



# Professional Education and Learning Opportunities January - April 2018

*“Look beneath the surface”- Marcus Aurelius*

# Table of Contents

Important Reminders	Page 2
Standard First Aid and CPR Sessions	Page 8—9
Special Events and Series	Page 4—7
How to Register	Page 10
Training Costs	Page 11
<b>Workshops:</b>	
Business and Human Resources	Page 12—27
Fostering Engagement	Page 28—33
Health and Wellness	Page 34—40
Legislation	Page 40—44
Program and Curriculum	Page 44—54
<b>Webinars</b>	Page 55—62

***“Leadership is the capacity to translate vision into reality.”***

- Warren Bennis

# Important Reminders!

## Online Registration

All professional education registrations are to be completed **ONLINE ONLY**. Professional Education administrative support is available over the phone, for technical issues and complex registration processes. We thank you for your co-operation.

## Subscribe

Want the most up-to-date information from CDRC? **SUBSCRIBE** to stay informed about:

- Professional education and learning opportunities
- Relevant information and updates
- Job opportunities

Go to [www.cdrcp.com](http://www.cdrcp.com) and click on the subscription button now!

## Webinars

Looking for new ways to expand your knowledge and skill set? Checkout CDRC's selection of **WEBINARS** for quick and convenient training opportunities!

- NEW webinars offered frequently
- FREE of cost!
- Relevant/current information that applies to your work
- Professional presenters with expertise on diverse subjects

**For a complete list of current webinars see page 55**

## Feedback

Do you have feedback on training that went well or improvements you would like to see? Send us a quick email with your suggestions and improvements to [register@cdrcp.com](mailto:register@cdrcp.com). We love hearing from you and value your feedback!



## Operator Reimbursement for Casual Staff

All childcare and early years' programs are eligible to apply for reimbursement for replacement (supply) staff that are covering program staff attending professional education sessions offered through CDRCP and Food Handlers' sessions. The reimbursement funding will be for supply coverage during the **hours of 8:00 a.m. to 6:00 p.m. Monday through Friday**, with the exception of statutory holidays. Programs will be eligible to receive \$15.00 per hour for supply staff. For more information, please contact Habiba at [habiba@cdrpc.com](mailto:habiba@cdrpc.com) or at 905-507-9360 ext. 330. Downloadable forms are always available on our website, [www.cdrpc.com/professional-education](http://www.cdrpc.com/professional-education).

## CDRCP Blogs

CDRCP has recently started blogging! If you are looking for information in a quick-read format on relevant and useful topics related to childcare practices, program ideas, and professional education then make sure to check out our blogs—with frequent updates go to: [www.cdrpc.com/blog](http://www.cdrpc.com/blog) to see the list.

## Scent-Sensitive Reminder

Just a reminder that CDRCP promotes a scent free environment. Please refrain from wearing any scented products. CDRCP respects the rights of all visitors. Service animals or other aides that foster a person's independence are welcome in this environment.

## Please Note

Children under the age of 16 are **not** permitted in the Resource Centre or any Professional Education training, including Standard First Aid and CPR. We apologize for any inconvenience.

# SERIES

*It is highly recommended participants take all components of a series in the order they are presented to enhance their knowledge and understanding of the material. Missing sessions may impact the comprehension of the material and the overall quality of the professional learning experience.*

## **Business Viability**

*5 Part Series at CDRCP 9:30 am—11:30 am*

**Jan 23**—Successful Hiring

**Feb 20**—Enforceable Employment

**Mar 6**—Managing Employee Performance Issues

**Apr 24**—How to Conduct an Investigation: What you Need to Know

**May 22**—Progressive Discipline and Handling Difficult Terminations

*3 Part Series at CDRCP 1:30 pm—3:30 pm*

**Jan 25**—Facilitative Leadership: Leader vs. Manager

**Feb 28**—Facilitative Leadership: How to Lead Conversations Working with Other

**Apr 24**—Facilitative Leadership: My Journey

*2 Part Series at CDRCP 9:30 am—11:30 am*

**Feb 27**—You Know Childcare—Now, Learn the Essentials of Management: Part 1

**Feb 28**—You Know Childcare— Now, Learn the Essentials of Management: Part 2

*2 Part Series at Hilton Garden Inn Brampton 9:30 am—11:30 am*

**Mar 22**—How to Create Your Financial Management Manual and Fraud Awareness: Part 1

**Mar 28**—How to Create Your Financial Management Manual and Fraud Awareness: Part 2

# SERIES

*It is highly recommended participants take all components of a series in the order they are presented to enhance their knowledge and understanding of the material. Missing sessions may impact the comprehension of the material and the overall quality of the professional learning experience.*

## **Fostering Engagement**

*3 Part Series at CDRCP 6:30 pm—8:30 pm*

**Feb 15**—Growing Roots: The Outdoors Learning Environment

**Feb 22**—Growing Roots: Growing, Gardening and Green Spaces

**Mar 1**—Growing Roots: Risk Taking and the Outdoors Classroom

## **Program and Curriculum**

*4 Part Series at Brampton Courtyard by Marriott 1:00 pm—4:30 pm*

**Jan 31**—Ethics, Professionalism and Communication

**Mar 7**—Planning through the Lens of HDLH

**Apr 25**—Exploring Reflective Practices

**May 23**— Documentation Panels and Learning Stories

*3 Part Series at CDRCP 10:30 am—12:30 pm*

**Mar 7**—Reflective Practice for Educators of School-Agers: Part 1

**Mar 21**—Reflective Practice for Educators of School-Agers: Part 2

**Mar 28**—Reflective Practice for Educators of School-Agers: Part 3

## **Legislation**

*2 Part Series at CDRCP 9:30 am—11:30 am*

**Apr 25**—Managing Performance and Discipline with the Duty to Accommodate: Part 1

**Apr 26**—Managing Performance and Discipline with the Duty to Accommodate: Part 2

# Standard First Aid and CPR Sessions

## **CPR Courses Availability:**

Course availability is structured through community need, please select courses that align with your training needs. CDRCP is not responsible for tracking individuals' training requirements, it is the responsibility of the individual to be aware of the course that is best suited for them. Participants are encouraged to dress comfortably in order to participate in training activities. Lunch will not be included, however, participants will be close to local restaurants.

## **Certifications:**

Standard First Aid and CPR-C is a 3 year certification. It is highly recommended that two renewal programs are not completed consecutively. One renewal program must be completed then following the completion of the two-full day program within the next three year period.

## **Standard First Aid and CPR (level C):**

A 16-hour combination first aid course and Heartsaver A level CPR program. Day 1 is Emergency First Aid and CPR followed by a second day which includes recognition and treatment for head and spinal injuries, heat and cold injuries, poisons, asthmatic attacks, allergic reactions, bites, stings, and eye injuries, plus an assortment of practical scenarios designed to reinforce participants' skills and confidence. This is a dual certification in Standard First Aid and Heartsaver A CPR. This program meets the curriculum requirements of the Workers Compensation Act (Reg. 1101) of Ontario, The Canada Labour Code and is approved for workplace training by the Workers' Safety and Insurance Board, Health Canada and the Ontario Ministry of Health and Long-Term Care.

## **Renewal: Standard First Aid and CPR-C**

The Standard First Aid with CPR-C Renewal course combines adult/child and infant CPR along with the recognition and treatment of medical emergencies and traumatic injuries. Modules include shock, bleeding, wound care, burns, head and spinal management along with diabetic emergencies, seizures, asthma and allergic reactions. The course provides the steps for relief of choking for adult, children and infants. It also includes a hands-on training component for the use of an Automated External Defibrillator (AED).

## **Friendly Reminder!**

Sessions are subject to fluctuation throughout the calendar year. For the most up-to-date information on available sessions, including Standard First Aid and CPR, please see our [PE calendar](#) or our [Quality Initiatives](#) page for what's new. You can register by either going online, [www.cdrcp.com](http://www.cdrcp.com) or calling anyone on the Quality Initiatives Team, 905-507-9360.

# Standard First Aid and CPR Sessions Available

Standard First Aid and CPR (level C) Sessions: *Training will take place from 8:30 AM—4:30 PM, at CDRCP #103—75 Watline Avenue, Mississauga, ON L4Z 3E5.*

Sessions Available:
Saturday February 3, and Saturday February 10
Saturday February 17, and Saturday February 24 <b>Please note:</b> This session will be offered at: Mississauga, Admiral Inn Mississauga, 2161 North Sheridan Way
Saturday March 3, and Saturday March 10
Saturday March 17, and Saturday March 24
Saturday April 7, and Saturday April 14
Saturday April 21, and Saturday April 28

Renewal: Standard First Aid and CPR-C Sessions:

Session Available	Location
Friday March 23, 2018	CDRCP #103—75 Watline Avenue, Mississauga ON

***CDRCP would like to thank the Region of Peel for their continued support of professional education and learning opportunities. Through this support, CDRCP is able to offer discounted rates for sessions and conferences to the childcare and early years' community.***

***Back by popular demand!***

## **REFLECTIVE PRACTICE: FACILITATOR TRAINING**

Are you interested in increasing your capacity for facilitation in your daily practice?  
Sign up to become a facilitator in Reflective Practice at Work Series!

This session is for those who are interested in participating as a table facilitator in the upcoming “Reflective Practice at Work” series and for others who are interested in growing capacity for facilitation in their daily practice. Learn to deepen participants understanding of the role of facilitation in promoting group participation, ensuring equity and building trust with a community of learners. We will explore strategies for deep listening, questions that can move us and practice with protocols that can encourage thinking.

**Date:** April 9th, 2018

**Time:** 9am—4pm

**Location:** Hilton Garden Inn Toronto/Brampton 2648 Steeles Avenue East Brampton ON, L6S 6J9

**Presented By:** Lorrie Baird

**To Register:** Contact [aqeela@cdrpc.com](mailto:aqeela@cdrpc.com) or call 905-507-9360 ext. 308

## **REFLECTIVE PRACTICE AT WORK**

Whether you are a seasoned educator, a director, a supervisor, or if you are just beginning your work in the early learning sector - this exciting series is for you! This six-part series will take you on a journey to deepen your understanding of your role in supporting the foundations for learning.

Participants will work in small learning communities to engage in dialogue about our image of children, the powerful role we play in building relationships, designing environments and experiences for children, and considering classroom research as a place to grow documentation and forward our work. The Reflective Practice at Work series will inspire educators to grow as leaders and build the kind of communities that we desire for our children, our families and ourselves.

**Dates:** April 10th—June 26th, 2018

**Time:** 6:00pm—9:00pm

**Location:** Hilton Garden Inn Toronto/Brampton 2648 Steeles Avenue East Brampton ON, L6S 6J9

**Intended Audience:** Individuals working in the early learning sector

**To Register:** Contact [aqeela@cdrpc.com](mailto:aqeela@cdrpc.com) or call 905-507-9360 or visit our online calendar:  
<http://www.cdrpc.com/professional-education>

***Hurry spots are limited!***

# LEADERSHIP SERIES

March 29th—June 21st, 2018

**Time:** 12:30 pm—3:30 pm

**Location:** Toronto/Brampton Courtyard by Marriott - 90 Biscayne Crescent, Brampton, ON L6W 4S1

**Audience:** Supervisors, Managers and Licensees

**Description:** 7 In-Class sessions with an ongoing online community of practice on alternative weeks

In-class sessions will be held on the following dates:

**March 29th – Leadership Builder by Glory Ressler**

**April 12th – Visionary Thinker by Nickey Alexiou**

**April 26th – Pedagogical Leader by Lorrie Baird**

**May 10th – Professional Role Model by Elaine Winick**

**May 24th – Change Agent by Nickey Alexiou**

**June 7th – Mentorship by Glory Ressler**

**June 21st – Wrap-up and Alumni Networking by Glory Ressler**

**Registration:** Visit our online calendar: [www.cdrcp.com/pecalendar](http://www.cdrcp.com/pecalendar), or contact [aqeela@cdrcp.com](mailto:aqeela@cdrcp.com) for registration support

**Presenters:** Join a powerful leadership team in this series with facilitator Glory Ressler, Director of Mothercraft College and Community Data Group in Toronto. Presentations include presenters Nickey Alexiou human resource and organizational development consultant and facilitator, Lorrie Baird Pedagogical Leader and Associate Executive Director with Compass Early Learning and Care, and Dr. Elaine Winick, George Brown College Early Childhood Education Department.

**Cost:**

Raising the Bar in Peel Program—\$40.00

Early Learning and Licensed Child Care in Peel Programs—\$60.00

Other (Individuals working Outside Peel Region)—\$180.00

***REGISTER NOW!***

# How to Register

## Online

Please visit [www.cdrpc.com/pecalendar](http://www.cdrpc.com/pecalendar) to register online by using the calendar. All registration should be completed online.

## Fax

Send your **completed registration form with payment** information (credit card or copy of the cheque) to 905-890-8325.

## Call

Contact anyone on the Quality Initiatives team at 905-507-9360 with online registration support (credit card over the phone).

## In Person

Pay by: Cash, Credit Card, or Cheque at the time of registration.

Please note: **all payments must be made prior to attending workshops**

### **CANCELLATION AND REFUND POLICY:**

**All registrations must be accompanied by payment.** If you are paying by cheque, please fax in a copy of the cheque along with the registration form and deposit the cheque in the mail by the next business day. Cheques should be made payable to CDRCP. Post-dated cheques are not accepted as payment confirms your registration. A Service Charge will apply to all NSF cheques. Cash will only be accepted if paying at the time of registration. **CANCELLATION AND REFUND POLICY:** Should you be unable to attend a workshop, it will result in a loss of payment. No refunds are provided once you register.

### **ARRIVAL POLICY:**

All sessions will begin **promptly** at the noted time indicated in the workshop description. Please arrive on time to insure you do not miss valuable information. If participants are late, it will be under CDRCP's discretion to allow registrants into the workshop.

