



Early Learning and Child Care

MONTHLY E-NEWS

SEPTEMBER 2024

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A Message from Sarah Whiteford, Assistant Deputy Minister

We know that this is a busy time for early learning and child care (ELCC), with many transitions occurring within programs as we start a new school year. We are very grateful for those educators from around the province who have participated in a variety of departmental engagements over the past several months. Your perspectives are contributing to the Manitoba government's work toward strengthening the workforce, which ultimately supports a high-quality ELCC system.

As we begin the fall season, there are many important days of reflection that hold significant meaning in the work we do.



EVERY CHILD MATTERS

NATIONAL DAY FOR TRUTH AND RECONCILIATION

SEPTEMBER 30

September 30 marks the National Day for Truth and Reconciliation, a new provincial statutory holiday held to commemorate and acknowledge those affected by residential schools. In this month's *Spotlight on Success*, we give examples of two different centres' approaches to incorporating Indigenous ways of knowing, being, and doing. Within the department, planning is underway to explore the development of an Indigenous ELCC policy framework. On September 30, I hope each of you has time to share, listen, and explore the rich and diverse cultures, voices, experiences, and stories of First Nations, Inuit, and Métis Peoples.

October is Child Abuse Prevention Month in Canada. Earlier this year, the Manitoba government partnered with the Canadian Centre for Child Protection for a first-of-its-kind program tailored to ELCC professionals, empowering all staff to recognize and report signs of child sexual abuse. We encourage all early childhood educators, child care assistants, and board members to use this month as a [launching point to begin or review this important training](#).

Moving Forward on Child Care Priorities

Space Expansion Continues to Build Momentum

This past summer, the governments of Canada and Manitoba announced the creation of over 950 new, affordable child care spaces in Manitoba. These include more than 200 spaces created at three newly opened Ready-to-Move (RTM) facilities in Lorette, St. Adolphe, and Stony Mountain; over 300 expansion spaces opened through new start-up and operating grants; and a commitment to create another 400 expansion spaces in existing child care facilities through the new Child Care Renovation Expansion Grant.

The rural municipalities' and Indigenous governing bodies' [Ready-to-Move Child Care initiative](#) is an innovative partnership between the governments of Canada and Manitoba that rapidly constructs high-quality child care centres. The project will create a total of 1,970 new child care spaces in 25 rural and First Nations communities between 2022 and 2026. Ten RTMs in rural Manitoba are currently nearing completion and are anticipated to open in fall 2024.

Click [here](#) to read the full news release

S.P.L.A.S.H. Makes Waves with New Facility

On Thursday, September 20, Manitoba Education and Early Childhood Learning Minister Nello Altomare, along with department staff, attended the grand opening of S.P.L.A.S.H. Child Care's new Pulford Street location. S.P.L.A.S.H.'s early learning centre and urban learning centre are based inside the historic Augustine United Church (a.k.a. Augustine Centre), originally constructed in 1904 and a landmark building in Osborne Village. Members of the local community, the Manitoba Métis Federation, Oak Table, church members, volunteers, and S.P.L.A.S.H. staff were on hand for the celebration, which featured a smudge and sacred fire, drumming and music, heartfelt words, a tour, and a reception. The new 10,130-square-foot facility will employ 35 educators and provide spaces for 138 children, ages 12 weeks to 12 years old. Funding for this project is made possible through a grant application under the Early Learning and Child Care Building Fund and the Child Care Renovation Expansion Grant.

"The centre is designed to showcase our strong commitment to Truth and Reconciliation through partnerships with Indigenous communities and curriculum development."

- Lesley Massey, Executive Director of S.P.L.A.S.H. Child Care Inc.



Photos of the newly renovated interior of S.P.L.A.S.H.

Group photo from left to right – **Lily Mallard**, Senior Capital Projects Manager; **Susan Emerson**, Executive Director, Provincial Operations; **Signe Hanson**, Executive Director, Capital and Space Development; **Terry Smith**, Child Care Coordinator; **Lesley Massey**, Executive Director of S.P.L.A.S.H. Child Care; **Sarah Whiteford**, Assistant Deputy Minister, Early Learning and Child Care; **Sharmin Afroz**, Administrative Assistant.

For more information on ELCC's child care space creation efforts and/or potential grant funding for space expansion projects, visit [Manitoba Early Learning and Child Care: Space Creation](#).

Maples Day Care Puts “Truth” on Display

Grant funding put to good use with Seven Teachings mural

To celebrate the relationship between caregivers and youth, Maples Day Care engaged local Métis artist Justine Proulx to produce two beautiful murals featuring the Seven Sacred Teachings on teaching walls at their Amber Trails Community School location.

According to Susan Madzik, the centre’s director, “the purpose was to bring Indigenous representation and teachings into the daycare, and create a fun and welcoming art piece that would be enjoyed by both children and adults.”

