

Childcare Centre Information

Childcare Programs:

Mississippi Mills Childcare Services

208 State Street, Almonte ON K0A 1A0

Infant, Toddler and Preschool

Phone: (613) 256-3833 (State St location)

Mississippi Mills Childcare Services

110 Paterson Street, Almonte, ON K0A 1A0

Toddler, Preschool

Phone: (613) 256-3833 (Paterson St location)

School Age Programs:

Mississippi Mills Childcare Services

110 Paterson location

Before and After

110 Paterson Street, Almonte, ON K0A 1A0 (Holy Name of Mary Separate School location)

Program Cell: 613-978-3253

Naismith School Age Programs-Before and After

260 King St, Almonte, ON K0A 1A0

Program Cell: 613-978-3254

R. Tait McKenzie School Age Programs-Before and After

175 Paterson St, Almonte, ON K0A 1A0

Program Cell: 613-978-3255



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Welcome to Mississippi Mills Childcare Services

Mississippi Mills Childcare Services is pleased to welcome your family to our Child Care program(s). In choosing The Mississippi Mills Childcare Services for your child, you have chosen one of the best and most trusted providers of high-quality childcare services in the Municipality of Mississippi Mills.

This handbook will provide you with program information and policies. If you require further information, please feel free to contact your Program Supervisor.

Thank you for becoming part of our family. Our relationship with you is as important as our relationship with your child. Together we will provide your child with a wonderful early learning experience.

Our History

Mississippi Mills Childcare Services, formally known as Almonte Daycare Centre first opened its doors to children in September 1972. At that time, the Centre was licensed for 35 children between the ages of two and six years.

In 1986, the Centre increased its license by 10 spaces to include a Toddler program.

The Before & After School Age Program moved from the Almonte Community Centre to the Daycare in 1989, creating 24 School Age care spaces. In 1995, the School Age Program expanded to 28 spaces.

Renovations and the addition of the second floor of the Daycare in 1999 saw more changes to the Centre. The School Age Program increased to 45 spaces and allowed for the opening of an Infant Program in 2000. At that time, the Infant Program was licensed for six (6) children.

In 2004, the School Age Programs were moved into the three (3) elementary schools in Almonte. This created space at the Centre to increase the Infant Program to 10 spaces and the Toddler Program to 15 spaces.

In 2013, government oversight of childcare moved from the Ministry of Community and Social Services to the Ministry of Education.

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In 2019, we partnered with the Catholic District School Board of Eastern Ontario opening 63 new spaces at our new location attached to Holy Name of Mary School.

Organization

Mississippi Mills Childcare Services is licensed by the Ministry of Education and operations are guided by the *Child Care and Early Years Act* 2014, S.O. 2014, c.11. All programs are operated by the Municipality of Mississippi Mills. Our Childcare Manager Anita Legault B.A.Sc., RECE. is employed by the Municipality of Mississippi Mills and is responsible for the day-to-day operation of the Centre and School Age Programs.

Canada-Wide Early Learning and Child Care (CWELCC)

The Government of Canada has identified childcare as a national priority to enhance early learning and childhood development, support workforce participation and contribute to economic recovery. Funding under the Canada-Wide Early Learning and Child Care Agreement (CWELCC) will be used to build and leverage the success of Ontario's existing early learning and child care system by increasing quality, accessibility, affordability and inclusivity in early learning and child care, towards achieving the objectives of:

- a) Providing a 25% fee reduction retroactive to April 1, 2022 and reaching an average parent fee of \$10 a day by 2025-26 for licensed child care spaces;
- b) Creating 86,000 new high-quality, affordable licensed childcare spaces (relative to 2019 levels), predominantly through not-for-profit licensed child care;
- c) Addressing barriers to provide inclusive childcare; and
- d) Valuing the early childhood workforce and providing them with training and development opportunities.

Mississippi Mills has opted into participating into the CWELCC and we are pleased to share that Mississippi Mills Childcare Services application in the Canada-wide Early Learning and Child Care (CWELCC) System between the Province of Ontario and the Government of Canada has been approved.

We believe that childcare provides a strong foundation for early childhood development and well-being of children while parents work, and we are committed to providing childcare services that meet the needs of your children and families. Participating in the CWELCC System will help us continue to provide high quality childcare that is accessible, affordable, inclusive, and sustainable.

Rates were reduced by 52.75 % overall except in School Age programs.

