

# 2010-2011 Silver Phase Summarized Report

Peterborough's Early Learning and Child Care Community Commitment to Best Practices in High Quality Child Care

Each year, as we move through the process of meeting the equitable and meaningful standards of quality established through Raising the Bar for our early learning and child care community, information is gathered to summarize the progress and efforts made by the participating programs.



**Raising the Bar**  
Early Childhood Education  
An ASCY Community Initiative

The silver phase review year took place from April 1, 2010 to May 20, 2011. The data in the tables below are derived from the activities that occurred during the silver review year, and took place over a 13 month timeline. The information collected for this report was achieved through attendance lists from professional development (workshops, seminars and networking groups), impact surveys from the child care community administrators, and documents completed during the Raising the Bar on Quality Peer Review process.

*\*Note: in the following tables the bronze phase data (appears in brackets), is found alongside the silver phase data.*

*\*Also note: The Bronze phase took place over a 19 month period which began on September 1, 2008 and was completed on March 31, 2010.*

Results from phase two of the project outcomes show a significant increase in staff engagement through staff meetings and surveys. There was also noteworthy change in the number of child care centres employing an environmental assessment tool to evaluate their program twice each year and utilizing the information gained, to provide a more responsive program for young children.

The positive impact of the implementation of networking groups as well as increased participation in professional education was also apparent at the end of the review year. **92 individuals** were awarded platinum recognition (exceeding 10 events or 20 hours of professional education) for their efforts towards increased professionalism in the field of early learning and child care.

<i>Challenges</i>	<i>Successes</i>
<p>Time, time, time and time! The challenge of finding enough time to complete the tasks necessary for every day operations of a child care program as well as Raising the Bar has been identified as a disadvantage. There were also comments regarding the pressure to keep up with the rest of the community and the increase in workload.</p> <p><i>"Managing program, paperwork and committing time every week for RTB can be tricky when also balancing family/home life."</i></p> <p><i>"-Just finding time to complete the final stage -finding time to work with people to meet the goals"</i></p> <p><i>"The pressure you put on yourself to do the best job you can.... There is pressure to keep up with everyone, without feeling like a failure."</i></p> <p><i>"The biggest challenge is the coordination of new standards and change management for front-line workers who may not have the time and conviction to change their ways."</i></p> <p><i>"With each level time becomes an issue. We have the full support of the organization. Staff changeover and full day learning is coming in. Having more time for mentoring staff."</i></p> <p><i>"Extra staff is needed for me to have more office time to complete and read material related to RTB- This comes at a cost to the program."</i></p>	<p>The participants engaged in Raising the Bar are most proud of their contribution to the relationships they have created and nurtured both within their own programs and with peers in the child care community.</p> <p><i>"Brings the community together – working towards a common goal."</i></p> <p><i>"Strengthening ELCC community relations: Cooperation and support as opposed to competition and judgement."</i></p> <p><i>"It has created supportive networking with the child care community. We are all in it together. Sharing ideas, policies etc..."</i></p> <p><i>"Our Centre seems more alive with activity, lots of pride and hearing great compliments from parents and visitors."</i></p> <p><i>"I am proud of myself and my accomplishments. RTB has helped me out as an administrator; become more efficient and more organized, and has helped me become a better educator."</i></p> <p><i>"The gains the staff have made with the new curriculum and working together to have fun and be inspired. I am loving when they come to see me in the office with an idea and plan to make it go – the excitement is fantastic!"</i></p>

When developing the logic model for the RTB project, the Investing In Quality committee designed the measurable outcomes by linking the activities identified in each standard with an appropriate output. The following tables outline the progress this initiative has made and recognizes the work that continues as the project moves through each phase.

