

Strengthening the foundation of our community,  
one family at a time



Today 'N' Tomorrow



Learning Society

2018-2019 Annual Report

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## Our History:

The Today 'N' Tomorrow Learning Society (TNTLS) is a small not for profit organization whose goal is to strengthen community and families. The organization oversees three initiatives: Today' N' Tomorrow Young Parent Program, Teddies 'N' Toddlers Daycare Centre (birth-3 years) and Little Friends Early Learning Centre (3-5years).

TNTLS has been serving young parents since 1993 in conjunction with School District 71 and community partners.

We are supported by local community members on our Board of Directors, who consistently provide ideas and energy to continue growing our society and services.

## Our Guiding Principles:

#1 To serve our Young Parents and expand the program to truly meet each family's ever growing and diverse needs.

#2 To be the best quality early learning childcare centre In the Comox Valley.

#3 To be the best quality early learning childcare centre employer in the Comox Valley.



## Our Mission:

To cultivate a safe, supportive and nurturing learning environment. To strengthen community one family at a time through connection, quality caregiving, and parenting support.

## Our Vision:

An inclusive atmosphere where children and families feel respected, encouraged, and able to fulfill their potential.

## Our Values:

**Safety** We provide a safe environment for all.

**Inclusion** We are an inclusive environment that honors and respects diversity.

**Fiscal responsibility** We will continue our commitment to provide accessible and affordable childcare.

**Quality employer** We will continue to actively recruit, train, and retain highly qualified, dedicated, and committed staff. We support opportunities for professional development, a positive work environment, and recognition for staff accomplishments.

**Accountability** We believe in open lines of communication, transparency, integrity, and fairness

**Positive Learning Environment** We provide developmentally appropriate programming to support the cognitive, social, emotional, and physical development of our children. We encourage the development of communication skills by providing opportunities for language development through listening, speaking, social interactions, and phonemic awareness skills (skills that support literacy skills). We encourage the development of social skills by helping children learn about turn taking, sharing, empathy, cooperating, how to handle emotions and self-regulation.

**Growth and Innovation** Commitment to providing space and programming to meet each families diverse and every growing unique needs.

**Partnerships** Relationships are of utmost importance. We believe in mutual respect, trust, and honesty. We value partnerships that help strengthen, empower, and increase capability.

**Environmental Stewardship** : At TNTLS, we love to play outside every day! Rain, snow, or shine, we are always eager to embark on new adventures and explore the nature around us. The Comox Valley is rich with opportunities to teach our children about our precious environment.



## 2019-2020 Improvement and Planning Projects:

- Fenced natural forested outside play space
- Outdoor climber in the toddler's yard
- Lending library/ book exchange for our families
- Charity status
- Applying for new facility grant funds in partnership with SD71
- New logo and updated website to reflect our internal and external changes



## Continual Improvement of Organizational Quality:

- Pursue program grants to improve deliverables
- Offering more unique professional development workshops and team building activities
- Updating the parent handbook, policy & procedure and the human resource manuals.
- Parent and teacher annual surveys for feedback
- Continuing to nurture collaborative community partnerships



# Overview from the Executive Director

The 2018/2019 year flew by, supporting students in achieving their goals and helping families by delivering caring quality childcare. I hope you enjoy reading through the program updates and happenings in the Annual Report.

This has been a very exciting year for the Today 'N' Tomorrow Learning Society and remains so as we celebrated 25 years of successfully serving our community. We held a fantastic, fun-filled family event and BBQ for all current and past alumni and anyone who has contributed to the program over the years. We couldn't have held such an event without the amazing support of volunteers from the board and community.

We are very proud of the students who worked hard this year. We had one student successfully graduate while we continue to support current Young Parents and alumni that are pursuing their educational goals.

We have filled two leadership roles this year: a new Manager, Rebecca Kleinman, and Janis Elliot, Young Parent Coordinator- both have been a welcomed compliment to the team. Rebecca was hired in October as TNTLS' new childcare Manager. She has worked well together with the teachers this past year delivering quality care to our Young Parents, children and families. In the 10 months since Rebecca's arrival, we have accomplished many projects from planning to completion. Both facilities have undergone a facelift inside and out as well as from within our team philosophy. We have focused on rebuilding the foundation of quality care and early learning in our programs. Janis Elliott was hired part-time in the Spring to train in the position of Young Parent Coordinator. She has enhanced the nutritional component of the hot lunch program which has added a new flare to our meals .