### ***Cost for Professional Education Sessions***

	<b>Fee</b>
Raising the Bar Programs in Peel:	\$6.00
Licensed Child Care and Early Years' Programs in Peel:	\$16.00
Other: Individual(s) working outside Peel Region:	\$40.00

### ***Cost for Standard First Aid and Infant Child CPR***

	<b>Fee</b>
Raising the Bar Programs in Peel:	\$25.00
Licensed Child Care and Early Years' Programs in Peel:	\$35.00
Other: Individual(s) working outside Peel Region:	\$100.00

### ***Cost for Renewal: Standard First Aid and CPR-C***

	<b>Fee</b>
Raising the Bar Programs in Peel:	\$15.00
Licensed Child Care and Early Years' Programs in Peel:	\$30.00
Other: Individual(s) working outside Peel Region:	\$60.00

### ***Cost for Setting the Stage Training and Train the Trainer***

	<b>Fee</b>
Raising the Bar Programs in Peel:	\$25.00
Licensed Child Care and Early Years' Programs in Peel:	\$35.00
Other: Individual(s) working outside Peel Region:	\$180.00

## Business and Human Resources

### Successful Hiring—Getting it Right from the Start!

Hiring your professional staff is one of the most important decisions you make in your role as a director or supervisor. When it comes to interviewing potential candidates, most directors and supervisors would agree it is a challenge to find the ‘right’ staff. The problem is that first impressions are not always right. Unfortunately, sometimes our judgment is clouded by the interviewee’s ability to charm us with their interviewing skills. Successful “hires” mean more than just filling a position; it’s about knowing how to interview so that you find the right person to fit into your team.

#### This two-hour interactive workshop will focus on:

- What makes hiring today so different
- Ensuring that your hiring and recruiting practices are compliant with current AODA and Human Rights requirements
- Creating an interview process that will work for your organization
- Learn to ask the right questions

### *Series! Part 1 of 5*

■ **Date/Time:** Tuesday January 23, 9:30 am —11:30 am

■ **Presenter:** Joy Lerman and Terri Carr, TJ Solutions

■ **Level:** Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103  
Mississauga

### Job Satisfaction and Employee Retention: What’s the Connection?

Employee retention and high turnover is a definite challenge in the child care sector, as we compete on wages among child care providers and the school boards. But does it really all come down to money or are there other factors at play? Money is an extrinsic motivator and as such the ‘high’ of a raise only lasts up to 72 hours. Then it comes down to pure intrinsic job satisfaction that comes from having a strong and trustworthy leader, a ‘family’ of co-workers, a job that educators can feel proud of, a supportive continuous learning environment, having the necessary tools to perform, and families that appreciate the work the educator does.

#### Outcomes from this workshop include:

- Learning the difference between extrinsic and intrinsic motivators
- How to ensure your workplace environment creates the right kind of motivation and job satisfaction
- Strategies for retaining your best employees

■ **Date/Time:** Wednesday, January 24, 9:30 am—11:30 am

■ **Presenter:** Jodie Pappas, JP HR Consulting

■ **Level:** Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103  
Mississauga

## Business and Human Resources

### Facilitative Leadership: Leaders vs. Managers— Let's Get Started!

*Series! Part 1 of 3*

In this series, we will look at what it means to be a facilitative leader, how to have the conversations with those you work with and how to be an effective leader within your team. What is a facilitative leader? It is a people-centred, quality and results driven process of developing and supporting a culture in the workplace that facilitates goal achievement through effective relational processes. We will be investigating the following:

- Leader vs. Manager
- Definition of facilitative leadership
- What makes an effective leader
- Models and phases of effective leadership and how to get there

■ **Date/Time:** Thursday, January 25, 1:30 pm—3:30 pm

■ **Presenter:** Beyond Rewards Inc.

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103  
Mississauga

### Boundaries... Are they Really Necessary?

How do we best communicate to introduce and effectively make changes? Responsibility overload, extending yourself and feeling depleted can be indicators that your boundaries have been impacted. Sometimes others do overstep, over extend and even over reach asking too much from us, leaving us with one too many things to juggle. In this interactive workshop, we will explore the different types of professional boundaries, identify ways they can be beneficial and how to create and implement healthy boundaries.

#### The learning outcomes:

- Identify the importance of professional boundaries
- Potential concerns of lax or weak professional boundaries
- Explore challenges that make it difficult to maintain boundaries

■ **Date/Time:** Tuesday, January 30, 9:30 am—11:30 am

■ **Presenter:** Andriana Mantas, Collaborative Minds

■ **Level:** Beginner—Intermediate

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103  
Mississauga

## Business and Human Resources

### Pathways to Excellence: How to Ensure High Standards in Your Program!

Discover how you can see your program and centre be a real leader— one that you and your team can be proud of! The pursuit of excellence suggests that it is never truly captured, however when you arrive at your destination or goal you discover the desire to raise the bar again! Great leaders know how to reach their goals! One needs to be bold enough to ask for it and be able to push through resiliently. High standards are an expectation but they require diligence, commitment and discipline. Learn how to take your centre or program to the next level and strive for excellence!

■ **Date/Time:** Tuesday January 30, 1:30 pm —3:30 pm

■ **Presenter:** Michael Lewis, Michael Lewis Training & Development

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103  
Mississauga

### The Leadership Edge: Inspiring Exemplary Performance in Your Employees

Effective leadership is crucial if you want to inspire outstanding performance in your employees. Great leaders inspire or influence others by leading from a values base and clarifying their vision. They motivate and engage people so that employees want to achieve their best. They also recognize the importance of developing high functioning teams that work together to achieve excellent results. This and more will be covered in this energizing workshop.

■ **Date/Time:** Wednesday January 31, 9:30 am – 11:30 am

■ **Presenter:** Susan Geary, Susan Geary & Associates

■ **Level:** Beginner—Advanced

■ **Audience:** Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103  
Mississauga

### A Roadmap to Identifying and Developing Leadership Capacity in Your Staff

Leadership moves through phases of development from emerging, developing, performing, and transforming stages. Learn about the different components at each level, and how to provide supervisory staff with the tools they need to succeed. This workshop will provide tools for you to evaluate the individual's current level of function, the next level the individual may aspire to, tools to measure gaps, and overall will provide a roadmap to develop the prerequisite competency at the next level.

■ **Date/Time:** Wednesday January 31, 1:30 pm – 3:30 pm

■ **Presenter:** Carla Palmer, The Manager's Bootcamp

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103  
Mississauga

## Business and Human Resources

### What We Permit, We Promote! The Leadership Boot Camp

This workshop will review the MUST DOs of effective leadership. Participants will feel a renewed sense of confidence in their ability to get results with staff and make the changes and improvements wanted in programs or centres that will allow them to lead with confidence.

■ **Date/Time:** Thursday February 1, 1:30 pm—3:30 pm

■ **Presenter:** Michael Lewis, Michael Lewis Training, Motivation and Development

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Understanding Others Lies in Understanding Yourself

Establish how to create self-awareness and develop an understanding of others through various personality dimensions. Learn how to strengthen professional relationships through various personality types you may encounter within your workplace. In doing both of these, you will be better equipped as a leader to understand others as well as communicate effectively.

#### Workshop Outcomes:

- Learn how personality affects emotions, work performance and relationships
- Discover your own personality type and how to effectively work with others

■ **Date/Time:** Tuesday February 6, 1:30 pm—3:30 pm

■ **Presenter:** Elvis Baah-Gyebi, Positive Kids

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Building Board Staff Partnerships

This workshop is intended to provide board members, senior staff, executive directors, and CEOs of childcare centres the knowledge, skills and tools necessary to build healthy and effective working relationships. This session is practical and interactive with hands-on exercises and templates available.

#### The topics include:

- Characteristics of good governance
- Effective Boards and healthy Board-staff relationships
- Roles and responsibilities of the staff and board
- Role of the board chair in cultivating the board/ED/CEO relationships
- Building positive relationships between staff and the board

■ **Date/Time:** Wednesday February 7, 9:30 am —11:30 am

■ **Presenter:** Gina Vergilio, G. Vergilio & Associates

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Business and Human Resources

### Indigenous Cultural Sensitivity: Introduction to Smudging

Smudging with sage medicine is a practice that has been used since time immemorial. Leaders are exploring how to incorporate this practice into the workplace for personal and professional development. Gain a better understanding of the four common medicines used with Indigenous Peoples of Turtle Island. Learn how to make tobacco ties and facilitate protocol when working with Indigenous knowledge and wisdom keepers. Learn how to work respectfully and confidently with Indigenous Elders.

#### Topics within this workshop include:

- What is Indigenous Spirituality
- Legal frameworks
- Historical and current contexts

- Spiritual practices and sacred objects
- Who, what, where, when, why and how to smudge

**Date/Time:** Tuesday February 13, 9:30 am—11:30 am

**Presenter:** Jason Carter, Bear Standing Tall Corporate Training

**Level:** Beginner—Advanced

**Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Understanding Indigenous Communities and Practices—SPRING Meeting

Indigenous Protocol Consultation Training provides participants clarity on various roles of Indigenous Elders. Learn how and why we offer tobacco ties for exchanging knowledge and services, and the importance of four common medicines used across Turtle Island. Learn who smudges, why it is important, what is smudge, where it is permitted and how to lead a smudging ceremony. Participants will learn how to work with Indigenous Elders respectfully and confidently use the protocols and guidelines for best practices. Participants will be introduced to various Indigenous protocols, as well as learn how to work with Indigenous Elders within the community.

**RSVP required to attend:** Please contact Aqeela at: 905-507-9360 ext.308 or email: [Aqeela@cdrpc.com](mailto:Aqeela@cdrpc.com)

**Date/Time:** Tuesday February 13, 1:30 pm—3:30 pm

**Presenter:** Jason Carter, Bear Standing Tall Corporate Training

**Level:** Beginner—Advanced

**Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### How to Implement Change Effectively in a Landscape of Constant Change

In this time of ongoing change, the ability to successfully implement change as a leader is essential. We will explore the best practices in facilitating change as well as how to help employees handle change constructively. We will discuss different reactions to change and how to deal with resistance. We will also discuss ways that leaders can deal with their own change fatigue.

**Date/Time:** Thursday February 15, 1:30 pm—3:30 pm

**Presenter:** Susan Geary, Susan Geary & Associates

**Level:** Beginner—Advanced

**Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees

**Location:** Brampton—Courtyard by Marriott Hotel and Conference Centre Toronto / Brampton, 90 Biscayne Crescent Brampton, ON L6W 4S1

## Business and Human Resources

### The Nuts 'n Bolts — Tax Filing for Home Child Care

This interactive workshop will familiarize Home Child Care Providers with what is required with tax filing related to their businesses. There will be an opportunity for questions and answers, as well as relatable case studies.

#### Outcomes of this workshop include:

- Knowing who should file a tax return
- The importance of good record-keeping
- Knowledge of child care income and allowable business expenses
- How to file a return

■ **Date/Time:** Thursday February 15, 7:00 pm – 9:00 pm

■ **Presenter:** Beverly Henry, Women\$ Money Financial

■ **Level:** Intermediate

■ **Audience:** Home Child Care Providers

■ **Location:** Mississauga—Hilton Garden Inn, 100 Traders Blvd East Mississauga, ON L4Z 2H7 (beside CDRCP)

### Enforceable Employment Contracts

#### *Series! Part 2 of 5*

Employment agreements are critical to the effective management of any organization. They help ensure that all parties are in agreement from the outset as to the terms of the employment relationship. More importantly, employment agreements can save your organization time and money, by protecting your proprietary interest, setting the standard for performance, reducing termination costs and minimize the risk of costly litigation.

■ **Date/Time:** Tuesday February 20, 9:30 am—11:30 am

■ **Presenter:** Asha Rampersad, Bernardi Human Resource Law LLP

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Hand-in-Hand: Supporting Early Mental Health

In this workshop, participants will learn how to use the results of the developmental screen, observations, and caregiver report to create a developmental support plan unique to each child. These developmental support plans are strength-based and age-appropriate for each particular child, and unique to the needs of the family. They can be used throughout professional practice to enhance interactions between a parent and child. Learn how to collect the valuable information about a child and develop support plans that are strength-based and unique to each child and how to share them with other professionals working with the child.

■ **Date/Time:** Tuesday February 20, 1:30 pm —3:30 pm

■ **Presenter:** Infant Mental Health Promotion (IMHP)

■ **Level:** Intermediate

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Business and Human Resources

### Perfectionism... When is "Good" Good Enough?

Is this really perfect? Did I make the right choice? Was I offensive in my tone? Living with the unknown and not having all the answers can be debilitating and in fact all aspects of life can be placed on hold. We will speak about perfectionism and discovering when it becomes a problem interfering in your day-to-day activities. In this interactive workshop, we will go beyond the basics, delving into core discipline methods strategizing on how to best deal with the impact of perfectionism and its' controlling tactics.

■ **Date/Time:** Tuesday February 20, 6:30 pm – 8:30 pm

■ **Presenter:** Andriana Mantas, Collaborative Minds

■ **Level:** Intermediate—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### You Know Child Care—Now Learn the Essentials of Management: Part 1

*Series! Part 1 of 2*

Renew your energy and restock your tool kit with the essential knowledge and skills to achieve higher levels of clarity, capacity and results.

Part 1 – Learn the 6 Essential Rules of Running Your Organization or Business:

- Vision and Value
- Operations and Service
- Management and Accountability

■ **Date/Time:** Tuesday February 27, 9:30 am —11:30 am

■ **Presenter:** Carla Palmer, The Manager's Boot Camp

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Facilitative Leadership: How to Lead Conversations with Others! Part 2

*Series! Part 2 of 3*

In part 2 of this 3—part series, we will continue to look at the meaning of facilitative leaders and how to have productive conversations with those you work with.

We will be focusing on the following:

- Positive Mental Attitude
- Credibility and Confidence
- Preparing Objectives
- Developing your Questioning and Listening Skills
- Challenges
- Dealing with Difficult Situations

■ **Date/Time:** Wednesday February 28, 1:30 pm —3:30 pm

■ **Presenter:** Beyond Rewards Inc.

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Business and Human Resources

### You Know Child Care—Now Learn the Essentials of Management: Part 2

*Series! Part 2 of 2*

Renew your energy and restock your tool kit with the essential knowledge and skills to achieve higher levels of clarity, capacity and results.

Part 2 of this 2—part series we will dig deeper and focus on the following:

- Discover the keys to listening
- Upgrade your ability to be assertive
- Practice the conversation

**Date/Time:** Wednesday February 28, 9:30 am —11:30 am

**Presenter:** Carla Palmer, The Manager’s Boot Camp

**Level:** Beginner—Advanced

**Audience:** School—age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Staying Ahead of the Game: Putting Your Best Foot Forward

There is so much that is rewarding about a leadership role in the sector of early learning and child care, however there are also challenges. How do you, having spent years struggling with insufficient funding and lack of recognition, ramp up the excitement level, inspiring not just your team, but yourself, to put your best foot forward? This workshop is designed to help participants find the enthusiasm and excitement for the sector and their work that may have gone missing. With a focus on leadership and the importance of engaging and challenging staff, the workshop will provide specific strategies to build and sustain morale with a focus on delivering outstanding care within your centre.