Raising the Bar Category - Quality Assurance and Monitoring			
Activities	Outputs	Progress in Outputs 13 month timeline	Outcomes
<p>- Child Care Programs conduct annual Parent surveys in each program.</p> <p>-Child Care Centres conduct annual staff work environment surveys.</p> <p>-Delivery of environmental assessment tool workshop for all participating centres.</p> <p>-Delivery of DECA mentoring training.</p> <p>-Health and Safety training support</p> <p>-Development of Child Care Centre Action Plan (gold standard)</p>	<p>- # of parent survey's completed and returned</p> <p>-# of CCC staff survey's completed and returned (Phase 2)</p> <p>-# of DECA community mentors trained</p> <p>-# of participants participating in DECA training (other assessment)</p> <p>-# of action plans competed (phase 3)</p> <p>-# of programs in full compliance</p>	<p><b>990</b> parents were surveyed in 2010-2011.  <b>357</b> surveys were returned.  <b>36%</b> return rate (40% previously in the 19 month bronze phase timeline)</p> <p><b>333</b> staff were surveyed in 2010- 2011.  <b>208</b> surveys were returned  <b>62%</b> return rate (no data for previous year)</p> <p><b>9</b> Mentors continue to provide training and support to facilitate DECA (12 previously in 19 month bronze phase timeline. Number has dropped due to changes employment for mentors)</p> <p><b>215</b> Early Childhood Educators, Resource Teachers and Preschool Consultants have been trained in the use of the DECA to date. (106 previously in 19 month bronze phase timeline)</p> <p><b>42</b> Early Childhood Educators were trained in the use of the ECERS-R to date. (8 previously in 19 month bronze phase timeline)</p> <p><b>25/25</b> participating centres are in full compliance and have clear licenses. (2 profiles are except as they are master binders for multi-site</p>	<p>Child Care Centres &amp; agencies are more equipped to monitor the quality of service on an ongoing basis.</p> <p><b>Indicator</b>            Number and or percent of participants that complete the silver level. (see RTB silver standards)</p> <p>26/27 programs that submitted for the 2010/2011 review year were successful in achieving a silver bar.</p>

**Participant comments on the impact quality monitoring has had on their program:**

**Family Involvement**

*“More thought has gone into parent communication – making it more 2-way rather than just sending newsletters and posting notices.”*

*“With these standards, we have used the feedback and survey data for making adjustments to such things as our menus and outdoor spaces. Parents also feel more involved with the centre and that their opinions and suggestions do count and do help us to make changes that will better meet their needs.”*

*“The organization continues with its long time initiatives, such as the annual parent satisfaction survey, the fun fair and the newsletter. The newsletter did take a different focus and offers not only information on our programs, but also education material on child development and ELCC practices.”*

*“Our program has always prided itself on encouraging and promoting family involvement and engagement. RTB has provided us with tools to ensure we are offering ample opportunity, and communicating those opportunities more effectively.”*

**Environmental Assessments**

*“Observing each child is still difficult for us, but we are more aware of the relationship building with each child and family – this has been a great benefit for the program.”*

*“DECA has given us the insight to focus on social and emotional development. We still support cognitive development, but not in the pattern of 1,2,3 and A,B,C. Our observations and documentation prove that the teachers are more reactive to the children’s interests and quicker to change their environment to suit their learning.”*

*“It has helped us observe the children, learn what their interests are, and plan around what they want to focus on, not what we plan. We have become child focused instead of teacher focused.”*

Raising the Bar Category - Best Practices in Management			
Activities	Outputs	Progress in Outputs 13 month timeline	Outcomes
<ul style="list-style-type: none"> <li>- Training to support the development of Policies, governance, job descriptions</li> <li>- Child Care Network &amp; Business Partner meetings</li> <li>- Develop an annual organizational planning model. (calendar)</li> <li>- Promote parent education and training opportunities</li> <li>- Promote parent involvement</li> <li>- Facilitate annual recognition event</li> <li>- Develop a template for data collection</li> </ul>	<ul style="list-style-type: none"> <li>-# of child care programs /agencies participating</li> <li>-# of training opportunities</li> <li>- Frequency (#) of Child Care Network &amp; Business Partner meetings</li> <li>-# participants attending the recognition event</li> </ul>	<ul style="list-style-type: none"> <li><b>27/32</b> Child Care Programs have signed on to participate in the project. (27/32 previously in the 19 month bronze phase timeline)</li> <li><b>19</b> Training opportunities have been offered through Raising the Bar. (33 previously in the 19 month bronze phase timeline)</li> <li><b>6</b> Child Care Centre Supervisor Network meetings have taken place from April '10 to May '11. (14 previously in 19 month bronze phase timeline)</li> <li><b>7</b> Business Partner Meetings have taken place from April '10 to May '11. (7 previously in 19 month bronze phase timeline)</li> <li><b>174</b> people participated in the RTB/ECE recognition (108 previously in 19 month bronze phase timeline)</li> </ul>	<p>RTB participants are more aware of identified best practices in the child care field.</p> <p><b>Indicator</b> Number and or percent of participants that complete the silver level. (see RTB silver standards)</p> <p>26/27 programs that submitted for the 2010/2011 review year were successful in achieving a silver bar.</p>

**Participant comments on the impact organizational best practices has had on their program:**

**Staff Engagement:**

*“Raising the Bar was the trigger for our centre to review its philosophy and policies. Parent participation was always welcome, but we didn’t offer many opportunities. Now we are offering parent surveys, parent DECA surveys, open houses, parent/teacher meetings, in-house training and a number of other opportunities.”*

