else, and is used only as a last resort and only until the risk of injury is no longer imminent; locking the exits of the childcare centre or home child care premises for the purpose of confining the child, or confining the child in an area or room without adult supervision, unless such confinement occurs during an emergency and is required as part of the licensee's emergency management policies and procedures; use of harsh or degrading measures or threats or use of derogatory language directed at or used in the presence of a child that would humiliate, shame or frighten the child or undermine his or her self-respect, dignity or self-worth; depriving the child of basic needs including food, drink, shelter, sleep, toilet use, clothing or bedding; or inflicting any bodily harm on children including making children eat or drink against their will (CCEYA #48).



If your child is suspended from school, he or she will not be allowed to attend our program. Board policy does not permit your child to be on school property during the suspension. Family Day will not be able to provide full-time care during the suspension.

We review our Program Statement and Implementation Policy annually with all educators, students and volunteers. Please talk to the RECE educator or the Centre Supervisor to discuss any issues about child guidance and behaviour management.

## ***Inclusion***

### ***Children with Special Needs***

Family Day welcomes all children to our programs, regardless of ability. Some children have special needs such as physical disabilities, intellectual delays, social and behavioural challenges, or communication difficulties. Disabilities may be visible or invisible. Children may be born with these disabilities or they may emerge later on or change over time.

We work in partnership with families to find ways to include all children and remove barriers that prevent children from actively participating in our programs. When a child needs extra support, we work with our community partners to find additional resources.

If you have any concerns about your child's development and progress, we encourage you to speak with your Educator or Centre Supervisor.

Some children may need more support than we can provide. If your child's needs are not being met by the program or if your child's participation affects the safety and needs of the group, the Centre Supervisor will meet with you. The Centre Supervisor will work in partnership with you to find solutions, explore options and, if necessary, make appropriate referrals to a more suitable program.

### ***Celebrations and Birthdays***

We make every effort to honour the traditions and special celebrations of our families and Educators. This supports a sense of belonging. Please share your special family traditions and celebrations with us.

We celebrate every child's birthday in the centre. ***Please do not bring a birthday cake or any other food to the centre to celebrate your child's birthday.*** We cannot serve food from outside of the centre because many children and Educators have food allergies or restrictions. If your family does not celebrate birthdays, please let the educator know.

# Health Information

## When Your Child is Sick

If your child becomes ill at school, the school will call you to pick up your child. When this happens, we will not be able to accept your child in our program. If your child becomes ill in our program, we will call you. You or another designated pick-up person must pick up your child within one hour of being called.

## Medication

If your child needs to take medication, please complete and sign the Family Day Medication Form.

Prescription medication must be in the original container and clearly labelled with your child's name, the date, the name of the drug, and instructions for the storage and administration of the drug.

**We must have a doctor's note to give your child non-prescription medicine (e.g., Tylenol, cough medicine).**

All medication is stored in a locked container. If you feel your child still needs the non-prescription medication after 10 days, your child must visit the doctor, who will have to provide another written note.

## Sunblock

Please put sunblock on your child before you leave home each morning and send a bottle of sunblock with your child each day. Be sure to label the bottle with your child's name. Educators will reapply sunblock as necessary during the day using the sunblock you provide. We ask you to fill out a sunblock permission form each year for your child to give the necessary consents.

## Allergies

Many children and adults have allergies, some of which are extremely dangerous. Anaphylaxis is a severe allergic reaction that can be life-threatening. If your child requires Epinephrine, the Centre Supervisor will review Family Day's Anaphylaxis Policy with you. All Educators are trained in the use of Epinephrine.

To ensure the health and safety of everyone in the centre:

- ✓ **Do not bring any food or drinks into the centre**
- ✓ Tell an Educator if your child has any allergies, or if there are any changes to your child's health
- ✓ All Family Day centres strive to be "nut-free" environments

## When Should a Child Stay Home?

Family Day's health policies are based on guidelines from the local Public Health Department. If your child becomes ill while at the centre, an Educator will contact you immediately and ask you to pick up your child.

Children should not come to the centre when:

- ✓ They are too ill to take an active part in the daily program, including going outside
- ✓ They need more individual care than the Educators are able to provide without compromising the needs of the other children
- ✓ There is a risk of infecting other children or educators, as outlined in the guidelines below

Keep your child at home if he or she has any of the following symptoms:

- Fever (temperature above 38°C)
- Undiagnosed rash/skin condition
- Communicable disease
- Thick, coloured discharge from eyes
- Persistent cough
- Diarrhoea
- Vomiting
- Persistent pain
- Head lice

If a child shows signs of ill health, you may be asked to provide the centre with a doctor's note. Children with diagnosed communicable diseases are not permitted to attend our programs.

