

**ECE
POW!ER** aecceo
Association of Early Childhood Educators Ontario

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Association of Early Childhood Educators Ontario



Annual Report 2017 – 2018

Message from Board President

In times of uncertainty, it is always comforting to know that some things continue to evolve and even thrive under challenging circumstances. Such has been my experience as President of the Association of Early Childhood Educators Ontario. During the past two terms, our organization and our sector have seen incredible changes, many of them positive and most of them encouraging. It has been my privilege to sit around the Board table with like minds of intelligent, innovative and inspiring women who collectively, have the best interests of RECEs and children and families at the forefront at all times. The long list of accomplishments of the AECEO staff team is a clear indication of their commitment to and deep understanding of the professional voice of the Early Childhood Educators across our province. The AECEO is an outstanding organization that has moved our profession forward and will continue to do so under new leadership and a strategic plan that will work diligently to represent and express your collective views on the key issues influencing our sector. Thank you for your membership and for your trust in the work of the AECEO, and my parting challenge to each and every one of you is this: go out and recruit just one member.

Together we will make a difference!



Message from Coordinator/Director

Together with our members and Early Childhood Educators across the province we are building a strong collective voice so that we – as a profession – can influence the very policy and legislation that shapes our work with children, families and the community. Through this work, we are breaking down barriers to unite all Early Childhood Educators, to stand side-by-side with one another, to show the public that we are a strong, resilient and connected profession. This is the important work of Association of Early Childhood Educators Ontario that sets us apart from our regulatory body, the College of Early Childhood Educators. Two different organizations, serving different purposes, but both work in tandem to raise the standards of the early childhood profession.



BOARD OF DIRECTORS

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Secretary

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Treasurer

Shannon Sveda, RECE

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Ruth Houston, RECE

Donna Kotsopoulos

Safra Najeemudeen, RECE

Anne Wright, RECE, AECEO.C

Michelle Edey, RECE

(resigned in year)

STAFF TEAM

Lyndsay Macdonald, RECE - Coordinator/Director

Sue Parker, Office and Membership Administrator

Sonia Tavares, Community Organizing &
Communications Coordinator

Lena DaCosta, Manager Professional
Development/Marketing (to December 31, 2017)



THANK
YOU

VOLUNTEERS

Thank you to our valued volunteers; your time, talents, skills and energy are key to our success! Your dedication to the organization and contributions are important and very appreciated.

THANK
YOU

"Volunteers do not necessarily have the time; they just have the heart" - Elizabeth Andrew

TRANSFORMING WORK IN ONTARIO'S EARLY YEARS AND CHILD CARE SECTOR



In October and November 2017 over 4000 RECEs and early years staff responded to the AECEO's consultation survey that helped to inform the recommendations that the AECEO's Decent Work Task Force made to government on behalf of RECEs in Ontario. We made 6 recommendations in our report, they are:

1. Develop a new base funding approach to early years and child care programs in Ontario that will ensure quality, affordability and access. A new system of base funding will include substantial increases to operational funding to keep services affordable while ensuring professional compensation, good working conditions and supports for registered early childhood educators (RECEs) and early years staff.
2. Implement a provincial wage scale with a \$25/hr minimum for RECEs, and a benefit package; including paid sick and personal leave days. The wage scale must inform base funding, while recognizing the level of education and years of experience for RECEs and staff in accordance with pay equity principles. In the interim, maintain and immediately extend the Wage Enhancement Grant/Home Child Care Enhancement grant to establish a minimum wage of \$25/hr for all RECEs.
3. Develop and implement an Early Childhood Workforce Learning Framework which will enable such quality-related staff supports as paid time for professional learning and expanded opportunities for acquiring and upgrading qualifications.
4. Create practitioner roles and identify educational requirements alongside a career ladder that will strengthen program quality while formally recognizing the value of credentials and experience. This initiative will support the recruitment and retention of registered early childhood educators and provide a greater incentive to make ECEC a life-long career.
5. Change the positions of full-time Designated Early Childhood Educators working in the publicly-funded school systems to year-round and salaried status with compensation commensurate with other full time educators in the public education systems.
6. Commission an external review of the Full-Day Kindergarten educator team and classroom conditions to inform future planning and development.