*“Our organization saw a need to support staff through more professional development and moved to have staff participate in at least 15 hrs of professional development.”*

*“Having meetings more often, discussing children and family needs. The staff surveys help to see what areas, if any, we need to focus more on. We also can see what we are doing that is working well.”*

*“staff meetings have a much more involved feel to them. Staff have opportunities to engage in the decision making process, more transparency between association, administration and staff has allowed staff to feel more part of the program overall. Their understanding of the position of the supervisor has also allowed for overall respect and appreciation for each other’s roles and responsibilities.”*

*“We agree that meeting often is one key component to quality child care and to build positive relationships. We have always felt it is important to keep the lines of communication open.”*

**Community Involvement:**

*“We are continuing to build on our partners and find new areas in which to grow.”*

*“We had linkages in the past already.”*

*“An increase of community has happened in the school we are connected to. Our fundraisers are shared with the school etc. United Way is one of our partnerships and now we have others as well.”*

*“Thinking outside the box. I feel a much warmer link to other centres and a respect for our individuality but also our similarities.”*

*“Stronger linkages because other organizations are encouraged to reach out. Our organization fares very well in its efforts to create stronger linkages with other programs and community partners. Although little has changed because of RTB requirements, RTB has instilled a certain pride that we are doing well in this area.”*

Raising the Bar Category - Professionalism			
Activities	Outputs	Progress in Outputs 13 month timeline	Outcomes
<ul style="list-style-type: none"> <li>- Child Care Connections Newsletter: identify existing community PD calendar</li> <li>- Initial assessment to develop baseline measurement.</li> <li>- Mentoring through networking</li> <li>- Recruit volunteer trainers/facilitators</li> <li>- Promote/deliver workshops/training</li> <li>- PD certificates/cards</li> <li>- Develop a contact list of professional associations.</li> </ul>	<ul style="list-style-type: none"> <li># of workshops and training offered</li> <li># of participants accessing PD</li> <li>-# of newsletters sent out.</li> <li>- Frequency of networking groups taking place.</li> <li>-# of networking groups</li> <li>-# of baseline assessments completed</li> <li>- Total # Hours of professional education offered</li> <li>- # of individuals achieving platinum recognition</li> </ul>	<ul style="list-style-type: none"> <li><b>19</b> Workshops and courses have been offered to the child care community through RTB. (33 previously in 19 month bronze phase timeline)</li> <li><b>758</b> participants have accessed the training offered to the community. (984 previously in 19 month bronze phase timeline)</li> <li><b>568</b> Newsletters have been sent out to community members. (4 newsletters, 142 centres and individuals) (644 previously in 19 month bronze phase timeline)</li> <li><b>35</b> bi-monthly Networking groups have taken place since April 2010 – May 2011 Infant/Toddler Preschool, JK/SK/ School Age, Cooks, Supervisor, Science, Apprentice (54 previously in 19 month bronze phase timeline)</li> <li><b>20</b> Baseline peer assessments have been completed prior to beginning RTB. (20 previously in 19 month bronze phase timeline)</li> <li><b>128</b> Hours of professional Development has been offered through RTB related events. (131 previously in 19 month bronze phase timeline)</li> <li><b>92</b> Individual Platinum Recognition (114 previously in 19 month bronze phase timeline)</li> </ul>	<p>RTB participants are able to apply the knowledge acquired through the professional education accessed through work.</p> <p><b>Indicator</b> Number and or percent of participants that complete the Silver level. (see RTB Silver standards)</p> <p>26/27 programs that submitted for the 2010/2011 review year were successful in achieving a silver bar.</p>

**Participant comments on the impact professional involvement has had on their program:**

*“Yes, staff that have attended workshops have thoroughly enjoyed them and have has some wonderful ideas come from them.”*

*“Positive impact on a lot of different areas of the program. A staff mentioned that they feel they are more conscious and aware of the impact of every aspect of the children’s experience.”*

*“yes, there has been a good selection to choose from – there is enough for all areas of child care. Lots to pick and choose from.”*

*“Yes, staff are using ideas that they have experienced through PD or networking meetings. It’s great to see their enthusiasm.”*

*“Yes, in most cases. Staff are given a nudge when they attend PD, to reflect on their own practices and ideas to implement new ideas.”*

*“Staff are more empowered, confident. Even changes in teams have gone smoothly this year than any other year. All staff are working more collaboratively, rather than just in program teams.”*

*“DECA is being used as the environmental assessment tool and staff have become proficient in its use. Many staff members are expressing interest in knowing more about the ELECT which may facilitate progression in program planning standards for the organization.”*

*“Over many years we have worked hard to make sure the learning that occurs outside of the program gets transferred back into the program.”*