

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



Today  **Tomorrow**
Learning Society

2019-2020 Annual Report

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Our Frontline Heroes

These team members risk their own personal health, their family's health and their livelihood each day to care for the littles that grace our childcare centres. They are the reason we can continue to operate and offer this invaluable service to our community. Thank you TNTLS teachers!



Amber Ferguson
ECEA at LF



Ella Klobchar
ECEA at LF



Jennifer Lockhart
ECE at TNT



Jessica Grant
ECEA at LF



Jillian Delucry
ECE, IT at TNT



Karissa Grabowski
ECEA at TNT



Krystal Macleod
ECE at LF



Sara Pastora-Baca
ECE, IT, SN at TNT



Orlina Barrios
ECE, IT at LF



Pamela Runge
ECE at TNT



Rae Schinbein
ECE at TNT

We would like to acknowledge our 2019-2020 Volunteer Board of Directors:
Chloe Berkenstock, Zoe Campbell, Sallie Crawford, Thomas Dargie, Kristina Gilchrist,
Justina Johnson, Christina Majcher, Sarah McMahon, Vanessa Metcalf, Laura Miller
and Kate Peatfield



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 family's diverse and evergrowing 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.

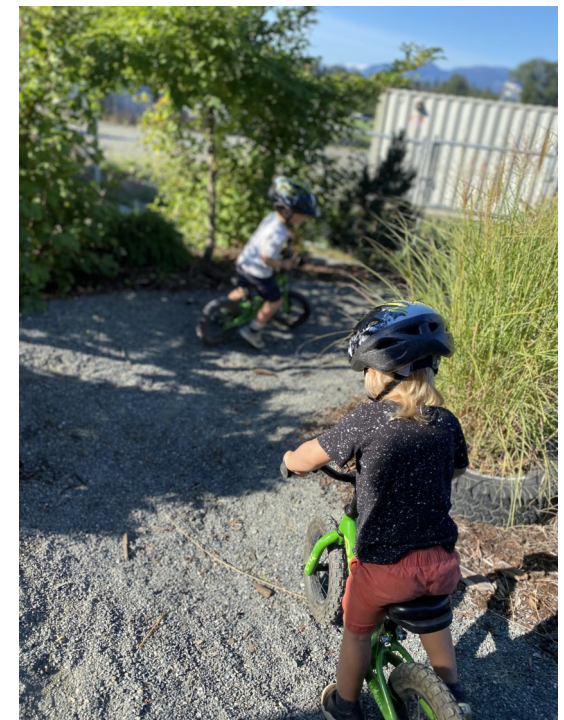
Environmental Stewardship At TNTLS, we love to play outside every day! Rain, snow, or shine, we are always eager to embark on new adventures and explore the nature around us. The Comox Valley is rich with opportunities to teach our children about our precious environment.

2020-2021 Improvement and Planning Projects:

- New sandbox and music wall for Infant yard
- Outdoor climber and repair/expand sandbox in the toddler yard
- Build an additional shelter, music wall, wooden platform and repair sandbox at Little Friends
- New floors and windows and dishwasher for TNT
- Apply for Registered Charity status
- Apply for new grants to build a new facility
- Apply for new grants to support COVID health and safety protocols
- Update board governance documents and improve strategic planning

Continual Improvement of Organizational Quality:

- Pursue grants to improve TNTLS deliverables for both the Young Parent and childcare programs
- Offer unique professional development workshops
- Continue hiring, training and retaining quality educators
- Improve teacher wages and increase paid number of Personal Health Days
- Update policy & procedure and the human resource manuals
- Continue to conduct parent and teacher surveys
- Continue to nurture collaborative community partnerships
- Continue to support practicum students



Overview from the Executive Director

The COVID-19 pandemic has had a global impact and locally, the Comox Valley is no exception. The world experienced a huge shift in March and that change has certainly had a large impact on childcare as infrastructure and the way we are able to provide on-going quality early learning in our own childcare centres. We rose to the occasion and met the call for action when other centres were still navigating the risks. There was little disruption in our wraparound service and support to our young parents as outreach continued, just a bit differently through these difficult times. Our deliverables have evolved however we consistently strive to support 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.

We have filled two leadership roles this year: a new acting Manager, Chelsea Field while Rebecca Kleinman is enjoying motherhood on her maternity leave, and Ashley Dicus Young Parent Coordinator- both have been a welcomed compliment to the Leadership Team. Chelsea was hired in February 2018 to our Infant program. She has collaborated well with the teachers and been a beacon of light since her return in June. The team has adapted to the ongoing changes in licensing regulations and health updates. The team has shown great resiliency to ever-evolving protocols and policies in order to keep everyone safe and healthy. Ashley was hired in February and continues to build strong relationships with our young parents, our team and the community.