## ***Infection Control, Respiratory Etiquette and Universal Precautions***

Our Educators are required to follow infection control, respiratory etiquette and universal precaution procedures to prevent the spread of contagious illnesses. We use these procedures when:

- ✓ Diapering and toilet training
- ✓ Sharing personal items
- ✓ Cleaning up blood or other body fluids
- ✓ Handling waste
- ✓ Preparing food
- ✓ Cleaning and sanitizing toys and equipment
- ✓ Hand washing
- ✓ Applying First Aid



We encourage children to wash their hands frequently to help reduce the spread of contagious illness. Please also remind your children to wash their hands at home.

## ***Safety Procedures***

### ***Safety Inspections***

- ✓ The Ministry of Education inspects all our centres every year to ensure each centre meets all local licensing requirements
- ✓ Family Day Educators conduct daily, weekly and monthly safety inspections of the centre
- ✓ Educators inspect the playground before they take the children outside
- ✓ Each centre holds a monthly fire drill
- ✓ The local Public Health Department regularly inspects our centres

### ***Disinfecting Equipment & Toys***

All toys and equipment in the centre are sanitized on a regular schedule and as needed.



### ***Photo I. D. Badges***

All Family Day Educators wear photo I. D. badges. Students, volunteers and visitors to our centres wear a Family Day I.D. badge. For safety reasons, educators do not wear their I.D. badges when they are in our Infant rooms.

### ***Outdoor Play***

- ✓ Our centre playgrounds are Canadian Standards Association (CSA) approved.
- ✓ Educators conduct a safety inspection of equipment and the playground space before each outdoor time.

## ***First Aid Training***

All Educators are required to have current First Aid and Cardiopulmonary Resuscitation (CPR-C) certificates.

## ***Security***

To support security measures, most of our child care centres have a keypad access system with a code that is changed on a routine basis.

## ***School Closures & Emergencies***

If a Board of Education closes a school during winter because of bad weather, our programs in that school will also be closed. When this happens, there will be a recorded message from the Centre Supervisor on the program phone announcing the closure as early in the morning as possible.

If there is an emergency situation at the centre you ***may not*** be contacted immediately, as the safety of the children is our first priority. Families will be notified as soon as possible.

- ✓ If the emergency means children must leave the centre, they will be taken to an evacuation site. You will be contacted and asked to pick up your child.
- ✓ Family Day is required to follow the Board of Education's emergency procedures, including the lockdown procedure in centres located in schools.
- ✓ Family Day's Emergency Management Policy and Procedures identify how families will be notified in the event of an emergency situation.

For more information about our Emergency Management Policy and procedure, please visit our website [Programs/Family Day Policies](#).

**To view our Emergency Management Policy and Procedures, please visit our website: [Programs/Family Day Policies](#)**

## ***Emergency Contact Information***

Family Day requires up-to-date contact information in case we need to reach you quickly during an emergency situation; you will be asked for this information when you register at Family Day. We are required, by law, to keep this information current. It is very important that you tell us as soon as any contact information changes.



## Wait List Policy

A child is put on the wait list when a parent/guardian contacts Family Day. This contact can be made through the parent portal, a sub-site of Family Day's online child information management system which is accessible through the agency's website.

Once an intake is received by our system, the intake is distributed to the appropriate program location. Email confirmation that a child has been placed on the wait list will be sent within one (1) business day of the initial request. This intake form is not an application and does not guarantee the child's enrolment into a program.

The individual program supervisor will reach out to the parent/guardian within three business days to discuss space availability and next steps.

Waitlists are confidential, and positions of children on the waitlist are only discussed with the individual child's parent/guardian. Parents/guardians, who wish to inquire, may contact the child care centre supervisor to determine their position on the wait list and approximate wait times.

If parents/guardians want to make changes to their intake profile, they must log into the Parent Portal registration system and change their information. Duplicate or incomplete intake information may cause a delay in processing the child's wait list intake. Intake forms are filed in the order in which they are received by Family Day program location.

A space in a child care program is created when a child leaves a centre or changes programs. Spaces can become available at any time throughout the year. When a space becomes available, parents/guardians are contacted by phone, or email in the sequential order of their placement on the wait list.

After being contacted, parents/guardians must notify a centre within two (2) business days of their intention to either accept or decline the space. If a parent/guardian has been contacted three (3) times within a six (6) month period and has declined the space; they will be removed from the wait list.