The large mural is centred around Turtle, the animal representing Truth in the Seven Sacred Teachings—a nod to the Creation Story or the creation of Turtle Island. This mural explores relationships between caregivers and younger generations, represented by many animals throughout the piece. Within the turtle’s shell is a community scene, showing members of different ages surrounded by the roots of the trees above, representing interconnectedness and unity.



Artist Justine Proulx with Maples Day Care children in front of the Turtle teaching wall/mural.

Proulx also created a second, smaller mural around the centre’s kitchen window.

The Seven Teachings are a set of guiding principles that focus on human relationships, interpersonal conduct, and people’s conduct towards the environment.

“These animals help teach us how to live our lives in a way that our relationships and communities thrive,” says Madzik. “All of our families, children, and staff would like to thank Justine for taking our vision and making it come to life on our walls. It has been a true gift to our centre.”

The Maples Day Care mural project was funded through the [Enhancing Diversity and Inclusion Grant](#), created to “improve children’s experiences through enriched curriculum rooted in the principles of diversity and inclusion.”

Good News Investment Yields Long-Lasting Impact

Kathy Kroeker, Director at Good News Day Care, was surprised to learn that many of her staff were not very familiar with the history surrounding residential schools in Canada, so she brought in an expert on the topic to help bridge the knowledge gap.

“They had heard the term in the media and had some idea,” said Kroeker, “but not the history behind it or the devastation that it left behind that lasts even until today.”

The centre invited Indigenous speaker and educator Tammy Wolfe for a special presentation on Truth and Reconciliation for all staff. Kroeker said it opened a lot of eyes and made a positive difference in relationships among staff, children, and families.

“We have a number of children in our centre with Indigenous heritage and this brought huge understanding. It was quite encouraging to see how a short-term investment continued to yield long-lasting impacts on educators and families.”

The [Indigenous Programming Grant](#) enabled child care facilities to invest in equipment, resources, and professional learning needed to integrate Indigenous perspectives into programming.



Each month, the division will answer a common inquiry received from facilities in a question-and-answer format.

THIS MONTH’S QUESTION:

Can I still charge parents if my facility is closed?

ANSWER: A licensed child care facility cannot request payment of subsidies and/or parent fees when the facility is closed and not available to provide service to families.

However, there are a few exceptions:

1. When a licensed child care facility/provider is closed for a recognized holiday. (Refer to [current list of holidays](#). Centres need to be open the business day before or after to be paid for the holiday.)
2. When the child care facility/provider has been approved for a day in lieu of or for a [Professional Development Day](#).
3. When a child care facility/provider needs to close for an emergency closure due to heat or water systems. The child care facility/provider must email their [coordinator](#) to request an emergency closure. Only upon approval of the emergency closure can a facility charge subsidy and/or parent fees for that day.

For more information, see the webinar [Facility Orientation—Child Care Subsidy Program and Facility Reporting, Section 4—Policy Review](#).

Meet the ELCC Team

Carol Saville, ECE III, Supervisor, Licensing and Compliance

I have been working in the early learning and child care field for over 35 years. I'm a strong advocate for rural child care, striving to ensure that Manitoba children succeed no matter where they live, their backgrounds, or their individual circumstances. I have experience as a front-line ECE, supervisor, and director of rural child care facilities, and I have operated my own licensed home-based facility. I've worked for the province for 24 years, first as a coordinator and now in a supervisor role. I miss my day-to-day contact with children, so while conducting visits I really enjoy hearing stories from the child care coordinators about their interactions with children.



Carol Saville, ECE III, Supervisor, Licensing and Compliance

No two days are the same in my role. I support my team of coordinators in ensuring safety and compliance, and I'm always on call for urgent issues. It's a fast-paced job, but I love the variety and the impact I can make.

Some people aspire to "general" jobs within government, whereas I would never have applied to a different division or department. I always knew I wanted to work for the province as a child care coordinator.

My favourite book is *If You Give a Mouse a Cookie*. It's a classic for a reason! Children love it, and we all have those *Give a Mouse a Cookie* days—especially in the child care sector!

I enjoy camping, spending time with family, and listening to water—whether it's a lake lapping against the shore, rapids, waterfalls, an app for relaxation, or a great "thunder-boomer."

Listening to MANITOBA'S EARLY CHILDHOOD EDUCATORS



We continue to reach out to child care assistants (CCAs), ECE IIs, and ECE IIIs across Manitoba to get their thoughts on what a career in early childhood education means to them.

This month, we spoke with a child care assistant who recently took the next step in her career to become ECE II-certified.

FEBELYN DASUGO, ECE II
Morrow Early Learning

I worked at Morrow Early Learning and Child Development as a child care assistant for 13 years before I took the opportunity to enrol in a course to upgrade to ECE II. My long years of working as a child care professional enabled me to gain experience and develop my skills in this field.