Natalie Robinson
Executive Director

Behind the scenes, our bookkeeper extraordinaire, Sheila Macdonald has continued to help streamline administrative tasks and offers organizational insight to our leadership team. Together we have been able to increase our teachers wages, apply for grants and funding and have 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

Annual Snapshot

Facility Program Changes: Physical and Philosophical:

- Answered the call for childcare during a global pandemic, adapted to new and ever-changing COVID protocols
- Toddler yard roof structure, woodchip barrier upgrade under trees, garden boxes, music wall and art wall
- Lending library/ book exchange for our community
- New logo and updated website to reflect our internal and external changes
- Purchased program cell phones for safety and more comprehensive posting to the Seesaw application and to improve communication with families
- New indoor paint of TNT facility
- Entrance, staff room, and staff bathroom facelift including installing lockers for personal items in response to teachers requesting more intentional calm space to recharge
- Updated Parent Handbook and childcare policies
- The creation of a Natural Play Yard with a greater focus on nature based education



TNTLS Childcare Programs



Rebecca Kleinman

Manager

In June, I returned to work in a new capacity as Acting Manager, to carry on the hard work of Manager, Rebecca Kleinman. It is a privilege to step into this position and to continue her leadership path of building a great team and promoting connection and a positive work culture here at TNTLS. We have been successful in transforming our facilities into natural educational spaces both indoors as well as outdoors. We remain committed to developing a team of early learning professionals and providing quality care for the families in our programs.

We had a challenging summer in terms of staffing. We have consistently experienced a shortage of qualified teachers especially over the last few years and now especially after March, with some that still have not returned due to the pandemic. Teacher illness continues to be a daily challenge in maintaining ratios and providing quality care.

Our teachers are highly qualified, and most are doing on-going upgrades for qualifications. In support of lifelong learning we hosted a Reggio Emilia workshop for our team in November. In addition, last fall each of our teachers completed their FoodSafe certification. We currently have: 4 Infant Toddler Educators, 4 ECEs, and 4 ECEAs. We have met all our licensing requirements in each classroom and then some! We have focused on teamwork, adapting, communicating, and supporting each other through this pandemic.

We had some important facility upgrades this past year. Last October, Home Depot donated and installed the toddler Shelter. TNT received a much-needed facelift with a new coat of indoor paint. Internally, we updated our Parent Handbooks and childcare policies. We had a successful Federal Summer Student grant application; funding was again awarded for two students over July and August. With our support and funding from Pacific Care, the students obtained their Responsible Adult certification and were able to be included in our programming ratios. The provincial wage enhancement program also continued this year for our ECE certified teachers, with an additional \$2.00/hour.

Our partnerships with North Island College and SD71 continue to thrive. We had students from Vanier complete some work experience hours, doing art with the children. We continued to partner with the Family Studies grade 12 class to have an outside learning experience once a week: where the students and children will interact together playing games, artwork, and gross motor activities in the field. Our established relationships with Vanier teachers and students are increasingly successful! In addition, we have partnered with Vancouver Island Vocational and Rehabilitation Services (VIVRS). With the support of a community outreach worker, we have welcomed Erik Hedley who volunteers twice a week at Little Friends while he is taking ECE courses and pursuing his goals to work with children.

We have an incredibly engaged team and I speak for all of them when I share that, as we navigate these uncertain times ahead, we are all looking forward to doing it together.



Chelsea Field

Manager

TNTLS Young Parent Program

I came in to this organization in February, hitting the ground running as Young Parent Program Coordinator and have not looked back. It is an honour to serve our young parents and support them in any way possible, for them to be the best that they can be. Here are a few things we accomplished this year:

- Created, updated and distributed new rack cards to community supports all over the Comox Valley to help raise awareness of our YP Program
- Created COVID friendly opportunities for connection with the importance of social and emotional wellbeing amongst the YPs through field trips such as Beach days, paddle boarding on the Lake, picnic's, Nature walks, playgrounds, Nature Parks
- Covid-19 support: Transportation, Basic Needs, Food Security, Housing Support, Social Distance outings, emotional/Mental support, check ins via phone, text and or person
- Volunteerism and Leadership: young parents assisted in the childcare centers, planted flowers and plants around the center, built toy tool bench for the childcare center, a young parent attended a Coalition to End Homelessness Meeting
- Two young parents and myself completed the Responsible Adult in Childcare Setting training course
- Supported two young parents in their goals to graduate and 5 alumni

We are look forward to the year ahead together and expanding programming to support young parents in being more independent, for example attaining their driver's licence.



Special Recognition

We would like to recognize and thank the following supporters for their generosity:

- The Cail family for assembling and installing our new outdoor storage sheds.
- Peter Ashmore for his continuously thoughtful handcrafted outdoor play yard contributions.
- All SD 71 maintenance crews, our yards and facilities would not be the same without their continued care and attention each year.

Apologies to anyone we inadvertently missed!



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

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

Innov8 Digital Solutions

School District 71

Investors Group

Beaufort Cycles

Thrifty Foods

Lifelong Learning Society

Design Therapy Inc.

Value Village

Home Depot

Mackenzie Gartside & Associates

Creative Employment

Pilon Tools and Rentals

Daryl Robbins Notary & Accounting Services

Pathways to Healing

MCFD

Soroptimist CV

Schoolhouse Quilters

Association of Professionals Serving Young Parents

Ladies Auxiliary RCL Comox Branch