Our bookkeeper extraordinaire, Sheila Macdonald has continued to help streamline inefficiencies and provide essential administrative services to our families. Together we have supported staff and assisted the Board with projects that affect all three programs and the Society as a whole.

We strive each year to improve our individualized support and outreach to young parents and enhance the childcare programming for our community families in the Comox Valley.

Thank you for your support, on all levels, for the past, current and future success of the Today 'N' Tomorrow Learning Society. If you have any feedback, suggestions or other reasons to connect, feel free, at (250) 338-8445 or [ed@tntls.com](mailto:ed@tntls.com)

A few words from supporting parents:

"Love the positive of both child AND teacher-centred changes being made all over."

"The staff! They are fun, kind, gentle, empathetic, safe and caring. All things I could hope for in a provider when I cannot be there."



Natalie Robinson,  
Executive Director

# Annual Snapshot

## Facility Program Changes: Physical and Philosophical:

After 25 years, the items collected in our storage were carefully reviewed, donated, sold and disposed of as we moved away from plastic and adopted more natural, open-ended material.

Little Friends has a re-vamped play-hill, a new pump track and run bikes.

A new shade shelter and hill structure have been erected in the Infant yard.

Wonderful material and loose parts donations from community and family members as we transitioned from close-ended plastic toys to open-ended natural materials.

An indoor climber and play equipment as well as new cubbies were erected for the infants and toddlers.

Adopted emergent curriculum and group care as we moved away from Primary care



## Continual Improvement of Organizational Quality:

Our successful professional development workshops: Highscope and a Reggio Emilia based workshop with one on one teacher/facilitators bringing the Centre together with a cohesive teaching philosophy.

TNTLS coordinated with MCFD, CVCDA and other community partners speak at our staff meetings on topics related to our families. It was well received and we will continue this initiative next year..

TNTLS arranged with CVCDA to have more support hours funding for some of the children in our care. Teachers received one-on-one training with the support worker coordinator Angie Dejersey.

Hiring, training and retaining quality educators including teachers earning a liveable wage.

Creation and distribution of YPP Program Rack cards to raise awareness of the program..

Fostering collaborative partnerships with professionals and other community organizations as active local committee members for numerous local projects and planning initiatives such as: The Early Years Collaborative, the Valley Dads/Valley Child initiative, the Comox Valley Child & Youth Matter, the Perinatal Advisory Committee, the Healthy Babies Steering Committee, the Childcare Administrator of the North Island group and the Young Parent Programs of BC.

# 2018/2019 Statistics

Hot Lunch Meals  
Served:

**3240**

Mileage of YPP  
Coordinator:

**8,489.07 KM**

Hours of outdoor playtime:

**1640**

Total  
donations  
and grant  
funds:  
**\$32,847.00**

Number of Community  
partnerships: **18**

Staff  
Development/  
teacher train-  
ing hours:

**326**

Number of  
families on  
the wait list:

**225**

Volunteer  
hours:

**548**

Child develop-  
ment support  
hours:

**922.25**

Number of  
families re-  
ceiving  
CVCDA sup-  
port: **8**

Number of  
families at  
the childcare  
centre:

**52**

Number of child-  
care spaces  
filled: **12**

YPP: 2  
Attendance  
**83%**  
Graduate rate:  
**50%**

Families Homeless  
at some point in  
the year: **5**

Families linked to  
the Ministry: **20**

# TNTLS Childcare Programs

The Society had a very full year, with many exciting changes to the childcare centers both physically and as an organization. We remain committed to developing a team of early learning professionals and providing quality care for the families in our programs.

Our partnership with North Island College and SD71 continues to thrive. We had a NIC practicum student placement in our Little Friends program, Maddie was a wonderful addition to the classroom and the students loved her emergent curriculum unit on bees. We had students from Vanier complete some work experience hours: doing art with the children. An EA Jennifer Moses and one of her students spent an hour/once a week visiting with the toddlers: reading stories and helping with snacks. We continue to partner with the Family Studies grade 12 class to have an outside learning partnership time once a week: where the students and children will interact together playing games, artwork, and gross motor activities in the field. The Little Friends students: attended G.P. Vanier's 50<sup>th</sup> Year Celebration to sing Happy Birthday in the assembly and helped organize and host a year end BBQ for the students to raise funds for their own graduation! Our established partnership with Vanier teachers and students is increasingly successful!