The [Tuition Reimbursement](#) significantly supported me in this endeavour. This was crucial assistance for my family during my time in school because pursuing continuing education was not part of my family budget.

The opportunity to upgrade to ECE II has enriched my capabilities as a child care professional. The course work equipped me to apply a scientific and artistic approach to providing care to children.

Learn more about ECE II recognized post-secondary education options at www.gov.mb.ca/education/childcare/students_workforce/info_classification.html#education.

Announcements and Reminders

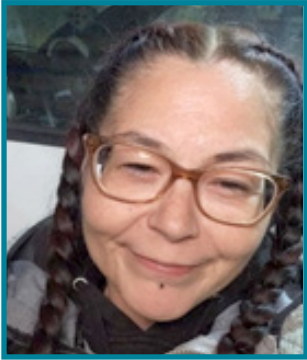
Congratulations to Jennifer Wasylyk, Manitoba ECE III, on Receiving Prime Minister's Award

Congratulations to **Jennifer Wasylyk**, one of the 2024 recipients of the Prime Minister's Awards for Excellence in Early Childhood Education! Jennifer is an ECE III with the Military Family Resource Centre (MFRC) daycare in Shilo, and she was nominated and selected as a Certificate of Achievement recipient for her significant contribution and dedication to military families and their children, focusing on nature-based learning and play.

To learn more about this award and Jennifer's dedication and passion for the early childhood education profession, visit <https://ised-isde.canada.ca/site/pm-awards-excellence-ece/en/recipients/2024/2024-recipient-biographies#Jenny-Wasylyk>.



Congratulations to Indigenous Educator of the Month Sheri Banman



Since 2010, an Indigenous Educator of the Month has been recognized each month from September to June by Education and Early Childhood Learning's Indigenous Excellence Division. As of 2024, this important recognition was expanded to include early childhood educators.

Congratulations to this month's selected educator, **Sheri Banman**! Sheri is a Métis ECE III who specializes in work with infants and toddlers at Good News Day Care. You are encouraged to read and share Sheri's interview, profiling her dedication and role as an Indigenous early childhood educator at www.edu.gov.mb.ca/tee/publications/educators/sep2024.html.

"It is worth it in the end to have the knowledge we gain as ECEs. It will pay off in so many ways."

– Sheri Banman

The Indigenous Educator of the Month series celebrates Indigenous educators in early childhood education and Kindergarten to Grade 12, and aims to promote careers in education for students and youth. If you are interested in nominating someone or if you would like to put your own name forward, please contact Wanda Spence at 204-945-4653 or email wanda.spence@gov.mb.ca.

Procedures Related to Preschool Children Attending Full-Day Kindergarten

For information regarding definitions of a preschool and school-age child, and regarding age-exemption requests, view the circular at [ELCC-2024-08–Circular- Preschool / School-Age Child Care and Full-Day Kindergarten](#).



Health Canada's Safe Recipe Style Guide

Food safety is imperative for children in care. To help in the collective effort to reduce food-borne illnesses and promote food safety, view Health Canada's newly developed [Safe Recipe Style Guide](#).

New PDF charts on [cooking temperatures](#) and [storing leftovers](#) are also available for easy reference. These can be printed and posted on fridges or cupboards, or saved for reference on facility computers/mobile devices.

2024/2025 Wage Grid—Effective July 1, 2024

As announced on May 3, 2024, Manitoba and Canada are providing a total funding contribution of \$10.9 million to support an increase to the wage grid supplement, effective July 1, 2024. This increase provides a 2.75 per cent increase to the overall revenue generated per space and supports a 2.75 per cent increase to the starting point and target wages on the wage grid.

The increase to the wage grid supplement, effective July 1, 2024, was included in the July 1 operating grant payment to facilities.

For more information, view the [2024/25 Wage Grid](#), and view the [circular for centres](#) and the [circular for homes](#) for additional details and access to implementation resources for your facility.

Note: The [Board Guidelines Wage Grid Implementation Tool Kit for Boards](#) has been updated to include the increase in base operating grants, effective April 1, 2024, and the increase to the wage grid supplement, effective July 1, 2024, to assist funded centres and nursery schools when preparing their annual budgets.

Help Keep Board of Directors Contact Information Up to Date

To support communication efforts with our sector, please ensure that contact information and email addresses for all board members are entered and up to date in the [Child Care Online—Record of Board of Directors](#) section.

Employment Opportunities Added to Manitoba Child Care Search

Recent updates to the [Manitoba Child Care Search](#) include a new feature added to help support workforce recruitment efforts. If your facility has staff vacancies, you can now choose to include this information in your weekly update. The Manitoba Child Care Search will then show that your facility is currently recruiting CCAs and/or ECEs. Prospective candidates will be directed to your facility contact information to learn more about the potential employment opportunities.