**Date/Time:** Thursday March 1, 9:30 am—11:30 am

**Presenter:** Sue Hunter, Hunter Consultants

**Level:** Intermediate

**Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors/Managers and Licensees

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Mentoring Students on Placement

Mentoring students is an important role of the Early Childhood Educator. This workshop will discuss what mentoring really means and how to do it effectively. Learn what your responsibilities are, how to complete evaluations, and how to deal with difficult situations. This workshop will help support RECEs who are currently mentoring students or who are interested in doing so.

**Date/Time:** Thursday March 1, 1:30 pm – 3:30 pm

**Presenter:** Rachel Rowland, Sheridan College

**Level:** Beginner—Advanced

**Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors/Managers and Licensees

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Business and Human Resources

### Managing Employee Performance

Performance management and the on-going evaluation of professional staff is an inescapable part of one's role as an Executive Director or supervisor. They need to ensure job descriptions and performance appraisals are well written in order to provide guidance and evaluation of staff. They need to be effective tools which clearly define expectations, standards and competencies to assist you in developing your professional team.

#### This interactive workshop will focus:

- Why evaluating Employee performance is an essential part of the your job
- How to create meaningful performance evaluations
- Documentation and the importance of follow-up

### *Series! Part 3 of 5*

- **Date/Time:** Tuesday March 6, 9:30 am— 11:30 am
- **Presenter:** Joy Lerman and Terri Carr, TJ Solutions
- **Level:** Advanced
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Successful Board of Governance

Effective board of governance will enable an organization to serve its' purpose and achieve its' mission, vision, values and strategic priorities. Board of governance also maintains the capacity, credibility and viability of an organization overtime so that it can carry out its' purpose.

#### Through this workshop, participants will:

- Better understand best practices in a board's role, quality, structure and processes
- Understand core governance functions and responsibilities

- **Date/Time:** Tuesday March 6, 1:30 pm – 3:30 pm
- **Presenter:** Sonja Nerad, SN Management
- **Level:** Intermediate
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### The Dollar and Sense of Budgeting for Child Care Centres

This workshop will equip non-financial child care management teams with the knowledge and techniques necessary for effective budgeting.

#### The following will be discussed:

- The role that staff play in budgeting and financial management
- The importance of budgeting and the principals of a well-designed budget
- The difference between direct costs and in-direct costs
- Learn how to use financial management tools

- **Date/Time:** Thursday March 8, 9:30 am – 11:30 am
- **Presenter:** Gina Vergilio, G. Vergilio & Associates
- **Level:** Beginner
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Business and Human Resources

### Digital Leadership: Moving Early Childhood Education into the 21st Century

This workshop will offer opportunities to examine current research, the use of technology and our own hesitations. As John Dewey said, “If we teach today as we did yesterday we rob children of tomorrow”. Participants will look at how we can engage children as producers of technology rather than consumers, as well as ways to evaluate current and future technology usage in our environments. This workshop is for those that embrace or shy away from the use of technology in their lives, programs and learning environments.

- **Date/Time:** Tuesday March 20, 1:30 pm— 3:30 pm
- **Presenter:** Andrea Stirling, Consultant
- **Level:** Beginner—Advanced
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Financial Management - A Basic Approach

This session is designed to increase your confidence and build essential skills in financial management within child care. Tailored specifically for non-financial coordinators, supervisors and managers, this session will equip you with the knowledge and techniques necessary to develop and monitor budgets for your centre, including: understanding the importance of budgeting in the overall financial management of a child care centre, best practices for effective budgeting, different types of revenue and expenses, forecasting and more! This session is practical and interactive with hands-on exercises and will provide templates.

- **Date/Time:** Thursday March 22, 1:30 pm—3:30 pm
- **Presenter:** Gina Virgilio, G. Vergilio Associates
- **Level:** Beginner—Intermediate
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### How to Create a Financial Manual and Fraud Awareness Plan: Part 1

*Series! Part 1 of 2*

This workshop will provide an overview of financial manual and risk awareness. It will discuss the development, assessment and prevention of fraud. Topics will include the role of the board of directors in developing risk analysis tools, from disaster planning to internal controls and budgeting.

- **Date/Time:** Thursday March 22, 9:30 am— 11:30 am
- **Presenter:** David Burkes CPA, CA.IFA, CFF
- **Level:** Beginner—Advanced
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees
- **Location:** Brampton—Hilton Garden Inn, 2648 Steeles Ave E, Brampton, ON L6S 6J9

## Business and Human Resources

### Filing Taxes Made Easy for Child Care Centres

A high-level overview of tax filing for owners and operators of child care centres. This is an interactive session designed to encourage participation. Participants should leave this workshop with an understanding about:

- Types of Business registration for tax purposes
- Issuing a T4 information slip to employees
- Tax filing dates and late filing penalty
- Required Tax Form/Who files what, where and how to file

- **Date/Time:** Tuesday March 27, 9:30 am — 11:30 am
- **Presenter:** Beverley Henry, Women\$ Money Financial Health Services
- **Level:** Intermediate
- **Audience:** School—Age, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Getting Down to Basics: Business Management and Planning for Success

Owning an early learning and child care business requires vision and attention to detail. One needs to be a generalist who understands the multiple aspects of running a business, as well as the ability to step back, see the big picture and plan for the future. This workshop provides essential learning for child care business owners—whether the business is at the idea stage or a plan is developed, it will provide essential information to equip everyone for success.

- **Date/Time:** Tuesday March 27, 1:30 pm – 3:30 pm
- **Presenter:** David Growe, Training Centres of Canada
- **Level:** Beginner—Advanced
- **Audience:** School—Age, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### How to Create a Financial Manual and Fraud Awareness Plan: Part 2

*Series! Part 2 of 2*

This workshop is part two of the series and will dig deeper into discussing how to develop appropriate internal controls and fraud prevention. Participants will also get to view financial statements and the benefits of them. Participants are bound to leave this workshop with a greater understanding of risk analysis on a variety of levels and guidelines on how to provide internal controls in areas such as receivables, cash disbursements and inventory controls.

- **Date/Time:** Wednesday March 28, 9:30 am— 11:30 am
- **Presenter:** David Burkes CPA, CA, IFA, CFF
- **Level:** Beginner—Advanced
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees
- **Location:** Brampton—Hilton Garden Inn, 2648 Steeles Ave E, Brampton, ON L6S 6J9

## Business and Human Resources

### Indigenous Rights History : The Kairos Blanket

#### Exercise

The KAIROS Blanket Exercise is an interactive learning experience that teaches the Indigenous rights history few are ever taught. The Blanket Exercise covers over 500 years of history in this concise participatory workshop. Participants will take on the roles of Indigenous people in Canada, standing on blankets that represent the land, they walk through pre-contact, treaty-making, colonization and resistance. By engaging on an emotional and intellectual level, the Blanket Exercise effectively educates on Indigenous rights history.

- **Date/Time:** Thursday March 29, 9:30 am – 11:30 am
- **Presenter:** Jason Carter, Bear Standing Tall Corporate Training
- **Level:** Beginner—Advanced
- **Audience:** School—Age, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Managing and Leading an Intergenerational

#### Workplace!

As a supervisor, director or manager, you have to lead an ever-changing and dynamic team. The workplace is commonly multi-generational, from young educators who are just embarking on their careers, to more experienced educators that bring a lifetime of wisdom and experience. In some cases, age gaps and different views and values emerge. It is essential to the success of any team to know how to make an intergenerational diverse team come together, celebrate differences, maximize strengths and build stronger connections. Discover how multi-generations can come together to support and educate the current generation.

- **Date/Time:** Thursday March 29, 1:30 pm— 3:30 pm
- **Presenter:** Michael Lewis Training, Motivation and Development
- **Level:** Beginner—Advanced
- **Audience:** School—Age, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees
- **Location:** Bolton—Hampton Inn & Suites by Hilton, 12700 Highway 50, Bolton, ON L7E 1L9

### The Five Pillars of ME Incorporated: Innovation and Sustainability in Childcare

The objective of this workshop is to empower childcare supervisors, managers and licensees with practical business tools for innovation, success and sustainability. By the end of this session you will be able to identify your professional and business/operational strengths, weaknesses, opportunities and threats. Participants will create an actionable integrated plan to set goals, achieve milestones, and create an uncontested market space for sustained operational growth and success.

- **Date/Time:** Thursday April 5, 9:30 am—11:30 am
- **Presenter:** Dr. Gabriel Huston, Seneca College of Applied Arts and Technology, Faculty of Business
- **Level:** Intermediate—Advanced
- **Audience:** School—Age, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Business and Human Resources

### Conducting Workplace Assessments

This session will assist supervisors and managers to understand when and why workplace assessments are useful and how to conduct them.

#### By the end of the workshop participants will:

- Know the difference between an assessment and an investigation
- Understand how to develop an assessment communication plan
- Be able to put together comprehensive employee surveys and learn how to effectively prepare recommendations from results

■ **Date/Time:** Thursday April 5, 1:30 pm— 3:30 pm

■ **Presenter:** Michelle Bird, Rubin Thomlinson LLP

■ **Level:** Beginner—Intermediate

■ **Audience:** School—Age, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### SPRING Meeting—Unpacking STEAM in the Early Years

Participants will engage in exploring the concepts of science, technology, engineering, the arts and mathematics (STEAM) with their hands, minds and senses. They will examine their beliefs about the importance of STEAM education in the early years and will be invited to reconsider their personal comfort related to STEAM and rediscover the joy of STEAM education in an early learning setting.

**RSVP required to attend:** Please contact Aqeela at: 905-507-9360 ext.308 or email: [Aqeela@cdrpc.com](mailto:Aqeela@cdrpc.com)

■ **Date/Time:** Tuesday April 10, 1:30 pm—3:30 pm

■ **Presenter:** Conestoga College

■ **Level:** Beginner

■ **Audience:** School—Age, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### How to Use Softer Language to Connect, Correct and Communicate!

We all learn one way or another that it is *how* we say and express our thoughts, advice and feelings that can make all the difference. When we use harsh language, words and phrases our intention may go unknown, we know what we are trying to get across, however, this may be perceived differently from the message receiver. This workshop will look at how we can smooth and soften our language and discover ways to still be effective and results-oriented while communicating.

■ **Date/Time:** Tuesday April 10, 6:30 pm – 8:30 pm

■ **Presenter:** Michael Lewis, Michael Lewis Training, Motivation and Development

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Business and Human Resources

### Growing Intentional HR Practices in Home Child Care

How can we align our Human Resource practices with our provincial pedagogy? Join us as we explore together innovative ways to market, recruit, interview and support quality home child care.

**Date/Time:** Thursday April 12, 1:30 pm—3:30 pm

**Presenter:** Lorrie Baird, Compass ELC

**Level:** Beginner—Advanced

**Audience:** Home Child Care Providers

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Creating a Top-Notch Team

Organizations recognize they do better business when their staff are engaged, motivated, and talented. Having the right employees in place at the right time is a key aspect to continued growth, success and stability. This workshop will provide you with what it takes to have the right staff in place. It will assist you in developing a program to measure the talents of your employees and how to help them grow in preparation for the future. Equip yourself to support and grow within your organization, by accessing tools on how to apply the current research and adapt your organization in this ever-changing sector.

**Date/Time:** Tuesday April 17, 9:30 am – 11:30 am

**Presenter:** David Growe, Canadian Training Institute

**Level:** Beginner—Advanced

**Audience:** School—Age, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Money Management 101

This workshop will equip participants to develop a life plan, learn practical personal financial skills and how to navigate the Canadian Investment landscape.

At the end of this workshop participants will:

- Have a practical understanding of cash flow and budgeting
- Know how and when to use a net worth statements
- Know practical debt management strategies
- Understand RRSPs, RESP's, TFSA and how to use them
- Understand why and how to purchase Real Estate

**Date/Time:** Wednesday April 18, 1:30 pm—3:30 pm

**Presenter:** Akinwale Thompson CFP, Kingdom Financial Corporation

**Level:** Beginner—Intermediate

**Audience:** School—Age, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees

**Location:** **Brampton**—Courtyard by Marriott Hotel and Conference Centre Toronto / Brampton, 90 Biscayne Crescent Brampton, ON L6W 4S1

### Fostering LGBTQ Inclusive Environments

This workshop aims to challenge transphobic language and behaviour by informing participants on common words to express sexual orientation, gender identity and expressions in Canada. We will identify and discuss ways to make environments safe and inclusive for trans and gender diverse young people, while discussing the responsibilities within the Ontario Human Rights Code (OHRC). Leave this workshop with measurable actions to foster a safe and inclusive environment that protects the dignity of trans people and how to make the workplace more inclusive.

- **Date/Time:** Thursday April 19, 9:30 am – 11:30 am
- **Presenter:** Julie Hamara, The 519 Space for Change
- **Level:** Beginner—Advanced
- **Audience:** School—Age, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Ethics, Values and Integrity in Early Learning and Care

Parents, staff, children, inspectors, bookkeepers, accountants and licensing specialists are examples a few people who are paying attention to *what* you are doing and *why* you are doing it. Each of these groups/individuals have expectations and sometimes the expectations are in conflict. When faced with contradictory demands, how does one decide on how to respond? This workshop will explore the role of ethics, values and integrity in early childhood education and care using real examples of situations that raise ethical issues and may challenge our values and beliefs.

- **Date/Time:** Thursday April 19, 1:30 pm—3:30 pm
- **Presenter:** Sue Hunter, Hunter Consultants
- **Level:** Intermediate
- **Audience:** School—Age, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### How to Conduct an Investigation: What You Need to Know

Nobody wants to start investigating a harassment claim only to invite a later litigation or human rights complaint. This session will outline the most common mistakes everyone needs to avoid in averting potential legal liability from such investigations, should you be faced with one.

*Series! Part 4 of 5*

- **Date/Time:** Tuesday April 24, 9:30 am – 11:30 am
- **Presenter:** Asha Rampersad, Bernardi Law LLP
- **Level:** Beginner—Intermediate
- **Audience:** School—Age, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Business and Human Resources

### Results-Based Management: Moving from Theory to Practice

Results-Based Management is a comprehensive planning, service delivery and evaluation approach that helps organizations improve decision-making and create meaningful change. This workshop is designed to help evaluators, service providers and program managers understand results-based management, its uses and benefits.