If the parent/guardian declines the offered space, the next parent/guardian on the list is contacted; this process continues until the space is filled.

There are various circumstances that affect wait list times and access to programs:

- ✓ Priority is given to families with siblings already in the child care program
- ✓ Children transferring from one Family Day program to another
- ✓ Ages of children in the younger age group and their readiness to progress to the next age group the parent/guardian may be waiting for
- ✓ Ages of children in the current age group and space availability in the next grouping they are due to move into
- ✓ Number of children already on the wait list
- ✓ Intakes identified as "high-risk" would have a priority placement.

Once a child is officially offered a space and the space is accepted, the parent/guardian will be required to pay one month's fee. This will be applied to their child's first month of care. If a child is withdrawn from a program and would like to be readmitted, they begin the wait list procedure over again.



## Child Care Fees

At Family Day, families are not charged a fee to place their child on the waitlist. Parent's base fees cover expenses for children in our programs including morning snacks, and afternoon snacks and all other supplies for programs and activities related to programs.

Clicking on the following link will take you to our current fees listing on Family Day's website. The fees listed on the website represent all base, and non-base, fees:

<https://familydaycare.com/daycare-programs-peel-york-toronto/daycare-fees/>

It is very important to pay your base fees on time so we can continue to provide a high quality program for your child. Child care base fees are based on the number of days your child is enrolled in care, including statutory holidays, absences due to illness or vacation, and occasional emergency closures (i.e., bad weather).

If you do not keep your payments up to date, Family Day can't continue to offer care to your child:

- ✓ You must pay your base fees using a Preauthorized Debit Agreement. Base fees will be automatically withdrawn from your bank account on the 16th of each month (or on the first business day following the 16th).
- ✓ If a payment is returned for non-sufficient funds an NSF non-base \$50.00 administration fee will be charged. This will also occur if your banking information is not up to date on the Parent Portal. Should that be the case, please update your banking information. Should you require assistance with updating your information on the Parent Portal, please contact your Centre Supervisor.
- ✓ Child care fees are tax deductible. Each February, you will receive a receipt for fees paid in the previous calendar year to file with your income tax return.

### **Vacations**

Please tell your Centre Supervisor when you are taking vacation as soon as you know the dates. This helps our Educators plan properly plan activities. In order to save your child/children's spaces in the program, fees are still paid when your child is absent on vacation

## Family Day Policies

Family Day's Policies are available on Family Day's [website](#).

### **Anti-Racism Policy**

Family Day provides quality child care and family support without bias or judgment. We treat every individual with dignity and respect. Family Day's Anti-Racism Policy applies to our Board of Directors, Educators, caregivers, families, students, volunteers and visitors. The four basic elements of the policy are:

- ✓ **Employment:** We promote equal opportunities for all
- ✓ **Recruitment:** We strive to reflect the communities we serve
- ✓ **Community Relations:** We strive to promote accessibility and equity to help meet the diverse needs of the communities we serve
- ✓ **Programs and Services:** We support diversity and inclusivity in all areas of our organization and actively work towards creating an environment of acceptance of all.

## **Child Protection — Our Duty to Report**

In Ontario, any adult who suspects that child may need protection from harm or abuse must report their concerns to a local Children's Aid Society. People who work closely with children, including all Family Day educators, must report suspected abuse or risk being fined for not doing their duty.

If our educators are worried that a child might be in need of protection, they must contact a Children's Aid Society and ask them to investigate.

Educators are required to report concerns about:

- ✓ **Sexual abuse:** Inappropriate touching or involvement in a sexual activity or exploitation
- ✓ **Neglect:** Basic needs for food, clothing, shelter and safety are not met
- ✓ **Physical abuse:** Signs of physical harm or injury
- ✓ **Emotional abuse:** Humiliation, insults, threats and other behaviour that harms a child's emotional state
- ✓ Exposure to family violence

The Children's Aid Society will investigate to find out whether the concerns are serious and if the child needs protection from the police or support from community organizations.

## **Confidentiality and Sharing Information**

As part of our licensing regulations, we are required, by law, to keep up-to-date records on each child, including name, contact information, attendance and health information. We must share this information with the provincial licensing inspector and the municipality for inspection and quality compliance reasons.

Family Day will not share personal information about you or your child with anyone outside of the agency unless we have your permission or unless we are required to share information by law. All educators sign a Confidentiality Policy.