The recommendations report was delivered to the Ministry of Education on November 21, 2017 and was used to advise their workforce strategy, Growing Together: Ontario's Early Years and Child Care Workforce Strategy, released 2018.

BUILDING ECE POWER FOR CHANGE

The Professional Pay & Decent Work project continues to build power as registered early childhood educators from across the province join together in an ECE led movement for decent work. From sharing our stories, to hosting local events that raise awareness and increase support for improved wages and working conditions - RECEs, early childhood staff, and parents are effectively organizing for quality, affordable, accessible early years and child care programs that have decent work for educators at the heart.

The AECEO has been working closely with our partners, the Ontario Coalition for Better Child Care (OCBCC), Institute for Change Leaders (ICL) and the Atkinson Centre for Society and Child Development. Together, we are focused on honing the strength and skills of the early childhood (EC) workforce to build an ECE led movement. We will continue to build the power needed to induce public policy progress on wages and working conditions for registered early childhood educators (RECEs) and staff in Ontario. Engaging a critical mass of informed supporters will build the AECEO's power - bring our campaign to the next level and reinforce our position as the voice for RECEs in Ontario.

Early Years Coalition - Waterloo Region



Early Years Professionals Rise UP T.O. & Halton Advocates for Quality Child Care



ECE Unite - Thunder Bay



ECE/ÉPE Power - Ottawa



In 2017 we partnered with Olivia Chow and the Institute for Change Leaders to host the Building Skills for Change leadership training in four cities/regions: Toronto, Ottawa, Waterloo Region and Thunder Bay.

We have trained over 100 RECEs parents, and child are workers in the Ganz organizing framework and that has helped to spur the creation of 5 local Communities of Practice (CoPs) that are working with the AECEO as decent work teams to organize and build capacity in their local communities.

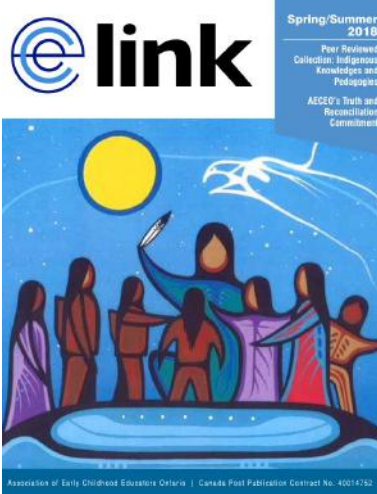
This year, we provided a second training workshop to follow up by deepening local team engagement and infrastructure, expanding reach, visibility and partnership, and continuing to foster credibility and relevance to build our effectiveness and capacity.

ECE POW!ER

Early Childhood Educators fighting for decent work!

COMMITMENT TO TRUTH AND RECONCILIATION

OUR COMMITMENT



The AECEO Board of Directors has made an active commitment to participate in and support the process of reconciliation with First Nation, Métis and Inuit People and communities in Ontario and across Canada.

In March 2017 a Guiding Committee on Truth and Reconciliation was formed. Guided by the Truth and Reconciliation Commission (TRC) Calls to Action, the AECEO is committed to a process of shedding our colonial processes that have failed, in the past, to provide equitable opportunities for Indigenous educators to share their knowledge, traditions and teachings.

We will work internally on our own policies, practices and procedures and externally to share Indigenous ways of knowing and learning with our members and all ECEs and early years staff in Ontario. As the professional association for all ECEs in Ontario it is our responsibility to provide culturally safe opportunities for First Nations, Métis and Inuit educators to have their own voice within the AECEO.

We are reaching out through our membership, networks and partners to encourage Indigenous ECEs, leaders, Elders and non-Indigenous allies to join the Guiding Committee

NEW AND IMPROVED



This year we were very excited to present a revamped and improved eceLINK. The new fresh design that featured a Peer Reviewed Collection, on the topic of Collaborative Practice and Pedagogies was released in Fall of 2017.

The Editorial Committee will continue developing new, regular eceLINK features that will add interest and value to the publication for AECEO members for years to come.