Workshop participants will better understand:

- The principles of results-based management and how results-based management works
- How to plan for results using a logic model
- How to identify and select outcome indicators and targets

**Date/Time:** Tuesday April 24, 9:30 am—11:30 am

**Presenter:** Sonja Nerad, Consultant, SN Management

**Level:** Intermediate

**Audience:** School—Age, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees

**Location:** **Brampton**—Courtyard by Marriott Hotel and Conference Centre Toronto / Brampton, 90 Biscayne Crescent Brampton, ON L6W 4S1

### Facilitative Leadership: My Journey!

*Series! Part 3 of 3*

This series examines many components of leadership, you may be surprised—you may already be there and only need to build your confidence yourself. We will journey into working with others on your team to support them in their growth and journey through the lenses of managing and guiding their performance. In this final part of this series, we will summarize the meaning of facilitative leadership, and how to positively support culture in the workplace through the following components:

- Examine your leadership journey
- Discover your authentic leadership
- Put leadership into action

**Date/Time:** Tuesday April 24, 1:30 pm —3:30 pm

**Presenter:** Beyond Rewards Inc.

**Level:** Beginner—Advanced

**Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Increasing the Capacity of Supervisors to Maximize Employees' Performance

Leadership has phases of development that include emerging, developing, performing, and transforming. This workshop will provide a tools for you to evaluate staff's current level of function, the next level the individual may aspire to, tools to measures the gaps, and a roadmap that can be used to develop competency at emerging levels.

**Date/Time:** Wednesday April 25, 1:30 pm—3:30 pm

**Presenter:** Carla Palmer, The Manager's Boot Camp

**Level:** Beginner—Advanced

**Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Fostering Engagement

### Adult – Child Interaction Strategies

The relationships we build and our daily interactions we have with children have long-lasting impacts. Come to this session as we co-learn how these interactions are powerful in both our lives and the children's lives that we interact with. We will explore child development as we discuss as a group challenges and strategies we face during our interactions. We will also discuss how these interactions influence the children and families within our environments.

■ **Date/Time:** Tuesday January 16, 6:30 pm – 8:30 pm

■ **Presenter:** Kelly Woodward, RECE, RT

■ **Level:** Beginner—Intermediate

■ **Audience:** School—Age

■ **Location:** Bolton—Hampton Inn & Suites by Hilton, 12700 Highway 50, Bolton, ON L7E 1L9

### Supervision and Smooth Transitions

Effective supervision is critical to grow competent and confident staff, but supervision does not seem to impact all supervisees the same. This workshop will present a model of supervision that meets the needs of employees. It will also equip educators to explore the term transition and develop creative methods of communication and specific strategies that support children through life changes.

■ **Date/Time:** Tuesday January 16, 6:30 pm —8:30 pm

■ **Presenter:** Jinder Virdee, Consultant

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON , Montessori, Child Care, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Self Regulation and Behaviour in School-Age Children: Stressors and Strategies

This workshop will provide participants the opportunity to share behaviours with one another that they find challenging. We will look at why children do and say the things they do, define self-regulation and the importance of understanding it. Participants will gain an understanding on the role they have as teachers within behaviour settings, as well as strategies for intervention and helping children with behaviours.

■ **Date/Time:** Wednesday January 17, 10:30 am—12:30 pm

■ **Presenter:** Kathy Spinks, Early Years Consultant

■ **Level:** Intermediate

■ **Audience:** School—Age

■ **Location:** Brampton—Courtyard by Marriott Hotel and Conference Centre Toronto / Brampton, 90 Biscayne Crescent Brampton, ON L6W 4S1

## Fostering Engagement

### Bullying: Social Hierarchy in the Preschool Years

At a very young age children engage in social hierarchies within their play (“you can’t play with me”), but what do these hierarchies mean, and what are their long-term effects? In this workshop we will examine children’s social development as they move through the early years. Participants will discuss topics that include the bully, the victim, and the bully-victim. We will explore the life-long impacts that prolonged dominance or submission have on developing children. Examine interventions that are based on current research that provide support to pro-social behaviours within our programs.

- **Date/Time:** Tuesday January 23, 6:30 pm—8:30 pm
- **Presenter:** Andrea Stirling, Early Childhood Professional Resource Centre
- **Level:** Beginner—Advanced
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Supporting Positive Interactions in ECE

In this workshop participants will use Ontario’s Pedagogy for the Early Years, as a tool for re-conceptualizing the nature and function of children’s behaviour; they will explore related guidelines for nurturing the belonging, well-being, expression and engagement of all children using strategies that value their rights, uniqueness, dignity and potential (CECE, 2016).

- **Date/Time:** Wednesday January 24, 4:00 pm— 6:00 pm
- **Presenter:** Ryan Campbell, Consulting for Quality Education and Care
- **Level:** Beginner
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors/Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Natural Play and Fostering Outdoor Connections

This interactive workshop will support educators in connecting children with the natural world. Facilitators will discuss preparation and collection of natural loose parts materials, supporting inquiry in a nature-based setting, tips on incorporating nature both indoors and outdoors, and how to help children foster a connection to the outdoors.

- **Date/Time:** Thursday January 25, 6:30 pm – 8:30 pm
- **Presenter:** Stephanie Rivera and Sophia Dungan, Ecosource
- **Level:** Beginner—Intermediate
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Fostering Engagement

### Nurturing Resiliency in Children

This workshop is designed to assist educators in fostering resiliency within children. In a safe and supportive environment, participants will engage in discussions and collaborative activities that will aim to assist them in acquiring effective strategies and essential skills to promote resiliency within children.

#### The following will be discussed:

- How to promote self-confidence, self-esteem and self-reliance
- Healthy ways of expressing emotions and managing impulses
- Strategies to enhance communication to encourage flexible and creative thinking

■ **Date/Time:** Tuesday January 30, 6:30 pm – 8:30 pm

■ **Presenter:** Dr. Saadia Akram-Pall, Psychological Assessment and Psychological Services

■ **Level:** Intermediate

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

■ **Location:** Bolton—Hampton Inn & Suites by Hilton, 12700 Highway 50, Bolton, ON L7E 1L9

### Effective Communications with Parents

As early childhood professionals we may encounter parents who do not completely understand our role as educators, and how providing care for children is different than babysitting. This can create tension and it may be difficult to communicate effectively. This workshop will help you as the educator to be able to demonstrate through your actions, words, and behaviour modeling to others, the professional that you are. We will discuss the elements of effective communication, and how to have meaningful conversations with parents.

■ **Date/Time:** Wednesday January 31, 4:00 pm—6:00 pm

■ **Presenter:** H el ene Pouliot-Cleare, Consultant

■ **Level:** Beginner– Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

■ **Location:** Bolton—Hampton Inn & Suites by Hilton, 12700 Highway 50, Bolton, ON L7E 1L9

### Setting the Stage—Train the Trainer for Successful Behaviour

Why you should become a Trainer:

- Learn how to identify, and prevent challenging behaviours
- Build the capacity of your staff to support one another when addressing challenging behaviours
- Connect your program with *Ontario's Pedagogy for the Early Years—How Does Learning Happen?*
- Implement a cost effective means of training staff at your own convenience

**Prerequisite:** It is mandatory that registrants must have attended the two-day Setting the Stage for Successful Behaviour training within the past 2 years.

■ **Date/Time:** Friday February 2, Friday February 9, 9:00 am—4:00 pm

■ **Presenter:** Sharon Casey, Consultant

■ **Level:** Intermediate

■ **Audience:** School—Age, Home Child Care, EarlyON, Resource Consultants, Montessori and Child Care

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Fostering Engagement

### Growing Roots: The Outdoor Learning Environment: Part 1

*Growing Roots Series! Part 1 of 3*

This workshop is part of a growing roots series that will focus on fostering connections within nature for young children. This collection of workshops can be taken together or independently.

The session will focus on elements of design for any place. Through innovative ideas and creative solutions we will discuss and explore how to incorporate elements of the outdoors into our play spaces.

- **Date/Time:** Thursday February 15, 6:30 pm—8:30 pm
- **Presenter:** Early Childhood Professional Resource Centre
- **Level:** Beginner
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Growing Roots: Growing, Gardening and Green Spaces: Part 2

*Series! Part 2 of 3*

This workshop is part of growing roots series that will focus on fostering connections to nature for young children. This collection of workshops can be taken together or independently.

You don't really need green thumb to reap the benefits of growing a garden with children! Even an urban landscape is no bearer. We will look at basic garden setups and strategies to be successful. Get ready to dig in and as there will be hands-on components to this session!

- **Date/Time:** Thursday February 22, 6:30 pm – 8:30 pm
- **Presenter:** Early Childhood Professional Resource Centre
- **Level:** Beginner
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Growing Roots: Risk Taking and the Outdoor Classroom: Part 3

*Series! Part 3 of 3*

In this final component of this three-part series, we will explore and delve into risk taking and the outdoor classroom. This session will explore opportunities for how we can access risks, and support children engage in appropriate risk taking. We will assess how we can use documentation to advocate and highlight the competencies and learning that takes place within these experiences in outdoor learning environments.

- **Date/Time:** Thursday March 1, 6:30 pm – 8:30 pm
- **Presenter:** Early Childhood Professional Resource Centre
- **Level:** Beginner
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Fostering Engagement

### Setting the Stage for Successful Behaviour

Setting the Stage for Successful Behaviour is a positive and structured process that adults can use to support children with challenging behaviour. This approach is based upon the concept that all behaviour occurs for a reason(s). Once we identify these reasons, we can then use this information to develop strategies which will help the child learn ways of behaving successfully. A manual will be provided to those who attend. Access to CDRCP's Setting the Stage online resources will also be provided.

**Note:** This is a two-day training session—Registrants must attend both days, lunch will be provided.

■ **Date/Time:** Friday, March 2 and Friday March 9, 9:00 am—4:00 pm

■ **Presenter:** Sharon Casey , Consultant

■ **Level:** Intermediate

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Resource Consultants and Child Care

■ **Location:** Hansa Haus, 6650 Hurontario Street Mississauga, ON L5W 1N3 (West side off Hurontario Rd, turn on Ambassador Dr.)

### Enhancing Inquiry Based Learning Through Effective Questioning

Children of all ages make inquiries every day to understand their world. The essence of inquiry-based learning requires involvement that leads to meaning-making. In this workshop we will explore how to scaffold children's inquiries by creating a context for questioning. We will explore the educator's role in asking questions that help frame and scaffold children's natural explorations through play. Learn effective questioning techniques that deepen children's exploration and enhance meaning-making.

■ **Date/Time:** Thursday March 8, 6:30 pm – 8:30 pm

■ **Presenter:** Christine Zupo, Humber College

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Change Can Be Positive

Do you find yourself feeling upset, fearful, or stressed when thinking about facing change in your life? We are living in a time of constant change, so how can you see change as a positive experience? In this workshop understand change and your reaction to it. You may also discover how you can accept and embrace change as your ally and not something to fear.

■ **Date/Time:** Wednesday April 11, 4:00 pm – 6:00 pm

■ **Presenter:** Carolyn Hadcock, Miss Carolyn Seminars

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Resource Consultants, Supervisors, Managers and Licensees

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Fostering Engagement

### Practical Strategies and Reflective Practices

This workshop will explore the role of the educator has as a thoughtful, reflective practitioner, beginning with the individual and expanding their practice through collaborative inquiry, planning, and evaluating. We will focus on specific practical ideas and strategies.

Participants will have the opportunity to share their own experiences, and identify strategies that best support reflective practices. Participants will leave with new tools and knowledge to apply on a daily basis and understand the value of reflective practice.

■ **Date/Time:** Tuesday April 24, 6:30 pm – 8:30 pm

■ **Presenter:** Maureen Rao, Mothercraft College

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Through the Lens of the Child

The most effective teaching strategy is to see the world from a child's perspective; both child behaviour and child development. When educators take the time to reflect, step back, pause and review from the lens of a child, they are able to understand the true essence of learning.

#### In this workshop:

- Learn the power and impact of perspective-taking skills in the classroom
- Review the brain science and the significance you play in enhancing a child's optimal development
- Learn that it is *how* a child learns that is more important than *what* a child learns
- Discover simple strategies to create a learning environment that sets the stage for learning

■ **Date/Time:** Wednesday April 25, 4:00 pm—6:00 pm

■ **Presenter:** Mary Stuart, Childlife Consulting

■ **Level:** Beginner—Intermediate

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Health and Wellness

### He's Pushing My Buttons!

Managing and understanding your own emotions can be a challenge even for the most seasoned educator. It's not easy to be calm, cool and collected 24/7! Emotional management is an essential life skill and is the key to being the professional you want to be.

#### In this workshop you will:

- Learn how to manage your emotions when a child's behaviour is challenging
- Understand *why* your buttons get pushed
- Discover strategies to increase positive adult-child interactions
- Learn ways to enhance emotional regulation within yourself

**Date/Time:** Wednesday January 17, 4:00 pm—6:00 pm

**Presenter:** Mary Stuart, Childlife Consultants

**Level:** Beginner—Advanced

**Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Itty Bitty Boot Camp For Home Child Care Providers

In this workshop, we will review the importance of physical activity for children and the current Canadian guidelines on physical activity and sedentary behaviour. We will discuss the role educators play in regards to children's physical activity, particularly outdoors. You will leave with hands-on and innovative ideas for encouraging physical activity in child care settings and beyond.

**Date/Time:** Wednesday January 17, 7:00 pm —9:00 pm

**Presenter:** Tam Campbell Trant and Melissa Scheichl, Itty Bitty Boot Camp

**Level:** Beginner—Advanced

**Audience:** Home Child Care Providers

**Location:** Brampton—Courtyard by Marriott Hotel and Conference Centre Toronto / Brampton, 90 Biscayne Crescent Brampton, ON L6W 4S1

### Happiness and the Science of Positive Psychology

This workshop has been designed for educators seeking to improve their personal and/or professional lives. Positive Psychology is the scientific study of positive emotions and strengths-based character that promotes optimal human functioning. Evidence suggests that experiencing positive emotions has beneficial effects on our creativity, productivity and physiology. This workshop is dedicated to teaching you how to integrate Positive Psychology into the various domains of your life, increasing your sense of happiness and overall well-being.