## **Conflict of Interest Policy**

We acknowledge and appreciate the desire of parents and children to recognize the quality of service our educator provide. However, because our educators are expected to make impartial and objective decisions during day-to-day operations, educators who work directly with children may only receive **small** tokens of appreciation on special occasions (such as gifts under \$20.00).

## **Child Care and Early Years Act (CCEYA)**

Licensed child care in Ontario is regulated under the *Child Care and Early Years Act* by the Ontario Ministry of Education. This legislation is intended to protect the health, safety and well-being of children in care. Family Day's standards meet or exceed the standards of the *Child Care and Early Years Act*. For more information, please visit: [www.edu.gov.on.ca/childcare/licensingstandards.html](http://www.edu.gov.on.ca/childcare/licensingstandards.html)

## **HIV/AIDS Policy**

In accordance with the Human Rights Code, Family Day does not discriminate against, or deny placement to, individuals who are HIV-positive or have AIDS. Individuals with AIDS or who are HIV-positive are not required to disclose. Educators at all Family Day centres are required to follow infection control and universal precaution procedures that apply to all infectious diseases at all times.

## **Reporting Serious Occurrences**

If there is a serious occurrence in a centre, Family Day must report it to the Ministry of Education and to the parents. A report is submitted to the Ministry of Education through the Child Care Licensing System and a Serious Occurrence Notification form will be posted at the centre for 10 business days. The report will respect the privacy of the people involved in the incident.

## **Safe Arrival & Dismissal Policy**

**This policy, and the procedures it outlines, helps support the safe arrival and dismissal of children receiving care in our child care and school age programs.**

This policy will provide educators, students and volunteers with a clear understanding of their roles and responsibilities for ensuring the safe arrival and dismissal of children receiving care, including what steps are to be taken when a child does not arrive at the child care centre as expected, as well as steps to follow to ensure the safe dismissal of children.

This policy is intended to fulfill the obligations set out under Ontario Regulation 137/15 for policies and procedures regarding the safe arrival and dismissal of children in care.

### **Scope**

This policy applies to all potential and existing Family Day Care Services employees who work directly with children, including students and volunteers of who are over eighteen (18) years old. All Family Day educators, students and volunteers will ensure that any child receiving child Care at the child care centre is only released to the child's parent/guardian or an individual that the parent/guardian has provided written authorization the child care centre may release the child to.

Family Day educators will only dismiss children into the care of their parent/guardian or another authorized individual. The centre will not release any children from care without supervision.

Where a child does not arrive in care as expected or is not picked up as expected, educators must follow the safe arrival and dismissal procedures set out below:

- A parent/guardian may request that a child who is 10 years old or older be released from child Care without supervision. Parents/Guardians must provide written and signed authorization and instructions for the release of the child including the time of dismissal on the Authority and Release Form.
- Where a parent/guardian provides written instructions for the release of their child from care without supervision, the parent/guardian is aware that the child Care is no longer responsible for that child upon their dismissal.

### **Procedures**

#### **1) Accepting a child into care**

When accepting a child into care at the time of drop-off, The educator in the room must:

- Greet the parent/guardian and child. Ask the parent/guardian how the child's evening/morning has been and if there are any changes to the child's pick-up procedure (i.e., someone other than the parent/guardian picking up). Where the parent/guardian has indicated that someone other than the child's parent/guardians will be picking up, the educator must confirm that the person is listed on the child's pick up list in the PORTAL, or child profile. If the individual is not listed, the educator must ask the parent/guardian to provide authorization for pick-up in writing (e.g., note or email).
- Document the change in pick-up procedure in the centre communication book.
- Sign the child in on the classroom attendance record.

#### **2) Where a child has not arrived in care as expected**

Where a child does not arrive at the child care centre and the parent/guardian has not communicated a change in drop-off (e.g., left a voice message or advised the closing staff at pick-up the prior day), the educator in the classroom must:

- For Children in the Infant, Toddler, Preschool programs Kindergarten, and school age children attending full day, educator will notify the supervisor/designate and they must commence contacting the child's parent/guardian no later than 12 pm. educators shall contact the parents/guardians by calling and leaving a detailed message. If no response is



received, an email will be sent to the parent/guardians advising them of the child's absence. After 30 minutes, if they do not successfully connect with the family, they must follow up again with a second phone call.