Much appreciation and thanks go to the eceLINK editorial committee for their hard work and expertise:



Rachel Langford, RECE, Ph.D. Editor of the Peer Reviewed Collection
Brooke Richardson, RECE, Ph.D. Publication Co-Chair
Laura Coulman RECE, Ph.D. Candidate, Publication Co-Chair
Veronica Pacini-Ketchabaw, Ph.D.
Goranka Vukelich RECE, Ph.D.
Shani Halfon RECE, MA ECS

We hope you enjoy reading eceLINK as much as we do putting it together!

many thanks

Thank you to the many community partners and collaborators we have worked with throughout the year.....



Affiliated Services for Children and Youth
Algonquin College
Andrew Fleck Children's Services
Association of Community Organizations for Reform Now
Association of Early Childhood Educators of Alberta
Atkinson Centre for Society and Child Development
Atkinson Foundation
Brock University, Faculty of Education
Canadian Child Care Federation
Canadian Union of Public Employees Ontario
Centre pour enfants Temiskaming Child Care
Child Care Advocacy Association of Canada
Child & Community Resources Sudbury
Childcare Resource & Research Unit
College of Early Childhood Educators
Conestoga College
CUPE Local 2484
CUPE Local 503
Early Childhood Community Development Centre
Early Childhood Development Association of PEI
Early Childhood Educators of British Columbia
Early Childhood Resource Teacher Network of Ontario
Equal Pay Coalition
Family Day
Family Supports Institute Ontario
Fanshawe College
Fight for 15 & Fairness
George Brown College School of Early Childhood
Home Child Care Association of Ontario
Humber College
Institute for Change Leaders
IWD Toronto Planning Committee
Math Knowledge Network
Milton Community Resource Centre
Mohawk College
Mothercraft College

Niagara College
Ontario Coalition for Better Child Care
Ontario Early Years Centre Provincial Network
Ontario Nonprofit Network
Oshki-Pimache-O-Win Wenjack Education Institute
Ryerson Student Childcare Advocacy Association
Ryerson University, School of Early Childhood Studies
Science of Early Child Development/Red River College
Sheridan College
Seneca College
St. Clair College
St. Lawrence College
St. Stephen's Community House
The Halton Resource Connection
Toronto Coalition for Better Child Care
Toronto East Enders for Child Care
University of Guelph-Humber
YMCA Ontario



Thank you!

As Donors you make a difference! We would like to thank and recognize the following individuals whose donations have made a great impact on the work that we do. We are grateful for your donations and support. Thank you!

OUR DONORS

Ashwaq Abbas
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Christine Warner
Andrea Welz
Elaine Winick
Brenda Wright
Sinai Wycoco
Leona Xie
Nermeen Yousef
Leah Yuyitung

Become a Member

We are committed to work harder, work smarter and organize more ECEs to build power for change. The Association of Early Childhood Educators Ontario will continue building a strong collective voice for all early childhood educators, who are the heart of our communities.

With more than 55,000 registered ECEs in Ontario, we can make a difference when we come together. Please join or renew your membership with the Association of Early Childhood Educators Ontario so that we can continue our important work of supporting all ECEs in the province.



Together We are Stronger! Join us Today!



1920

Telephone
inquires handled

870

NEW MEMBERS

233

PROFESSIONALS

625

STUDENTS

12

CENTRE/ORGANIZATION



5456

Kilometres travelled
supporting RECEs across
Ontario



51

Partnerships with
community organizations
& colleges

8084

Signatures in support of
our Professional Pay
and Decent Work
campaign



Petition closed at

10489

signatures



74

DONATIONS

Thank You!