**Date/Time:** Thursday January 18, 6:30 pm – 8:30 pm

**Presenter:** Christine Zupo, Humber College

**Level:** Beginner—Advanced

**Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Health and Wellness

### **Adding Pizzazz to Plates and Purging the Pantry**

Do meal times have you in a slump? This workshop is intended for those looking for a little inspiration in the kitchen. We all know that eating healthy is important, but how do we do create nutritious meals and snacks that children will eat and stay within budget? Let's bring a little pizzazz to our plates and have fun while we are doing it! You will leave this workshop with 2 weeks of menus complete with grocery lists and recipes. By looking at simple ingredients in new ways, we can open up our menu and taste-buds to fresh opportunities. Be sure to bring along with you a copy of one of your tried, tested and true recipes to share with the group.

■ **Date/Time:** Wednesday January 24, 1:30 pm—3:30 pm

■ **Presenter:** Amy Sonnenberg, Designed For You Nutrition

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Cooks and Food Handlers

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### **Awareness of Eating Disorders and Habits in School-Age Children**

This workshop will introduce important information around eating disorders, focusing specifically on younger generations. Participants will be better equipped to identify signs that a child may be struggling with an eating disorder. Strategies will be discussed for how to approach someone who may have an eating disorder and ways to provide support. Lastly, relevant resources will be provided to access information and resources. There will be an opportunity for role play and group discussions.

■ **Date/Time:** Wednesday January 31, 10:30 am—12:30 pm

■ **Presenter:** Sara Robb and Lauren Drouillard, Sheena's Place

■ **Level:** Beginner

■ **Audience:** School—Age

■ **Location:** Brampton—Courtyard by Marriott Hotel and Conference Centre Toronto / Brampton, 90 Biscayne Crescent Brampton, ON L6W 4S1

### **Planning Yoga Adventures for Preschoolers, Through *How Does Learning Happen?***

Lisa is back to show us how to create interest-based yoga adventures using breathing practices, poses and mindfulness tools for preschoolers! You will leave this workshop with a deeper understanding of how to connect yoga games, poses, and songs together to create movement stories for your classrooms.

■ **Date/Time:** Wednesday February 7, 4:00 pm—6:00 pm

■ **Presenter:** Lisa Clarke, laLa wellness Yoga & Mindfulness for Children and Educators

■ **Level:** Intermediate

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Health and Wellness

### Understanding and Applying New Child Care

#### Healthy Menu Planning Recommendations

In September 2017, the new *Menu Planning and Supportive Nutrition Environments in Child Care Setting: Practical Guide* became available through the Ministry of Education's Child Care Licensing Manual. This guide was created to support compliance with regulatory sections of the CCEYA, 2014 regarding provision of safe and nutritious food and beverages within licensed child care settings. This workshop will review menu planning basics including recommended meal and snack patterns, healthy food and beverage choices, portion sizes and how to use Nutrition Facts labels. Additionally, participants will compare recipes used by menu planners in child care settings with the recommended food and beverage choices.

- **Date/Time:** Thursday February 8, 1:30 pm—4:30 pm
- **Presenter:** Peel Public Health
- **Level:** Beginner
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Cooks and Food Handlers
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### A Mindful Mindset Transforms Behaviour

Early Childhood Educators purpose is to build strong and positive relationships with all of the children within their care. Developing a positive, supportive and responsive mindset takes time, commitment and endurance. Comprehending the overarching complexities behind behaviour provides a compass as to how we can supportively guide each and every child compassionately, respectfully and positively. Leave this workshop with techniques to build and deepen relationships with children and helpful ideas that can enhance mindfulness within the classroom.

- **Date/Time:** Thursday February 8, 6:30 pm—8:30 pm
- **Presenter:** Mary Stuart, Childlife Consulting
- **Level:** Beginner—Intermediate
- **Audience:** School—Age, Home Child Care, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Sensory Integration and Communication Strategies for Special Needs

We all experience and process sensory differently. For some individuals sensory overload is a reality. This workshop will explore how senses influence our daily lives and affect how we communicate. As a group we will discuss strategies, which may help reduce some feelings of sensory overload and help us with communicating. Through conversation we will explore challenges and co-learn together, to develop strategies.

- **Date/Time:** Wednesday February 21, 4:00 pm—6:00 pm
- **Presenter:** Kelly Woodward RECE, RT
- **Level:** Beginner—Intermediate
- **Audience:** School—Age, Home Child Care, Montessori and Child Care
- **Location:** Bolton—Hampton Inn & Suites by Hilton, 12700 Highway 50, Bolton, ON L7E 1L9

## Health and Wellness

### The Ages and Stages Questionnaire: An Introduction

This session will provide an overview and introduction to the Ages and Stages Questionnaires-3rd Edition. Participants will learn how to screen for delays in the developmental areas of communication, gross motor, fine motor, problem solving, and social. Attendees will also learn about the advantages of involving parents in the assessment process, including cost-effectiveness and improved accuracy of assessment due to their ability to observe their child across a variety of domains.

**2– Part Series! See part 2 on March 21 2018**

- **Date/Time:** Tuesday February 27, 6:30 pm—8:30 pm
- **Presenter:** Infant Mental Health Promotion (IMHP)
- **Level:** Intermediate
- **Audience:** School—Age, Home Child Care, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103  
Mississauga

### Healthy Food Choices Starts with Children

This workshop focuses on incorporating healthy eating choices into daily life starting with the early years. We will review healthy food selection and factors to consider when planning healthy breakfast, snack and lunch options for children. Special topics include picky eaters and those with food restrictions. With hands-on learning, participants will get to make (non-cook) delicious and easy-to-create recipes from around the world.

- **Date/Time:** Tuesday March 6, 6:30 pm – 8:30 pm
- **Presenter:** Tam Campbell Trant and Melissa Scheichl, Itty Bitty Boot Camp
- **Level:** Beginner—Advanced
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Cooks and Food Handlers
- **Location:** CDRCP, 75 Watline Ave, Unit 103  
Mississauga

### The ABC's of Physical Literacy

Physical literacy is the development of fundamental movement skills that enable children to move with competence and confidence, in a wide variety of activities that benefit their physical, cognitive, emotional, and social development. This fun, interactive and educational workshop is designed to support participants in promoting physical literacy in the early years' settings.

#### Topics include:

- Physical literacy and its' benefits
- The Canadian Physical Activity Guidelines for the Early Years
- How physical literacy can be integrated into physical education and programming
- Hands—on activities to develop physical literacy in various settings

**Free session!**

**Please come dressed in comfortable clothing ready to move!**

- **Date/Time:** Wednesday March 7, 6:30 pm—8:30 pm
- **Presenter:** Physical Literacy Champions Network
- **Level:** Beginner—Advanced
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care
- **Location:** Mississauga, South Common Community Centre, 2233 South Millway Mississauga, L5L 3H7

## Health and Wellness

### Allowing Children to Take Safe Risks and Express Emotions

Taking risks means doing something outside one's comfort zone. This workshop will help participants understand the value in taking risks and the reasons why they should encourage children to do it. Participants will learn the difference between healthy and unhealthy risks as well as how to evaluate risky situations before allowing children to be apart of them.

- **Date/Time:** Tuesday March 20, 6:30 pm—8:30 pm
- **Presenter:** Jinder Virdee, Consultant
- **Level:** Beginner—Advanced
- **Audience:** School—Age, Home Child Care, EarlyON, Resource Consultants, Montessori and Child Care
- **Location:** Bolton—Hampton Inn & Suites by Hilton, 12700 Highway 50, Bolton, ON L7E 1L9

### Understanding and Interpreting The Ages and Stages Questionnaire: A Social and Emotional Tool

*2 Part Series! Part 2 of 2*

It is evident that early developmental screening can influence a child's long-term developmental outcomes. Programs need to use a tool which is reliable, cost-effective and sensitive to developmental and social emotional delays that young children may experience. The Ages and Stages Questionnaire: Social Emotional, is a screening tool that facilitates identification of children at risk for developing a social-emotional delay at an early age. This workshop will inform participants of the benefits of using this tool.

- **Date/Time:** Wednesday March 21, 4:00 pm – 6:00 pm
- **Presenter:** Infant Mental Health Promotion (IMPH)
- **Level:** Intermediate
- **Audience:** School—Age, Home Child Care, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### If the Broken Mind Could Speak

If the broken mind could speak, what would it say and how could we listen so that the broken mind would feel heard? This workshop seeks to enable and educate participants to listen to the “broken mind” in order to be effective and efficient educators. Leave this workshop with an understanding and definition of brokenness within the context of mental illness. Let's all be apart of the solution to break the stigma of mental illness.

- **Date/Time:** Thursday March 22, 6:30 pm—8:30 pm
- **Presenter:** Elvis Baah-Gyebi, Positive Kids
- **Level:** Beginner—Advanced
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Health and Wellness

### Mindfulness for Educators—Basic Tools and Powerful Experiences

Do you ever feel like your role as an educator or support worker drains you of your energy? Burnout is all too common in our field of practice with obvious impacts on personal well-being. In this workshop, you will learn about mindfulness and the many ways you can establish a practice to turn your burnout story around (or to prevent it from happening altogether). Join Lisa of laLa wellness and create positive shifts in your journey towards well-being!

■ **Date/Time:** Wednesday April 4, 4:00 pm—6:00 pm

■ **Presenter:** Lisa Clarke RYT-200 & Certified Children's & Family Yoga Instructor, laLa wellness Yoga & Mindfulness Programs for Children and Educators

■ **Level:** Beginner

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Introduction to The Medicine Wheel

This workshop will provide participants with an introduction to Indigenous worldviews, philosophies and identities. The cultural, historical, societal, and spiritual dimensions of pre-contact societies will be explored, providing a framework for understanding traditional strengths of Indigenous communities and families. Expand your current knowledge of Indigenous wisdom imbedded in the Circle of Life symbol by embarking on a journey around the Medicine Wheel. Learn about this experiential tool used to measure whether your personal Medicine Wheel is balanced. We will explore the four aspects of the Medicine Wheel as a philosophy, including Spiritual, Emotional, Physical and Mental teachings.

■ **Date/Time:** Thursday April 19, 6:30 pm—8:30 pm

■ **Presenter:** Jason Carter, Bear Standing Tall Corporate Training

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Resource Consultants, Montessori and Child Care

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Making Room for Anxiety for School—Agers

What is anxiety? Where does it come from? What does it mean? Why do I have it? Most people who have experienced anxiety would like nothing more than to eliminate it from their lives. Anxiety is seen as the problem, and getting rid of anxiety is the solution. Learn about the ways you can manage and handle anxiety and anxious moments. Whether you are dealing with a worrier or an avoider, there are specific strategies that will be discussed in this workshop to make room for anxiety!

■ **Date/Time:** Tuesday April 24, 10:30 am—12:30 pm

■ **Presenter:** Andriana Mantas, Collaborative Minds

■ **Level:** Intermediate—Advanced

■ **Audience:** School—Age and Home Child Care

■ **Location:** Brampton—Courtyard by Marriott Hotel and Conference Centre Toronto / Brampton, 90 Biscayne Crescent Brampton, ON L6W 4S1

## Health and Wellness

### An Introduction to All Things About Children's Yoga—Through *How Does Learning Happen?* For Home Child Care Providers

Are you curious about what yoga and mindfulness looks like for kids? Learn the most popular yoga poses for children of all ages and how you can create 'yoga moments' for your classroom or learning environment. You will leave this workshop with the ABC's of Kids Yoga and how they serve the *How Does Learning Happen?* pedagogy.

- **Date/Time:** Wednesday April 25, 7:00 pm—9:00 pm
- **Presenter:** Lisa Clarke, laLa wellness Yoga & Mindfulness Programs for Children and Educators
- **Level:** Beginner
- **Audience:** Home Child Care Providers
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Legislation

### APC 101 - L'apprentissage professionnel continu dé-mystifié

Cette séance vous permettra d'accéder à des informations clés et de recevoir des nouvelles de l'Ordre. Elle comprend une discussion sur le Code de déontologie et les normes d'exercice ainsi que sur le programme d'apprentissage professionnel continu obligatoire. Pour vous aider à bien comprendre le programme d'APC, nous vous fournirons des conseils sur le cadre d'apprentissage professionnel continu basé sur l'autoré flexion et l'autoapprentissage. Vous vous familiariserez avec les exigences à satisfaire et découvrirez comment les autres relèvent ce nouveau défi passionnant, conçu pour vous aider à réfléchir, à planifier et à documenter votre apprentissage de manière significative. Réfléchissez à la façon dont vous pouvez vous impliquer dans ce nouveau programme et faire preuve de leadership pour encourager les autres.

- **La date/l'heure:** 30 janvier 18 h 30—20 h 30
- **Présenté par:** Ordre des éducatrices et des éducateurs de la petite enfance
- **Niveau:** Débutant
- **Groupe cible:** tout le monde
- **Lieu:** CDRCP, 75 avenue Watline, unité 103 Mississauga

### Developing Protocols on Absenteeism

This session will address how employers can deal with absenteeism issues. Topics will include discussing best practices in terms of warnings and progressive discipline. Leave the session with a better understanding on how to address employment standards legislation and human rights issues that may arise.

- **Date/Time:** Wednesday March 7, 1:30 pm—3:30 pm
- **Presenter:** Shelina Ali, Iler Campbell LLP
- **Level:** Intermediate—Advanced
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori, Child Care, Supervisors, Managers and Licensees
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Legislation:

### Accessibility for Ontarians with Disabilities Act: What Is It and What Do I Need To Do About It?

This workshop will outline what policies must be in place, the procedures to go along with the policies, and the training that must take place in your workplace with your staff and other providers. This will be an interactive and hands-on session.

#### The six areas of legislation that apply to child care providers will be reviewed:

- Customer Service Standards
- Design of Public Spaces Standards
- Employment Standards

- General Requirements
- Information and Communications Standards
- Transportation Standards

**Date/Time:** Wednesday March 21, 1:30 pm—3:30 pm

**Presenter:** Beyond Rewards Inc.

**Level:** Beginner—Intermediate

**Audience:** Supervisors, Managers, Licensees and Board Members

**Location:** CDRC, 75 Watline Ave, Unit 103 Mississauga

### Charitable Compliance for Non-Lawyers

Join this practical and interactive workshop designed to increase your awareness, and understanding of the regulations associated with operating a charity in Canada. Tailored specifically for leaders of non-profit child care centres, this session will explore key aspects of charitable compliance, including: Non-profits vs. charities, importance of charitable objects, types of charities, donation receipting, reporting requirements, fundraising, business activities, political activities, record-keeping, and, the Top 10 charitable compliance issues.