- For school age children attending before and after program, educators will collect all attendance records and prepare a list of the children that were absent for the morning program. This list will be shared with the school administrative staff.
- For school age children attending the after-school program, educators will notify the Centre Supervisor/designate. If the Centre Supervisor/designate are unable to confirm the child's absence with the school, they will contact the parent/guardian by calling and leaving a detailed message. If no response is received email will be sent to the parent/guardian requesting confirmation of absence.
- If the supervisor /designate/educator are unable to confirm a child's absence as per the procedure above, they are to contact the emergency contact to assist in reaching the parent/guardian.

Once the child's absence has been confirmed, the educator shall document the child's absence on the attendance record and any additional information about the child's absence in the communication books.

### **3) Releasing a child from care**

- The educator who is supervising the child at the time of pick-up shall only release the child to the child's parent/guardian or individual that the parent/guardian has provided written authorization that the child Care may release the child to.
- Where the educator does not know the individual picking up the child (i.e., parent/guardian or authorized individual), the educator must do the following:
  - Confirm with the Centre Supervisor that the individual picking up is the child's parent/guardian/authorized individual.
  - Where the above is not possible, ask the parent/guardian/authorized individual for photo identification and confirm the individual's information against the parent/guardian/authorized individual's name on the child's file or written authorization.
- Sometimes, a parent may tell you not to release a child to the other parent. You cannot do this unless the parent has a court order that says the other parent cannot see the child. A court order may also state what days and times the parent can see the child.

If a parent asks you not to release a child to the other parent but does not have a court order saying so, follow these steps:

- Tell the parent that you cannot stop the other parent from picking up their child, unless you see a court order that says this. Only a court of law can take away a parent's right to be with their child.
- If the parent is still concerned that the other parent may come, ask that the child not remain in care until this is sorted out.
- If the parent tells you that the other parent may be abusing the child, call the Children's Aid Society immediately.

- Sometimes the parent has a court order stating when each parent may have the child, but the parents want to switch days. In this case, ask for a written note telling you who should pick up the child each day. If a parent comes on a different day, follow these steps:
  - 1) Tell the parent who has come to pick up the child that you must call the other parent to make sure that it is okay to release the child.
  - 2) Call the parent who is supposed to pick up the child on that day. Ask for permission to release the child to the other parent. You must get an email / text message permission note or a message on the voice mail from this parent agreeing to the change. **Do not release** the child until you receive the email /text or phone message.
  - 3) If the parent insists on taking the child without permission, or begins to get upset, angry, or threatening in any way, release the child to them and call the police or 911.
  - 4) If you know that there is a restraining order, condition of bail, or prohibition order that does not allow the person to be near the child, call the police immediately when that person arrives at the centre. You cannot let a parent visit a child if you know there is a court order against this, even if the other parent says it is okay.
  - 5) Call the Children's Aid Society if the child tells you that someone who is not allowed to be near the child has been visiting or seeing the child.
  - 6) Notify your supervisor.

#### 4) Where a child has not been picked up as expected (before centre closes)

- Where a parent/guardian has previously communicated with the educator a specific time or timeframe that their child is to be picked up from care and the child has not been picked up, the educator shall contact the parent/guardian by a phone call or a text message and advise that the child is still in care and has not been picked up.
- Where the educator, designate, supervisor is unable to reach the parent/guardian, the educator must call again and leave a message for the parent/guardian. Where the individual picking up the child is an authorized individual and their contact information is available, the educator shall proceed with contacting the individual to confirm pick-up as per the parent/guardian's instructions or leave a voice message to contact the centre.
- Where the educator has not heard back from the parent/guardian or authorized individual who was to pick up the child the staff shall contact emergency contact, wait until program closes and then refer to procedures under "where a child has not been picked up and program is closed"

#### 5) Where a child has not been picked up as expected and the Centre is closed

If a child is not picked up by closing, and no one has called to say they will be late, follow these steps.

***(Please Note: Do not follow this procedure if → the parent has given you a reasonable explanation for being late. An example of a reasonable explanation would be there was a bad accident on the road and the parent is stuck in traffic.)***

- 1) Wait 15 minutes for the parents to arrive. After 15 minutes try to contact parent(s)/guardians at all available phone numbers and leave messages and text messages.
- 2) Telephone the alternate pick-up person or emergency contact. If that person is not there or you get a voice mail leave a message with your name and phone number. Ask the person to call you back and let you know if they can pick up the child.
- 3) Notify your supervisor or the backup Supervisor covering, or the Program Manager for your area.