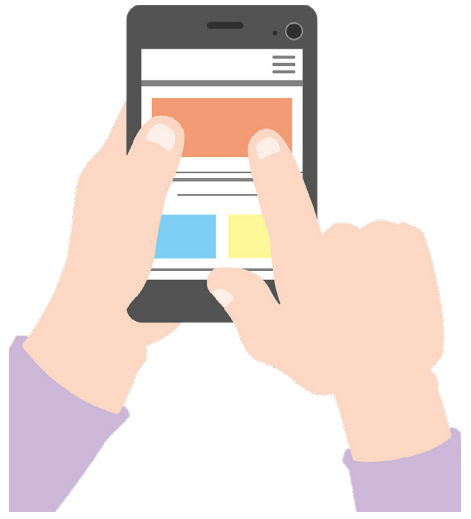
After-Hours Contact Information

The Department of Education and Early Childhood Learning is validating and updating the after-hours contact information for key personnel in the ELCC and Kindergarten to Grade 12 sectors.

It is strongly recommended that after-hours contacts have ready access to current facility and class lists.

Review and update your information anytime throughout the year at <https://app.smartsheet.com/b/form/98e98241e708401899ae3da2f73cc3bb>.

The contact information will be securely maintained by the department and only shared with relevant partners such as public health, regional health authorities, and emergency management professionals. Update reminders will be circulated by the department periodically through the year.



If you have any questions or concerns, contact the Sector Relations Branch at SRUnit@gov.mb.ca.

Accessible Transportation Standard Regulation, M.R. 151/2023

The [Accessible Transportation Standard Regulation](#) under The Accessibility for Manitobans Act addresses aspects to accessible public transportation, including access to transportation required for going to work or school, shopping, and other aspects of daily life.



While this standard has recently been enacted and will come into force January 1, 2027, for schools and other organizations, this standard **does not** apply to licensed child care facilities.

As a reminder, under [The Community Child Care Standards Act](#) and regulations, child care facilities are required to have a transportation policy, as well as an inclusion policy. Child care facilities are encouraged to review their policies to ensure they reflect current practice.

Early Learning and Child Care Division Update

Staffing Updates

We continue to welcome new staff into our division to support Manitoba's priorities for early learning and child care, and to support career growth and development of existing staff:

Yang Shang joined the Policy and Planning Branch as Senior Data Scientist in the Strategic Policy and Intergovernmental Relations Unit on September 3. Yang holds a Bachelor in Communication degree with a focus on market research and analysis from the Communication University of China, and a Certificate in Applied Business Analysis from the University of Manitoba. He has more than six years of experience as a data scientist, including roles with IBM and EqualOcean. Most recently, Yang has been working as a data analyst for the First Nations Health and Social Secretariat of Manitoba.

Sreekumar (Shree) Kodiyath joined the Policy and Planning Branch as Workforce Engagement Coordinator in the Workforce Development Unit on September 24. Shree comes to ELCC from Manitoba Transportation and Infrastructure, where he has been a member of the Policy, Programs, and Regulations Branch as a senior policy analyst. His extensive experience in policy analysis and program development will be a great asset to our team. Shree holds two Master's degrees in law, from the University of Manitoba and from the United Nations.

Gurpreet Grewal has changed positions from Child Care Coordinator to Quality Enhancement Consultant with the Quality Enhancement and Program Development (QEPD) Unit in Provincial Operations. The QEPD team is very much looking forward to Gurpreet's skill, dedication, and enthusiasm as she takes on this new role.

Isabelle Raharijaona, Child Care Coordinator, has made the decision to pursue another opportunity in the ELCC sector. Isabelle's last day was July 31, 2024. Isabelle brought with her a dedicated and professional attitude and a strong advocacy for the francophone community. We will miss her cheerful disposition, knowledge, and passion for early learning and child care.

We would also like to extend a warm farewell to **Jan Ranson** for her well-earned retirement on September 6 after an astounding 32 years in the child care sector. Jan began her early learning and child care career in 1992, and she has held many different positions throughout the years. Jan's considerate, kind, calm, compassionate, supporting, and reassuring demeanour was always evident in her daily interactions with colleagues, friends, and the sector.

For the list of key department contacts, visit www.edu.gov.mb.ca/aboutus.html.

We Value Your Input!

Would you like to share some of your facility's ideas or tell us about a program or celebration at your facility? Would you like to share a quote about why you love being an early childhood educator? Email us at CDInfo@gov.mb.ca with the subject line "ELCC Newsletter" and you could be featured in our next edition.

For general inquires about the Early Learning and Child Care Division:

Website: www.manitoba.ca/childcare

Email: cdcinfo@gov.mb.ca

Phone: 204-945-0776

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