**Date/Time:** Wednesday March 28, 1:30 pm—3:30 pm

**Presenter:** Gina Vergilio, G. Vergilio & Associates

**Level:** Beginner—Intermediate

**Audience:** Supervisors, Managers, Licensees and Board Members

**Location:** CDRC, 75 Watline Ave, Unit 103 Mississauga

### Workplace Sexual Harassment - Managing the Impact of Bill 132

This workshop will focus on the changes resulting from the implementation of Bill 132, including but not limited to:

- New policy/program requirements
- Employer's duty to investigate
- Requirements for updating training
- Strategies to minimize the risk of workplace harassment

**Date/Time:** Thursday March 29, 1:30 pm—3:00 pm

**Presenter:** Beyond Rewards Inc.

**Level:** Beginner—Intermediate

**Audience:** Supervisors, Managers, Licensees and Board Members

**Location:** CDRC, 75 Watline Ave, Unit 103 Mississauga

## Legislation:

### Understanding MED Standards and Municipal Criteria for Home Child Care

The recent regulatory and market changes in the Home Child Care sector have left Ontario HCC agencies with tremendous challenges. How do we balance new administrative and reporting burdens with maintaining appropriate care levels and customer service for our client families? How do we convince providers that the new regulations are worthwhile and in the end helpful to them? How do we support the changing role of the home visitor, and how do we handle the delicate privacy issue around the new requirements for private children?

This workshop covers the crucial areas all HCC managers and home visitors need to know to be in full compliance, and offers examples of how some agencies are handling these challenges. Participants will come away with a thorough understanding of regulatory requirements and their practical application, and have an opportunity to work on prioritizing changes that need to happen in their practice.

- **Date/Time:** Wednesday April 4, 9:30 am—11:30 am
- **Presenter:** Network Child Care
- **Level:** Beginner—Advanced
- **Audience:** Home Child Care Visitors and Providers
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Understanding Your Obligations Under the Human Rights Code

This session will provide an overview of a child care centre obligations under the Ontario Human Rights Code.

#### By the end of this session you will:

- Understand how the Human Rights Code impacts your obligations as an employer
- Understand how the Human Rights Code impacts your obligations as a service provider
- Provide information on best practices and policies for your organization to address human rights issues that may arise

- **Date/Time:** Tuesday April 10, 9:30 am—11:30 am
- **Presenter:** Shelina Ali, Iler Campbell LLP
- **Level:** Beginner—Intermediate
- **Audience:** Supervisors, Managers, Licensees and Board Members
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Legislation:

### Managing Performance and Discipline with the Duty to Accommodate: Part 1

*Series! Part 1 of 2*

This session will provide an overview of how to balance performance management and discipline with the duty to accommodate under the Human Rights Code.

#### Part 1 in this 2-Part workshop will discuss:

- How to implement disciplinary steps in a non-discriminatory manner
- Understand when the duty to accommodate may arise in the context of performance issues
- Understand how to manage performance and attendance concerns in a manner that is compliant with the Ontario Human Rights Code

- **Date/Time:** Wednesday April 25, 9:30 am—11:30 am
- **Presenter:** Safia J. Lakhani, Katie Douglas, Iler Campbell LLP
- **Level:** Intermediate—Advanced
- **Audience:** Supervisors, Managers, Licensees and Board Members
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Managing Performance and Discipline with the Duty to Accommodate: Part 2

*Series! Part 2 of 2*

Delve deeper in part 2 of this topic, where we answer questions and review information from part 1, and tie information together in an interactive session.

#### By the end of both workshops you will:

- Understand how to implement disciplinary steps in a discrimination free manner
- Understand when the duty to accommodate may arise in the context of performance issues
- Understand how to manage performance and attendance concerns in a manner that is compliant with the Ontario Human Rights Code

- **Date/Time:** Thursday April 26, 9:30 am—11:30 am
- **Presenter:** Safia J. Lakhani, Katie Douglas, Iler Campbell LLP
- **Level:** Intermediate—Advanced
- **Audience:** Supervisors, Managers, Licensees and Board Members
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Legislation

### Developing Health and Safety Policies and Procedures

Managers and supervisors are required to develop and maintain safety policies and procedures for the protection of all workers. This workshop will identify what is needed in general when it comes to health and safety policies and procedures, and will inform you on how to identify specific site needs.

#### Workshop Outcomes:

- Be able to start the process of developing their in-house standards
- Have the tools needed to develop policies and procedures

**Date/Time:** Thursday April 26, 1:30 pm—3:30 pm

**Presenter:** Beyond Rewards Inc.

**Level:** Intermediate—Advanced

**Audience:** Supervisors, Managers, Licensees and Board Members

**Location:** CDRCP, 75 Watline Ave, Unit 103  
Mississauga

## Program and Curriculum

### Sparking Your Interest into the World of Electricity

This make-and-take workshop will invite you to create a LED circuit so your school-aged children can learn about the conductive properties of graphite and electricity. Enjoy learning alongside your peers in this hands-on workshop, while co-investigating your inquiries during this simple introduction of electricity. Bring elements of this workshop back to your classroom setting. Happy exploring!

**Date/Time:** Tuesday January 23, 10:30 am—12:30 pm

**Presenter:** Cindy Green RECE and Heather Holly RECE,  
Cindy Green and Associates

**Level:** Beginner

**Audience:** School—Age

**Location:** Courtyard by Marriott Hotel and  
Conference Centre Toronto / Brampton, 90 Biscayne  
Crescent Brampton, ON L6W 4S1

### Stimulating Language and Literacy Development

Educators and parents are encouraged to engage in reading to children to assist in language and literacy development. However, did you know that there is so much more that can be done throughout all aspects of the day to improve these skills? This hands-on workshop explores stimulating ways you can present an environment rich with language and literacy activities, to share with children in their daily lives. Discover and experience the fun of language and literacy development!

**Date/Time:** Thursday January 25, 6:30 pm— 8:30 pm

**Presenter:** Carolyn Hadcock, Miss Carolyn Seminars

**Level:** Beginner—Advanced

**Audience:** School—Age, Home Child Care, EarlyON,  
Montessori and Child Care

**Location:** Bolton—Hampton Inn & Suites by Hilton,  
12700 Highway 50, Bolton, ON L7E 1L9

## Program and Curriculum

### Ethics, Professionalism and Communication

#### Series: Part 1

This workshop invites participants to explore many concepts that follow the Early Childhood Educator's Code of Ethics and Standards of Practice. We will discuss the following topics:

- Weaving ethics and professionalism into practice
- How to develop effective communication strategies with children, families and colleagues
- Considerations for creating inclusive and diverse spaces and practices that are welcoming for all

#### *EarlyON Series! Part 1 of 4*

- **Date/Time:** Wednesday January 31, 1:00 pm—4:30 pm
- **Presenter:** Early Childhood Community Development Centre (ECCDC)
- **Level:** Beginner—Advanced
- **Audience:** EarlyON
- **Location:** **Brampton**—Courtyard by Marriott Hotel and Conference Centre Toronto / Brampton, 90 Biscayne Crescent Brampton, ON L6W 4S1

### Connecting Montessori Sensorial Curriculum to *How Does Learning Happen?*

In this workshop we will examine the connections between the children's learning in the sensorial area and the Four Foundations of *How Does Learning Happen*; Belonging, Well-being, Engagement and Expression. We will discuss how to document children's development through the sensorial area with our Montessori lens. Throughout this workshop you will be able to demonstrate how the sensorial activities or practices within this area are connected to the Four Foundations as defined in *How Does Learning Happen? Ontario's Pedagogy for the Early Years*.

- **Date/Time:** Wednesday January 31, 4:00 pm—6:00 pm
- **Presenter:** Maureen Pesner, TMI (Toronto Montessori Institute)
- **Level:** Intermediate
- **Audience:** Montessori
- **Location:** **CDRCP**, 75 Watline Ave, Unit 103 Mississauga

### Curriculum Invitations and Provocations for School—Ages

During this workshop we will be engaging in playful inquiry with materials that could be offered to school-age children. Learn how motivated and inspired educators, who are thoughtful planners like yourself have a big impact on school-age children's playfulness. Come to this workshop to be inspired, educated and have fun!

- **Date/Time:** Thursday February 1, 10:30 am—12:30 pm
- **Presenter:** Cindy Green, Cindy M Green and Associates
- **Level:** Intermediate
- **Audience:** School—Age
- **Location:** **CDRCP**, 75 Watline Ave, Unit 103 Mississauga

## Program and Curriculum

### Including Inquiry in Your Program Planning

*How Does Learning Happen?* Encourages educators to consider teaching children through inquiry based practices. In this workshop, we will explore what this means, how to respond to this request in our program plans and more importantly in our day-to-day programs and interactions with children. This perspective of children's learning can be applied to all age groups. Participants will practice looking at learning experiences from a position of inquiry and learn how to prepare their program plan accordingly.

- **Date/Time:** Thursday February 1, 6:30 pm – 8:30 pm
- **Presenter:** Sally Kotsopoulos, Consultant
- **Level:** Beginner—Intermediate
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Emergent Curriculum: Making Play a Curriculum

Emergent curriculum is neither teacher directed nor child directed; rather it is curriculum that is co-constructed by the educator and the child. Curriculum emerges through day-to-day interactions, inquiries and observations. As we move away from theme based planning, emergent curriculum becomes the framework that celebrates children's play as opportunities for creating meaning, practicing of skills, and creating a deep understanding of the world around them. This workshop will equip you with the following:

- Recognize the Four Foundations of learning in emergent curriculum
- Understand emergent curriculum as a process to transform play into curriculum for children
- Create responsive and inclusive play that is supportive of children's development and learning

- **Date/Time:** Tuesday February 6, 6:30 pm – 8:30 pm
- **Presenter:** Christine Zupo, Humber College
- **Level:** Beginner—Advanced
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Exciting School—Agers with Solar Energy

Are your school-agers willing participants when it comes to a food-based activity? Would you like to learn more about harnessing their creativity while introducing the unique properties of solar energy?

The advantages of using solar ovens are worldwide; providing fuel-free and smoke-free of the cooking, baking and water decontamination, are just some benefits. In this make-and-take workshop participants will develop a solar oven! Learn how to design, construct and test an engineering project that will entertain and fascinate children.

- **Date/Time:** Tuesday February 13, 10:30 am—12:30 pm
- **Presenter:** Cindy Green RECE and Heather Holly RECE, Cindy Green and Associates
- **Level:** Beginner
- **Audience:** School—Age
- **Location:** Brampton—Courtyard by Marriott Hotel and Conference Centre Toronto / Brampton, 90 Biscayne Crescent Brampton, ON L6W 4S1

## Program and Curriculum

### Observing in Support of Exploration, Play and Inquiry

Since 2014, Early Childhood Educators in Ontario have been making learning happen for children using inquiry-based approaches to curriculum design. In order to execute responses to children's interests and questions that are authentic and meaningful, ECEs must first produce anecdotal accounts of young children at play.

**By the end of this session, you will be able to:**

- Identify key characteristics of written observations that reflect current best practices.
- Observe children at play and document accordingly using a "Who, When, Where, What" template.

**Date/Time:** Tuesday February 13, 6:30 pm—8:30 pm

**Presenter:** Ryan Campbell, Consulting for Quality Education and Care

**Level:** Beginner

**Audience:** School—Age and Child Care

**Location:** CDRC, 75 Watline Ave, Unit 103 Mississauga

### Connecting Montessori Culture Curriculum to *How Does Learning Happen?*

In this workshop we will examine the connections between children's learning in the culture area and the Four Foundations for learning, in *How Does Learning Happen?* We will discuss the documentation of children's development through the cultural area with a Montessori lens. Through this workshop you will be able to demonstrate how the culture area activities or practices can link to the Four Foundations; Belonging, Well-being, Engagement and Expression as defined in *How Does Learning Happen?* Leave this workshop with examples of how to document children's development in this area.

**Date/Time:** Wednesday February 21, 4:00 pm—6:00 pm

**Presenter:** Maureen Pesner, Toronto Montessori Institute (TMI)

**Level:** Intermediate

**Audience:** Montessori

**Location:** CDRC, 75 Watline Ave, Unit 103 Mississauga

### *How Does Learning Happen* and Practical Programming for School-Agers

Creating and delivering satisfying programs for School-Age children can be a challenge. This workshop will provide practical, hands-on advice on how to successfully program for mixed age-groups as well as how to incorporate the Ministry's *How Does Learning Happen*, pedagogy and the required program statement seamlessly into centre activities. Participants will explore how to easily adapt activities based on interest and ability level. Examine the observation and project approaches and learn to integrate the Four Foundations into your daily practice.

**Date/Time:** Thursday February 22, 10:30 am—12:30 pm

**Presenter:** Susan Menchinton, Network Child Care Services

**Level:** Intermediate

**Audience:** School—Age

**Location:** CDRC, 75 Watline Ave, Unit 103 Mississauga

## Program and Curriculum

### Interpreting in Support of Exploration, Play and Inquiry

Interpreting the behaviour of children accurately is imperative to producing responses that capitalize on their natural curiosity and exuberance. To do so effectively requires a critical eye and an open mind; an educator who is knowledgeable and reflective and can use a range of theories to construct meaning from children's engagement within their environment. Participants will learn how to identify key characteristics of written interpretation, reflect current best practices, and learn how to document children from a variety of ages at play.

■ **Date/Time:** Tuesday March 6, 6:30 pm—8:30 pm

■ **Presenter:** Ryan Campbell, Consulting for Quality Education and Care

■ **Level:** Beginner

■ **Audience:** School—Age and Child Care

■ **Location:** Bolton—Hampton Inn & Suites by Hilton, 12700 Highway 50, Bolton, ON L7E 1L9

### Planning Through the Lens of *How Does Learning Happen?* Part 2

#### *EarlyON Series! Part 2 of 4*

This workshop will offer participants the opportunity to explore pedagogy and planning through the lens of *How Does Learning Happen?* The principles of a Reggio Emilia inspired emergent curriculum will be explored. This second part of the 4-part series, will inspire conversation related to strengthening relationships through authentic family engagement strategies, and planning from value, strength and asset-based approaches.