- 4) If an alternate pick-up person you have never met responds to your call, ask them for identification before you release the child. Leave a message on the parent's telephone to let them know who has picked up their child and at what time this occurred.
- 5) If no one has arrived one hour after closing time, call the Children's Aid Society. If you get an answering service, leave your name and phone number and a Children's Aid worker will call you back. Tell the Children's Aid worker that you are a child care centre staff and that you are unable to reach anyone to pick up the child.
- 6) Wait for a Children's Aid worker to arrive. This may take several hours. Do not go out or drive the child anywhere. When a Children's Aid worker or police officer arrives at the centre, ask for identification before letting them in.
- 7) If the parent arrives before the Children's Aid worker arrives, release the child. Call Children's Aid to report when the child was picked up. Also, let the Children's Aid Society know the reason given as to why the parent was late.
- 8) Document the following in the communication book:
  - How long the child stayed with you past the pick-up time.
  - The reason the parent gave you for being late.
  - The name of the Children's Aid worker or police officer.
  - Any instructions that the police or Children's Aid gave you.
  - What happened when a Children's Aid worker or police officer came to the centre.
  - Inform your supervisor/Program Manager of what has happened.

#### 6) Dismissing a child from care without supervision procedures

- Educators will only release children from care to the parent/guardian or other authorized adult. Under no circumstances will children be released from care to walk home alone.
- Where a parent/guardian has provided written authorization for their child to be released from care without supervision, one educator in the program must be responsible for dismissing the child from care. Prior to dismissing the child from care, the educator shall review the written instructions for release provided by the parent/guardian on the Authority and Release Form – Unescorted and release the child at the time set out in the instructions. The staff shall document the time of departure from care and include their initials on the attendance record.

#### **Smoke-Free Policy**

All Family Day locations are smoke-free according to the **Smoke Free Ontario Act**. Please respect the smoking regulations and bylaws of the buildings in which our centres are located.

#### **Violence and Harassment in the Workplace Statement**

According to Bill 168, Family Day must make sure that the work environment for our educators is free of violence and harassment.

Bill 168 – Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace), 2009 defines workplace violence as the use of physical force or threats of physical force against a worker. Workplace harassment may include bullying, intimidating, offensive jokes or offensive or intimidating phone calls. We are required to have policies and procedures in place to protect our educators from violence and harassment, whether it comes from children, Educators, parents or other community members.

***Please see the complete statement posted on your centre's bulletin board.***

## ***Withdrawal from the Program***

If you plan to withdraw your child from the program, you must tell us in writing two weeks before your child's last day. If you do not give us two weeks' notice, we will charge you the fees for two weeks of care.

We do our best to include all children in our programs, but some children have needs that we cannot meet and some have challenges that affect the safety and needs of the whole group. When we have concerns about a child the Centre Supervisor will work in partnership with families to explore options, make appropriate recommendations and, if necessary, make referrals to other programs. We will:

- ✓ Treat your family in a fair and equitable manner.
- ✓ Invite you to meet to discuss ways to adapt the program to accommodate your child.
- ✓ Introduce program adaptations, additional resources or community agency support to address your child's needs.
- ✓ Provide consistent notice of meetings and clear documentation of discussions.

If Family Day is unable to accommodate your child's needs or family's circumstances, and your child is asked to leave or denied admission we will:

- ✓ Provide two (2) weeks written notice of withdrawal
- ✓ Provide referrals to other services, including the Children's Services Consultant (where appropriate)
- ✓ Document the use of support services and meetings with parents
- ✓ Notify Family Day's Director, Development and Programs

***In the extreme event that the behaviours of the child pose a safety risk to educators or children, Family Day reserves the right to give immediate notice to the family.***



# Complaints Process

Our educators work hard to care for your child. If you have a concern or complaint, we invite you to speak to us right away. If your concerns are not addressed, here is the process we recommend:

- ✓ Speak to the educator person involved in the reason for your concern
- ✓ Speak to the Centre Supervisor
- ✓ Contact the Program Manager
- ✓ Contact the Director, Programs

## **Parent Issues and Concerns Policy**

1. Parents/guardians are encouraged to take an active role in our child care centre and regularly discuss what their children are experiencing with our program. As supported by our program statement, we support positive and responsive interactions among the children, parents/guardians, child care providers and Educators, and foster the engagement of and ongoing communication with parents/guardians about the program and their children. Our educators are available to engage parents/guardians in conversations and support a positive experience during every interaction.
2. All issues and concerns raised by parents/guardians are taken seriously by Family Day and will be addressed. Every effort will be made to address and resolve issues and concerns to the satisfaction of all parties and as quickly as possible.
3. Issues/concerns may be brought forward verbally or in writing. Responses and outcomes will be provided verbally, or in writing upon request. The level of detail provided to the parent/guardian will respect and maintain the confidentiality of all parties involved
4. An initial response to an issue or concern will be provided to parents/ guardians within 3 business day(s). The person who raised the issue/ concern will be kept informed throughout the resolution process.
5. Investigations of issues and concerns will be fair, impartial and respectful to parties involved.