100

ECEs trained on
Building ECE Power
for Change



3348

New Likes



1442

New Followers

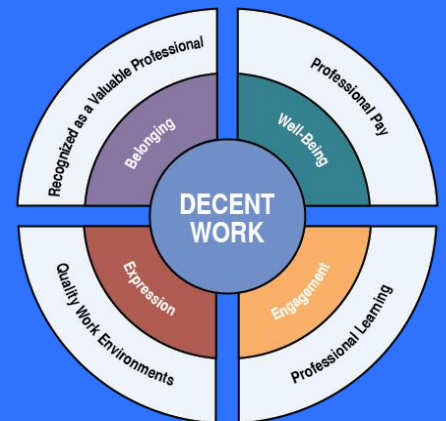


293

Followers

48

Organizations endorsed
Decent Work Charter



247

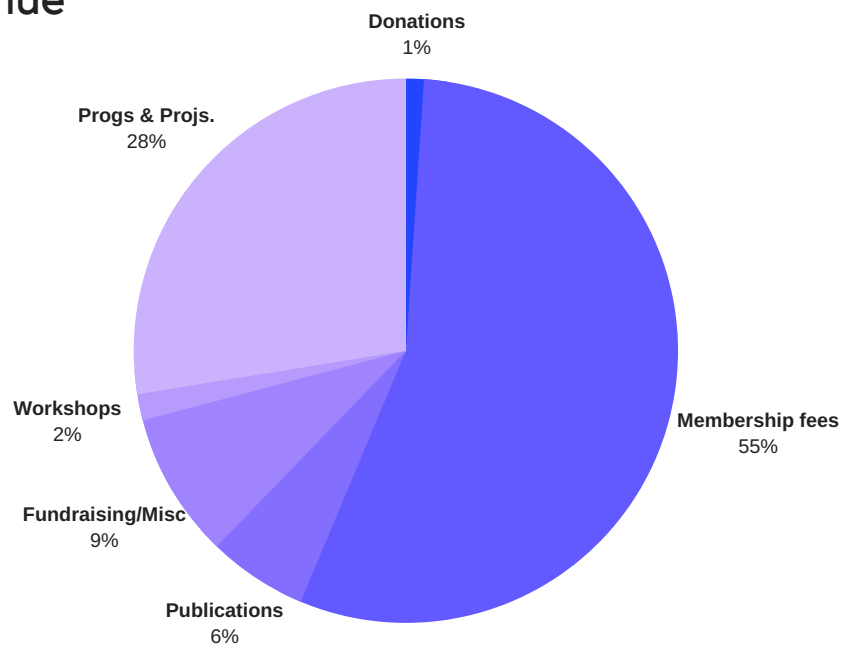
E-Newsletters



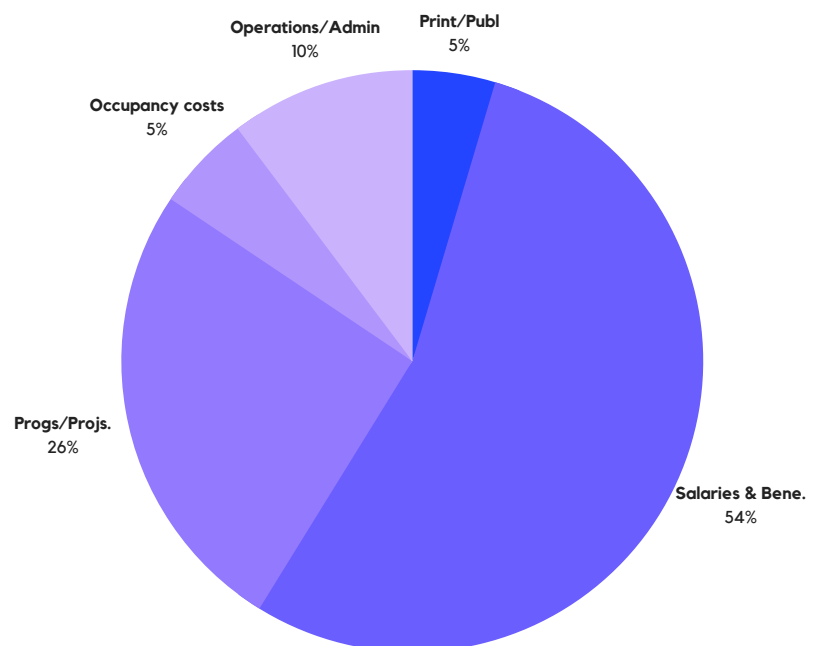
4000

ECEs consulted and
completed survey for
Task Force's
policy recommendation

Revenue



Expenditures



Note:

- Salaries & Benefits are net of program allocations.
- Occupancy costs are net of recoveries.