■ **Date/Time:** Wednesday March 7, 1:00 pm—4:30 pm

■ **Presenter:** Early Childhood Community Development Centre (ECCDC)

■ **Level:** Beginner—Advanced

■ **Audience:** EarlyON

■ **Location:** Brampton—Courtyard by Marriott Hotel and Conference Centre Toronto / Brampton, 90 Biscayne Crescent Brampton, ON L6W 4S1

### Reflective Thinking and Intentional Interactions that Support Belonging and Well-Being: Part 1

#### *Series for School—Ager Educators! Part 1 of 3*

In this introductory session, participants will explore personal and professional reasons for reflecting on their practice within the context of the revised Code of Ethics and *How Does Learning Happen?* This workshop will provide you with the opportunity to discuss challenges that may hinder effective practices.

**Note:** Participants are encouraged to bring their own copies of documents: *How Does Learning Happen* and Code of Ethics Standard of Practice.

■ **Date/Time:** Wednesday March 7, 10:30 am —12:30 pm

■ **Presenter:** Jan Blaxall, Early Years Professional Development Centre

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

We will look at the importance of reflection as a beneficial and important part of your daily work, and explore several strategies for reflection to identify multiple known and unconscious factors (image, beliefs and goals) that influence actions and interactions when working with school age children.

## Program and Curriculum

### Introducing French to Young Children (Even if you don't know any!)

Children typically do not learn French until Grade 4 in our school system. Research shows that learning a second language promotes intellectual growth and development and stimulates language acquisition in the first language, as well as is one of our two national languages in Canada. Not to mention, it's fun! In this workshop participants with little or no French will learn how to introduce the language to young children and have fun learning along with them!

- **Date/Time:** Wednesday March 7, 6:30 pm—8:30 pm
- **Presenter:** Melissa Scheichl (B.A., B.Ed., M. Ed) Certified French Teacher with the Peel District School Board
- **Level:** Beginner—Advanced
- **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Learning Stories: One Way to Make Children's Learning Visible

“Pedagogical documentation is about more than recording events—it is a means to learn about how children think and learn” (Ontario, 2014). This interactive session is designed to introduce educators to one practical form of documentation—Learning Stories. Participants will be invited to share their observations, curiosities and discoveries while creating a learning story, which captures children's thoughts, feelings and values. Learning Stories are an excellent way to inspire children, families and educators while ensuring documented evidence is in place as required by the Child Care and Early Years Act (CCEYA).

- **Date/Time:** Tuesday March 20, 6:30 pm —8:30 pm
- **Presenter:** Alison Gaston and Penny Davis
- **Level:** Beginner
- **Audience:** School—Age, Home Child Care, EarlyON, Resource Consultants, Montessori and Child Care
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Reflecting on Practice that Meets the Emotional and Social Needs of School—Agers: Part 2

Understanding the complexity of factors and needs that influence and cause stress for school-age children is essential for those who want to support all children and their social—emotional learning. The objective of this workshop is to encourage discussion and reflection about the strategies that you currently use to help children cope. Outcomes include identifying and reflecting on the developmental needs of children from 4—12, assessing your practice in terms of developmental and individual considerations and exploring powerful impacts your relationships and role play in building caring and cooperative environments.

#### *Series for School—Ager Educators! Part 2 of 3*

- **Date/Time:** Wednesday March 21, 10:30 am —12:30 pm
- **Presenter:** Jan Blaxall, Early Years Professional Development Centre
- **Level:** Beginner—Advanced
- **Audience:** School—Age
- **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Program and Curriculum

### **Moving Forward with *How Does Learning Happen Ontario's Pedagogy for the Early Years* and Family Programs**

What is *How Does Learning Happen?* and why is it so important? This session will explore *How Does Learning Happen?* We will discuss key concepts on implementing the principles in into classroom settings and everyday learning opportunities.

#### **We will discuss the following concepts:**

- Building on the Four Foundations
- Goals for Children
- Expectations for Programs
- Using the tools
- identifying barriers and finding solutions
- Strategies for moving forward and digging deeper

■ **Date/Time:** Friday March 23, 1:30 pm —3:30 pm

■ **Presenter:** Sue Hunter, Hunter Consultants

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Resource Consultants, Montessori and Child Care

■ **Location: Brampton**— EarlyON, 57 Mill Street North, Unit #105, Brampton L6X 1S9

### **Connecting Montessori Language Curriculum to *How Does Learning Happen?***

The language area of our Montessori classrooms is known for offering the children rich opportunities for the development of specific oral, written and reading skills. It is also a vibrant nurturing ground for the development of the whole child. In this workshop we will examine the connections between the children's learning in the language area and the Four Foundations for Learning: Belonging, Well-Being, Engagement and Expression. We will also briefly consider how to document children's development within the language area with our Montessori lens. We will have discussion and many examples of how to document the children's development within this area.

■ **Date/Time:** Tuesday March 27, 6:30 pm—8:30 pm

■ **Presenter:** Maureen Pesner, Toronto Montessori Institute (TMI)

■ **Level:** Intermediate

■ **Audience:** Montessori

■ **Location: Mississauga**—Admiral Inn Mississauga, 2161 North Sheridan Way Mississauga ON L5K 1A3

## Program and Curriculum

### Reflecting on Challenging Behaviours—Moving from Behaviour Management to Positive Guidance: Part 3

In this final session, we will explore the transition from discipline-based and punishment-based behaviour management, to intentional positive guidance approaches that provide optimal support for self-regulation. The objective is to encourage participants to reflect on any 'routine and habitual' responses, and move towards more intentional methods.

#### Reflection and outcomes include:

- Developing observational strategies for children

#### *Series for School—Ager Educators! Part 3 of 3*

- Increase your understanding of reasons why children behave in challenging ways
- Identifying changes in your practice needed to meet strong individual needs

**Date/Time:** Wednesday March 28, 10:30 am —12:30 pm

**Presenter:** Jan Blaxall, Early Years Professional Development

**Level:** Beginner—Advanced

**Audience:** School—Age

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Observation, Documentation and Program Planning

This workshop will take a closer look at observation, documentation and planning. It will explore a variety of ways in which to gather meaningful information (data collection) through hands-on activities and observations. Discussion will also revolve around how to use this data in program planning. Participants will be provided with various observation and documentation templates.

**Date/Time:** Wednesday March 28, 4:00 pm —6:00 pm

**Presenter:** Cindy Green, Cindy M Green and Associates

**Level:** Beginner—Intermediate

**Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Environment as the Third Teacher

The role of the classroom is to engage children and educators to represent their ideas, search for investigations, and build on their curiosity. In order to do this the classroom must become a place of research with materials, equipment, and tools to support children's learning. In this workshop, educators will be invited to explore how to create meaningful learning spaces inside classroom settings. This workshop will provide many concrete examples of how to create an inviting and exploratory space that encourages learning and exploration.

**Date/Time:** Thursday March 29, 6:30 pm —8:30 pm

**Presenter:** Rosalba Bortolotti, Acorn Collaborative Consulting and Professional Learning

**Level:** Beginner—Advanced

**Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care, Supervisors, Managers and Licensees

**Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

## Program and Curriculum

### Science in the Early Years in Home Child Care Settings

At a very young age children begin inquiry learning through curiosity, encouraged by observation, hypotheses, questions, exploration and experimentation.

This workshop will allow you to enrich your present practice, explore, experiment and get lots of concrete and practical ideas to include science in your daily programming. No need to buy any materials! Look around you and you will find all you need to create a stimulating environment.

**Date/Time:** Thursday March 29, 7:00 pm —9:00 pm

**Presenter:** H  l  ne Pouliot-Cleare, Consultant

**Level:** Beginner—Advanced

**Audience:** Home Child Care Providers

**Location:** **Brampton— EarlyON** 57 Mill Street North, Unit #105, Brampton L6X 1S9

### Full Steam Ahead: Integrating Science, Technology Arts and Math to Ignite Young Minds

Increase interest and engagement in your young learners through creative, hands-on, inquiry based projects. It has been forecasted that the careers of the future will require children to be creative innovators. STEAM programming comes from STEM (Science, Technology, Engineering & Math) coupled with Art and Design. Learn more about STEAM and leave this workshop with project ideas, and inspiration to get busy creating with your young learners.

**Date/Time:** Thursday April 5, 6:30 pm —8:30 pm

**Presenter:** Melissa Scheichl (B,A., B.Ed., M. Ed)

**Level:** Beginner—Advanced

**Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

**Location:** **CDRCP**, 75 Watline Ave, Unit 103 Mississauga

### What Does a Quality School—Age Program Look Like?

During this workshop, educators will learn the key indicators of a quality school-age program. We will explore the concept of the environment as the third teacher as discussed in *How Does Learning Happen*. Educators will have the opportunity to examine the image of the child and the importance of building relationships. We will use the concept: Shared space is a challenge yet need not be a barrier to a quality program, throughout the workshop.

**Date/Time:** Wednesday April 11, 10:30 am —12:30 pm

**Presenter:** Kathy Spinks, Professional Learning Consultant

**Level:** Intermediate

**Audience:** School—Age

**Location:** **CDRCP**, 75 Watline Ave, Unit 103 Mississauga

## Program and Curriculum

### Getting Back to Literacy Development

This workshop is designed for Registered Early Childhood Educators who want to develop a literacy-rich environment for the children they work with. This workshop will provide ideas on how to create exciting literacy experiences that help children develop pre-reading skills and set them on a track to be both avid readers and writers. Literacy experiences begin in our infant rooms and set the stage for later development. This workshop will support educators in infant, toddler, preschool and school age programs.

■ **Date/Time:** Thursday April 12, 6:30 pm—8:30 pm

■ **Presenter:** Sally Kotsopoulos, Consultant

■ **Level:** Beginner—Intermediate

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Collecting Observations to Document and Making Learning Visible

In this workshop, participants will understand the importance of listening and observing during children's play. What happens when we engage and listen carefully to children's learning? Documentation is an important and structural part of educational programs and teaching practices, as it provides value to make learning visible. We will learn about collecting data and observations to help support learning in early learning programs.

■ **Date/Time:** Tuesday April 17, 6:30 pm—8:30 pm

■ **Presenter:** Rosalba Bortolotti, Acorn Collaborative Consulting and Professional Learning

■ **Level:** Beginner—Advanced

■ **Audience:** School—Age, Home Child Care, EarlyON, Montessori and Child Care

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### Exploring Reflective Practices: Part 3

This session will provide educators an opportunity to reflect on how they currently observe and document children's learning, and how they can build on this to move towards a pedagogical approach to documenting children's thinking. Participants will gain a variety of strategies to support them with this change in practice, and to interpret children's thinking and learning in different ways.

### *EarlyON Series! Part 3 of 4*

■ **Date/Time:** Wednesday April 25, 1:00 pm —4:30 pm

■ **Presenter:** Early Childhood Community Development Centre (ECCDC)

■ **Level:** Beginner—Advanced

■ **Audience:** EarlyON

■ **Location:** Brampton—Courtyard by Marriott Hotel and Conference Centre Toronto / Brampton, 90 Biscayne Crescent Brampton, ON L6W 4S1

## Program and Curriculum

### **Life is All About Play: Play-Based Learning for Infants, Toddlers and Preschoolers**

In this workshop, participants will have an opportunity to learn how play supports learning in infant, toddler and preschool groups. It will also highlight the importance of the educator's role as a facilitator and co-players. Participants will gain an understanding of the connection between development and play through the power of observation and documentation.

■ **Date/Time:** Thursday April 26, 6:30 pm —8:30 pm

■ **Presenter:** Veroushka Coronel RECE, Independent Consultant

■ **Level:** Intermediate—Advanced

■ **Audience:** Child Care

■ **Location:** CDRCP, 75 Watline Ave, Unit 103 Mississauga

### **Embedding Emergent Curriculum Approach and Pedagogical Documentation in EarlyON – Ontario Child and Family Centres**

Child, Family and caring adult centred practices extend emergent curriculum and pedagogical documentation approaches beyond the focus of the child(ren) to include families, caring adults and the community. Moreover, highlighting the learning and important relationships children have with adults, other children and the environment. Create pedagogical documentation and Learning Stories in a simple easy-to-do format.

#### **In this workshop you will:**

- Learn the fundamentals of planning an emergent curriculum in EarlyON – Ontario Child and Family Centres
- Practice creating pedagogical documentation Learning Stories

■ **Date/Time:** Friday April 27, 1:30 pm —3:30 pm

■ **Presenter:** Christine Zupo, Humber College ITAL

■ **Level:** Beginner—Advanced

■ **Audience:** EarlyON

■ **Location:** Brampton— EarlyON, CDRCP, 57 Mill Street North, Unit #105, Brampton L6X 1S9

# WEBINARS

Please check our website frequently to see new webinars throughout the year, or if you have a topic of interest, or presenter recommendation please fill out our quick questionnaire: [goo.gl/p2Rsb2](http://goo.gl/p2Rsb2)

All webinars can be found on our website: <http://www.cdrcp.com/professional-education#e-learning-opportunities>

## I watched a webinar... Now what do I do?

If you have viewed a webinar are looking for a confirmation of viewing, please follow these steps:

1. View webinar(s) of choice on **www.cdrcp.com/ Quality Initiatives/ E-Learning Opportunities**
2. From the **Quality Initiatives** Web Page go to the **Downloadable Forms Tab**
3. Download **The Webinar Feedback Form**
4. **Complete Webinar Feedback Form** PER Webinar viewed
5. Send the completed forms to the email address on the bottom of the form
6. You will receive your Confirmation of Viewing Email shortly

\* **Please note:** Currently we do not provide certificates for pre-recorded webinars

**Newly added** webinars available for viewing:

### **Business and Human Resources:**

- Performance Management and Employee Discipline
- Legal and Ethical Issues in Children's Services

### **Fostering Engagement:**

- Setting the Stage for Successful Behaviour: Part 2
- Anti—Oppression
- The 4—Factors of Behaviour

### **Health and Wellness:**

- Stress and Crisis Management

### **Legislation:**

- Risk Management for Not-for-Profit Organizations
- Duty to Report

## **Business and Human Resources**

### **Performance Management and Employee Discipline—NEW**

Gain knowledge on employee challenges you may face, and tips and tricks for managing employee performance. Learn techniques you can use to successfully manage challenging employees, whether the challenges lie in an employee's ability to perform the duties of the job ("poor work behavior") or the employee fails to abide by rules and policies ("improper workplace behaviour"). Viewers will learn techniques on how to identify the cause of poor performance and how to successfully manage their performance.

**Duration: 1 hour**

### **Legal and Ethical Issues in Children's Services—NEW**

We will discuss issues regarding providing services to children and their families. Topics will include, 'How do we make decisions in Children's Services?' touching base on guidelines for decision making in regards to children's services and involving others. We will discuss the law and ethics which provide legal rights to us as professionals and provide guidelines within this process, while working with clients. Learn your professional boundaries, and how Canadian laws are involved within decision making processes for helping others.