Nature of Issue or Concern	Steps for Parent and/or Guardian to Report Issue or Concern	Steps for educator and/or Licensee in Responding to issue or Concern
Related to the program room (e.g., <i>sleep arrangements, schedule, toilet training, indoor/outdoor program activities, feeding arrangements</i> )	Raise the issue or concern to the classroom Educator directly – or – the Supervisor or Program Manager	Address the issue/concern at the time it is raised – or – Arrange for a meeting with the parent/guardian within three (3) business days
Related to a centre, operations or of a general nature (e.g., <i>child care fees, hours of operation, staffing, waiting lists, menus</i> )	Raise the issue or concern to the Supervisor or Program Manager	Document the issues/concerns in detail. Documentation should include: <ul style="list-style-type: none"> <li>&gt; the date and time the issue/concern was received;</li> <li>&gt; the name of the person who received the issue/concern;</li> <li>&gt; the name of the person reporting the issue/concern;</li> <li>&gt; the details of the issue/concern; and</li> <li>&gt; any steps taken to resolve the issue/concern and/or information given to the parent/guardian regarding next steps or referral.</li> </ul>
Related to an educator, Supervisor and/or Family Day (the Agency)	All issues or concerns about the conduct of an educator that puts a child's health, safety and well-being at risk should be reported to the Supervisor as soon as parents/guardians become aware of the situation.	Provide contact information for the appropriate person if the person being notified is unable to address the matter.
Related to a Student or Volunteer	Raise the issue or concern to the educator responsible for supervising the volunteer or student – or – the Supervisor and/or Program Manager  All issues or concerns about the conduct of students and/or volunteers that puts a child's health, safety and well-being at risk should be reported to the Supervisor as soon as parents/guardians become aware of the situation.	Ensure the investigation of the issue/concern is initiated by the appropriate party within three (3) business days or as soon as reasonably possible thereafter.  Document reasons for delays in writing.  Provide a resolution or outcome to the parent(s)/ guardian(s) who raised the issue/concern.

Every effort will be made to resolve any issue/concern with the Centre Supervisor or Program Manager. The person who raised the issue will be contacted, the issue/concern will be reviewed and the agency will outline the findings and will explain how the agency proposes to resolve the issue/concern to the mutual satisfaction of both parties whenever possible.

## **Escalation of Issues or Concerns**

If the issue or concern is not resolved to the satisfaction of the parent/ guardian at this point, it may escalate to the Director, Programs, who will review the issue or concern and how it has been handled thus far and will respond within three (3) business days

If the issue or concern is not resolved to the satisfaction of the parent/ guardian at this point, it may escalate to the Chief Executive Officer (CEO) who will review the issue or concern and how it has been handled thus far and respond within three (3) business days. The decision of the CEO is final.

Issues/concerns related to compliance with requirements set out in the *Child Care and Early Years Act*, 2014 and Ontario Regulation 137/15 must be reported to the Ministry of Education's Child Care Quality Assurance and Licensing Branch.

Issues/concerns may also be reported to other relevant regulatory bodies (e.g. local public health department, police department, Ministry of Environment, Ministry of Labour, fire department, College of Early Childhood educators, Ontario College of Teachers, College of Social Workers) where appropriate.

## **Concerns about the Suspected Abuse or Neglect of a Child**

Everyone, including members of the public and professionals who work closely with children, is required by law to report suspected cases of child abuse or neglect.

If a parent/guardian expresses concerns that a child is being abused or neglected, the parent will be advised to contact the local Children's Aid Society (CAS) directly.