We consistently experienced a shortage of teachers and were unable to fill the programs to capacity. Currently we are operating at full capacity. The society can maintain enrolment in our community childcare spaces while holding a couple spaces for our Young Parent Program and allowing for the accommodation and overflow of children needing to move on from the Toddler program to Little Friends when they reach thirty-six months. We experienced a smoother transition in filling the spaces in the programs while keeping with licensing requirements. We welcomed fifteen new children to the program this year! Although our waitlist remains extremely long, we strive to serve the needs in our community by updating the waitlist data and following procedure with new waitlist policies.

The programs had some staff turnover with relocating to another province and staff moving on to pursue other things. A new full-time teacher's position was created in the Little Friends program. We hired six new teachers. Six staff left the organization and six amazing new teachers joined: two were recent graduates from North Island College and one of the two was a former young parent. Our teachers are highly qualified, and most are continually doing on-going upgrades for qualifications. The Society has: five Infant Toddler Educators, three ECEs, and three ECEAs. We have met all our licensing requirements in each classroom and then some! Training, coaching and mentorship has been a priority for our Society as we rebuilt our team this past year.

TNTLS partnered with Creative Employment for wage subsidy grants to cover training costs of two new eligible hires. Federal summer student funding was again granted for two students over July and August. The provincial wage enhancement program started this year for our teachers, with an additional \$1.00/hour for all certified ECEs. These are also very exciting times for professionals in early childhood education due to the bursaries available for education.

I want to thank our committed board of directors, Natalie our Executive Director and of course our dedicated team of teachers, we look forward to another very successful year together.



**Rebecca Kleinman**

**Manager**

# TNTLS Young Parent Program

- The program celebrated the graduation of one young parent from Glacier View Secondary, we supported two young parents in their goals to graduate, and we supported two young parents in their post secondary endeavors.
- Activities: Swimming lessons for Moms and babes, attending gym for health and wellness, vision board workshop,
- Volunteerism and leadership: A young mom helped prepare food for the AGM, assisted in the childcare centres and dedicated time to build the slide-hill as give back opportunities.
- Mental Health Counselling was arranged and Mom was supported to attend by YPP
- Numerous guest speakers on topics of mindfulness, self care, Mental Health, parenting and attachment.

The Young Parents (YPs) and children continued to have support from the five program components: a designated school counsellor, local health nurse, the outreach coordinator, the ECE staff and many other community resources.



# Special Recognition

We are very fortunate for the generous contributions from three long term sponsors. We would like to recognize their continued support that has directly boosted our programming for over two decades:

- The Soroptimist International of Courtenay donated funds this year for new equipment, the infant yard gazebo and storage units for Little Friends totalling \$4,500.00
- The Ladies Auxiliary RCL Branch 160 Comox donated funds this year towards new run bikes, tables and chairs.
- The School House Quilters donated a number of hand-made blankets this year and every year for the past 20 years.



**We would like to especially acknowledge our Board of Directors who served over the 2018-2019 year:**

Emma Thompson, Chloe Berkenstock, Shannon Bresch, Greg Chadwick, Sallie Crawford, Thomas Dargie, Jenny Deters, Kristina Gilchrist, Christina Majcher, Sarah McMahon, Vanessa Metcalf, and Lesley Fettes

TNTLS gratefully acknowledges all of our donors, supporters and volunteers.

*Apologies to anyone we inadvertently missed!*

We acknowledge the financial support from the Province of British Columbia, the Ministry of Education, and the Ministry of Children and Family Development.

The following are some of our many partnerships and sponsors:

1000X 5 Children's Book Project  
Beaufort Cycles  
Value Village  
Creative Employment

Innov8 Digital Solutions  
Thrifty Foods  
Home Depot  
Pilon Tools and Rentals

School District 71  
Lifelong Learning Society  
Mackenzie Gartside & Associates  
Daryl Robbins Notary & Accounting Services

Investors Group  
Design Therapy Inc.



We would like to thank all of our individual volunteers that have kindly shared their time and talents with TNTLS.

Dan May, Kate Peatfield, Alan Fuestel, Nicole Gavac, Hunter Cail, Mike Stocks, Raiden & Shannon Bresch, Adam Berkenstock, Mr. & Mrs. Wikman, Tasha Wikman, Cory Nepinak, Nikki Mahy, TJ Stagg, John Miller, Grant Miller, Owen Hall, Andrew & Jodie Kleinman, Tim Horner, Bruce Crawford, Rose Marsolais, Breanne Gale, Laika Heflin, Kai Heflin, Cliff

**Boldt**, Peter Ashmore, and Kris Shoup