**Duration: 1 hour and 15 minutes**

### **Building your Business through Exceptional Customer Service**

Discover how you can be sure that everyone in your business is on the same page delivering the same message to your clients. This webinar focuses on getting all of your customer touch points in alignment. Reduce miscommunications by establishing clearly defined behaviours and design policies that set you apart from the competition and win you customer loyalty every time.

**Duration: 1 hour**

### **Successful Change Management - Good Luck or Good Planning**

This webinar focuses on the fundamentals of change through the lenses of both those initiating change and those reacting to it. This includes understanding the principles of driving and resisting forces of change, the early adopters, and the importance of change, through group participation and activities.

**Duration: 35 minutes**

### **Facilitation Skills for Meaningful Conversations**

This webinar will help you understand the role of a facilitator as different from a trainer (Awkward phrasing, maybe change to: differentiate the role of a facilitator from a trainer), review the competencies of a successful facilitator and help to develop new facilitation tools for use in a variety of situations.

**Duration: 1 hour**

### **Branding your Organization for Success**

This webinar will assist you in understanding what branding is as part of your marketing plan, how effective branding can help to differentiate your organization from competitors and how to align your branding strategy with your organizational goals.

**Duration: 46 minutes**

## **Business and Human Resources**

### **Board Basics – Giving You the Tools to be a Well Informed Board Member**

The Board of Directors represents the organization through a governance structure which is critical to organizational effectiveness and success. In this webinar, you will learn the roles and responsibilities of board members as well as their legal obligations. Take advantage of learning how the right people in the community are doing the right work, in the right manner. This webinar will help move your organization to success by understanding the role your board has.

**Duration: 1 hour**

### **Board Effectiveness and Good Governance Essentials**

This webinar will introduce and explain key factors impacting the effective performance of boards and how good governance is achieved. Taking a highly practical approach, participants will be equipped with insights that can be used immediately to improve the performance of their board and how their organization is governed.

**Duration: 1 hour**

### **Setting Your Culture**

How we define a culture, the importance of the role of values in organizational culture, how to create a respectful culture to engage your staff and volunteers in a positive culture has an impact on our daily life. We will discuss the impact of culture in today's society. (maybe change to: In this webinar we will discuss how we define a culture, the importance of values in organizational culture, how to create an engaging, but respectful, culture for your staff and volunteers, and how culture impacts our daily lives.)

**Duration: 1 hour**

### **How to Hire an Independent Respite Worker**

The CHAP/CDRCP Program is a registry of people who are willing to work with individuals with a developmental disability including autism and/or a physical disability. This work may take place in the family home or in the community. This webinar will help guide you through the hiring process.

**Duration: 33 minutes**

### **Moving from Manager to Mentor**

As a manager, you have mastered supervision and the traditional management tasks regarding performance review, delegation, and team leadership. Now, you see the potential to develop your 'Centre of Excellence' in your sector and help develop others as a mentor. What does mentoring mean and how does it differ from management? This one hour webinar challenges viewers to undertake the mentor role to both expand your own skills and development while developing others.

**Duration: 30 minutes**

## Fostering Engagement

### **Anti-Oppression Training—NEW**

This webinar will provide tools on the nature of oppression and important strategies and practices to be used to begin constructing your own Anti—Oppression Framework within your workplace. Have time for personal reflection throughout this webinar as an important component to your learning, with a pen and paper in-hand. This webinar will provide you with a deeper understanding of what Oppression and Anti-Oppression mean, provide you with Anti-Oppression resources and tools and how to deal with Oppression involving your own thoughts, feelings and actions.

**Duration: 30 minutes**

### **Setting the Stage for Successful Behaviour: Part 2—NEW**

Take a look at our new Setting the Stage 2 webinar! This webinar is a teaser to the extension of training coming soon! This webinar will provide you with essential and basic information about the new Setting the Stage. We have built this extension to complement the popular Setting the Stage training to provide participants concrete strategies and techniques while using the training. This webinar will provide you with insider knowledge on what to expect for in-person training, such as the toolbox that will provide you knowledge on how to handle a variety of situations using the STS approach.

**Duration: 35 minutes**

### **The 4 Functions of Behaviour—NEW**

Children’s behaviour is very rarely about being good or bad. Young children communicate through their behaviour because they may not have been taught to identify and convey their need(s). As caregivers and educators, it becomes our responsibility to translate this behaviour without placing judgement on the child. In this overview of the 4 main functions of behaviour, understand why children behave the way they do, and go beyond ‘good’ or ‘bad’ behaviour to understand what the child is going through and trying to communicate with others.

**Duration: 20 minutes**

### **Setting the Stage for Successful Behaviour: An Introduction and Overview**

Setting the Stage for Successful Behaviour is a positive and structured process which adults can use to support children with challenging behaviour. This approach is based upon the concept that all behaviour occurs for a reason(s) (Maybe change to: all behaviours occur for a reason). Once we identify these reasons, we can then use this information to develop strategies which will help the child learn ways of behaving successfully. This webinar will identify the purpose and components of Setting the Stage training, as well as provide an overview of the theory and process of Setting the Stage.

**Duration: 30 minutes**

### **Retiring “Good Job” By Engaging in Intentional Higher Level Conversations**

Do you find yourself constantly praising children’s work by saying Good Job? Since the Ministry of Education is supporting an inquiry based curriculum, educators are encouraged to use higher level conversations when engaging with children. In this webinar we will examine intentional, higher level conversations that brings out children’s cognitive abilities; enhances language development, as well as building on their learning. You will be presented with many examples of appropriate ways to talk with children, offering an opportunity to practice your new skills.

**Duration: 1 hour**

## Fostering Engagement

### Parler aux parents des comportements difficiles

Cette présentation vous offre un aperçu de la communication avec les parents et comment aborder le sujet d'un comportement difficile chez leur enfant. Nous soulignons l'importance d'une première impression, comment éviter les malentendus, comment composer avec les différents types de personnalité, et comment travailler en équipe avec les parents pour le bien-être de leur enfant.

**Duration: 17 minutes**

### Mise en scène d'un comportement réussi

Mise en scène - Information générale au sujet de Mise en scène d'un comportement réussi, Travailler en équipe, Choisir et définir le comportement sur lequel vous désirez travailler, Cercle 1: Comprendre l'enfant comme étant unique, Cercle 2: Mise en scène afin que tous les enfants aient un comportement réussi, Environnements physiques et sociaux, Cercle 3: Comprendre les fonctions du comportement, travailler avec les déclencheurs et les conséquences.

**Duration: 30 minutes**

### Understanding the Story of Early Childhood Education

The story of Early Childhood Education is created with multiple perspectives, displaying that there never really is only one side to a story. This story has multiple perspectives called frameworks, that cohabit in peaceful but very separate landscapes. This webinar outlines the story of Early Childhood Education as shared by Dr. Peter Moss, from his lecture at the University of British Columbia. His views, as well as a personal research study on the Pathways to Advocacy are merged into one presentation exploring both the stories in Early Childhood Education and what we as ECE's can learn from a variety of perspectives.

**Duration: 14 minutes**

## Health and Wellness

### Stress and Crisis Management—**NEW**

This webinar looks at stress; what it means, what causes it and what it looks like, as well as how we might reduce stress where possible. We also look at crisis; what it is, what causes it, what impact it has, and how we can deal with crisis. Included in this section is assertiveness vs. passivity and aggression. We also consider families who are challenged and therefore in crisis often.

**Duration: 50 Minutes**

### Infection Prevention and Control in Child Care Settings—2 Part Webinar!

Region of Peel Public Health Inspectors in collaboration with Child Development Resource Connection Peel developed an online resource for child care educators. The resource is a two part webinar that will help child care educators enhance their knowledge about infection prevention and control practices in child care settings. The first part of the webinar provides information on hand washing, diapering, cleaning and disinfection. The second part focuses on sensory play, self-serving, gardening and animals.

**Part 1: Duration: 16 minutes**

**Part 2: Duration: 6 minutes**

## Health and Wellness

### Introducing Solid Foods to Infants

Introducing solid foods and responding to a child's hunger and fullness cues can be a challenge for parents and caregivers. To support the development of healthy eating skills, this evidence-based webinar provides information on, developing readiness for solids, responsive feeding, creating a positive eating environment and the importance of caregivers engagement during mealtimes.

**Duration: 30 minutes**

## Legislation

### Transitioning to a Non—Profit Corporation—NEW

This webinar will provide an overview of the 7—steps to consider in regards to transitioning from a profit organization, to a non-profit organization or child care centre. We will review key terms referring to corporate structure and your organization, legislative overview for both for-profit and not-for-profit corporations, the definition of both for-profit and not-for-profit, explore paths that could be used for transition, how to organize your new non-profit; including good governance and practices to keep in mind, and additionally resources will be provided for more information.

**Duration: 42 Minutes**

### Duty to Report—NEW

This webinar will provide information on reporting child abuse and neglect. We all play a vital role in the Peel community to prevent child abuse. In this webinar we will review your on—going duty to report, what needs to be reported and how, the investigation process and the steps of referral.

**Duration: 25 minutes**

### Ethics and the Role of the ECE

This webinar will review the major ethical concepts in human services and discuss how these relate to the Code of Ethics and Standards of Practice from the College of Early Childhood Educators of Ontario. Many practical examples are used to illustrate these concepts. Viewers will also have the opportunity to reflect on the scope of practice as an ECE.

**Duration: 1 hour and 15 minutes**

## Program and Curriculum

### Feel Comfortable When Using an Environmental Assessment Tool

Completing an environmental assessment tool can be overwhelming. This webinar will review a variety of environmental tools that are currently used in Peel. Learn how to score your program, and how to make small changes that will have a big impact on quality. A variety of environmental assessment tools will be available for review.

**Duration: 30 minutes**

### Oral Language Development and Emergent Bilinguals

This webinar will provide an overview of Oral Language Development in a play based context, and support the emergent bilinguals within the programs.

**Duration: 34 minutes**

## Program and Curriculum

### Fine Motor Development and Emergent Writing

This webinar will provide an overview of the stages of drawing and writing, and the importance of materials and manipulatives in programs.

**Duration: 30 minutes**

### How Learning Happens in Infant and Toddler Settings

The Ontario Ministry of Education has created an important document titled *How Does Learning Happen? Ontario's Pedagogy for the Early Years*. The purpose of this document is to describe quality early years programs based on research and professional practice. Learning happens when educators build positive and responsive relationships, focus on children's development and provide environments in which children learn through exploration and play. In this webinar, we will demonstrate the four foundations of learning - and how to enhance belonging, well-being, expression and engagement in infant and toddler settings utilizing these guidelines. Join this free webinar to gain new strategies, skills, and knowledge to improve interactions with infants and toddlers within your care.

**Duration: 1 hour**

### Supporting a Child's Oral Language: Focusing on Talking and Listening Skills

A child's oral language development is an important life skill developed at an early age. In this webinar you will learn about listening and speaking skills, early learning program criteria, multisensory skills and daily routines. You will be guided through ways to support child communication, various developmental milestones of language, recommended screen time, and a review on best toys to support these learning needs.

**Duration: 50 minutes**

### Développement de la motricité fine et l'écriture provisoire

Ce webinaire présente un aperçu des étapes du dessin et de l'écriture et souligne l'importance d'incorporer dans les programmes toute une panoplie d'un matériel et d'articles de manipulation.

**Durée: 20 minutes**

### Early Literacy Checklist

The Early Literacy Checklist is a reflective self- assessment tool enabling staff working with young children to better evaluate to what extent they support literacy in young children, families and communities. This webinar provides insight into how to look at your program through a literacy lens, providing visuals of literacy rich program environments to help successfully create a language-rich play space. This webinar also includes a sample action plan to help staff identify areas that require modifications to ensure literacy focused play centres.

**Duration: 1 hour**

### Connecting Children to the Outdoors: The Importance of Natural Play (Part 1)

In this webinar we will take a look at outdoor learning environments. The focus will be on returning to nature when program planning, the use of natural materials and play spaces, and curriculum brainstorming around bringing learning outside. We will also be focusing on children's storybooks that incorporate nature themes and natural play. This session will have ideas for all age groups (infants to school age settings).

**Duration: 1 hour, 11 minutes**

## Program and Curriculum

### **Fusion Gardens in Playground Spaces (Part 2)**

In this webinar we will take a look at ways in which design impacts outdoor spaces for children and how to create a fusion garden within playground spaces. Resources will be provided for staff to gain knowledge around planting and planning for creative fusion spaces within playgrounds.

**Duration: 1 hour 18 minutes**

### **How Does Learning Happen: Starting the Conversation in Peel**

This webinar is an introduction to *How Does Learning Happen, Ontario's Pedagogy for the Early Years*. It provides an overview of the document and briefly describes the four foundations, well-being, engagement, expression, and belonging. This will encourage reflection about learning through relationships for those who work with young children and their families.

**Duration: 12 minutes**

### **Physical Literacy**

This webinar will help participants gain a better understanding of the term Physical Literacy and how it can be implemented in the early years' settings. Viewers will discover the difference between Physical Literacy vs. Physical Activity, how learning a variety of fundamental movement skills can open up a whole world of opportunity and how Physical Literacy impacts brain development. Free online resources on promoting physical activity for a variety of age groups are also shared. Interested viewers will also have the opportunity to find out how they can join Peel's Physical Literacy Champion group.

**Duration: 30 minutes**

### **Reading Strategies and Print-Rich Environments**

This webinar will provide an overview of Reading Stages, print-rich environments and the importance of read a-loud in Early Learning Environments.

**Duration: 35 minutes**

### **Stratégies de lecture et milieux riches en imprimés**

Ce webinaire présente un aperçu des étapes de la lecture et des milieux riches en documents imprimés et souligne l'importance de lire à haute voix dans les environnements d'apprentissage de la petite enfance.

**Durée: 20 minutes**

# THE RESOURCE CENTRE

Contact the Resource Centre to find out how you can borrow quality learning materials which include, natural play-based educational kits, books, multimedia, publications and access to specialized software and equipment.

TO ACCESS RESOURCES:

EMAIL: [RESOURCE@CDRCP.COM](mailto:RESOURCE@CDRCP.COM)

CALL: 905-507-9360 X311

FOR HOURS OF OPERATION VISIT: [WWW.CDRCP.COM](http://WWW.CDRCP.COM)