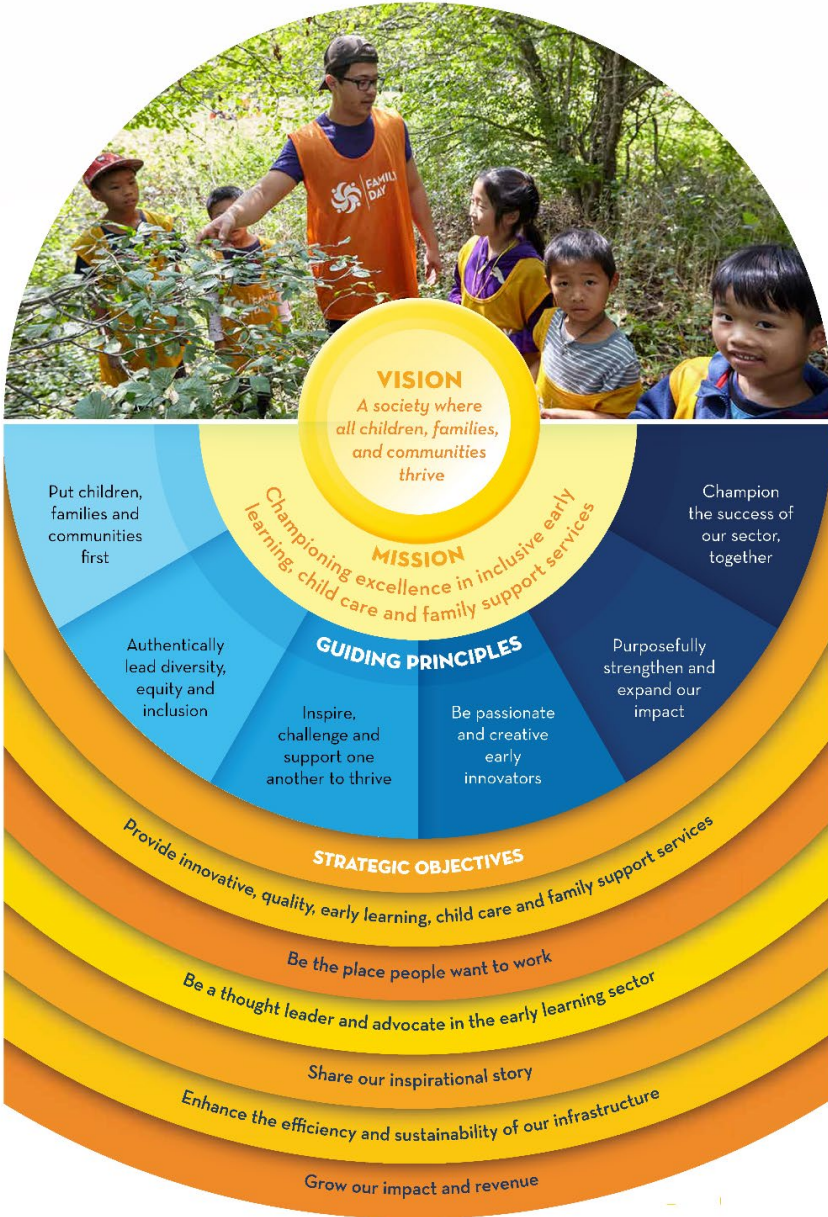
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**“Every child deserves to have someone’s eyes light up when they enter the room.”**

**— DR. JEAN CLINTON**

# Our Way Forward

Family Day's Strategic Plan | 2023 - 2025



Improving, increasing and expanding access to Family Day programs and services for children and families drives every aspect of our operations. While continuing to embrace the rollout of the Canada-wide Early Learning and Child Care plan (which aims to reduce the cost of child care to an average of \$10 per day by 2026), we also continue our advocacy efforts to address fair compensation and the ongoing recruitment and retention challenges in the early learning & child care sector.

In collaboration with the Ministry of Education and our municipal partners, Family Day is working towards a more transparent, accessible, affordable and inclusive child care system for all families in Ontario. From creating and delivering evidence-based pedagogy, processes, programs and services, to strongly advocating for equity, diversity and inclusiveness, to sharing our knowledge across the globe through the World Forum, Family Day also remains committed to sector leadership and innovation.

The pandemic underscored the need for capacity and the ability to operate efficiently in evolving environments. It also highlighted the continuing need to invest in and support our people. Our teams have had to learn a lot to be responsive to the rapidly changing needs of our families and communities. In this post-pandemic environment, we are focused on overall wellbeing and creating a sense of belonging, for our teams and caregivers, and the children, families, and communities we support.

**Our Way Forward**, Family Day's Strategic Plan for 2023 to 2025, is a reflection of our ongoing efforts to meet the needs of our teams and the people we serve. It demonstrates our commitment to a modern, innovative, inclusive and responsive organization that puts children, families, and communities, first.

We genuinely care for our families and will continue seeking opportunities to welcome even more of them—today and tomorrow. Improving, increasing and expanding access—and service excellence—is **Our Way Forward!**



**FAMILY DAY**

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