Fee reduction through the CWELCC is for children under six years old (and any child who turns six years old between January 1 and June 30th in that calendar year.)

The Ontario childcare fee subsidy program will also continue to be available for eligible families.

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How Does Learning Happen?

Mississippi Mills Childcare Services is guided by the provincial framework *How Does Learning Happen? (HDLH)* set out by the Ministry of Education.

HDLH is a professional learning resource that provides a common framework to help licensees focus on knowledge from research, theory and practice on what's most important for children. It encompasses a broad range of program philosophies and approaches to promote a shared understanding of what children need and what can be done to help them grow and flourish. To learn more about *How Does Learning Happen?* visit:
<http://www.edu.gov.on.ca/childcare/pedagogy.html>

Staff Qualifications

Early Childhood Educators are Registered Members of the College of Early Childhood Educators and must be in good standing during their employment. For more information regarding the College of Early Childhood Educators and Registered Early Childhood Educators you can go to <http://www.college-ece.ca>. All staff members are required to participate in ongoing professional development.

Under the *Child Care and Early Years Act, 2014 (CCEYA)* all employees at Mississippi Mills Childcare Services are required to provide a Criminal Reference Check with a Vulnerable Sector Search through Police Services before they commence work and every 5 years thereafter. A Criminal Offence Declaration is completed on an annual basis.

School age educators may have child and youth worker, B.Ed. or equivalent credentials.

Student and Volunteer Supervision

Students and volunteers are welcome in our licensed childcare programs. They participate in an orientation and review of relevant policies and procedures. All adult volunteers complete a Criminal Reference Check with Vulnerable Sector Search through Police Services. Under the *Child Care and Early Years Act, 2014 (CCEYA)*, all volunteer positions and student placements are required to complete an annual Criminal Offence Declaration and an updated Criminal Reference Check including Vulnerable Sector Screening every 5 years.

Students and volunteers do not have unsupervised access (they are not alone with a child) to the children at Mississippi Mills Childcare Services. They are paired with and mentored by a regular staff member.

Any parent wishing to volunteer on a field trip or at the program must provide the Centre with a current Criminal Reference Check with a Vulnerable Sector Search.

Prohibited Practices

Children are guided in a positive manner, appropriate to their actions and developmental level. This promotes self-regulation, respect and ensures health and safety.

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Physical and emotional punishment or any harmful disciplinary practices are prohibited at Mississippi Mills Childcare Services by staff, volunteers, or parents. We will always protect the emotional and physical well-being of children. This includes but is not limited to the following:

- corporal punishment of the child for example: hitting, spanking, etc.
- physical restraint for discipline purposes (unless preventing self-harm or harm to others)
- locking exits or confining to a room
- use of harsh or degrading measures or threats or derogatory language directed at a child or used in the presence of a child.
- depriving a child of basic needs including food, drink, sleep, toilet, shelter, etc.
- inflicting any bodily harm including forcing children to eat or drink.

Please note that staff are not permitted to share any information about a child or family or serve as a contact person between families.

If a parent has a concern about a child's behaviour in the program, the concern must be directed to the staff, **not** the child or the child's parent.

Staff must refrain from the use of drugs or alcohol during working hours.

Child Guidance

All staff, volunteers, and students are responsible for using a positive approach in helping children develop self-control and managing behaviour. All staff, volunteers, and students will use the following approaches:

- ✓ **Redirection:** Guiding a child into acceptable options when engaged in an unacceptable activity.
- ✓ **Logical and Natural Consequences:** Endeavour to help children understand the results of their actions. To teach them to ask staff for help if they are unable to solve any problem themselves. We encourage children to take good care of someone else's toys, games and other supplies.
- ✓ **Limit Setting:** Boundaries are developed by the teacher for the children as a group and for individual children according to each situation.
- ✓ **Modelling:** Demonstration of appropriate ways of interacting. To be polite and respectful to each other, to listen to others when they speak, and not say or do anything that is hurtful or harmful to others and learn to care for other people's feelings, etc.
- ✓ **Providing Choices:** Appropriate choices are offered for children.
- ✓ **Preventative Measures:** Planning and preparing the environment to reduce any inappropriate behaviour.
- ✓ **Ignoring:** Some inappropriate behaviour can be ignored with more emphasis given to appropriate behaviour.
- ✓ **Positive Reinforcement:** Use of encouragement and positive role modelling.

The Childcare Manager will address all concerns and complaints regarding child guidance practices made by anyone including staff, students, volunteers, families, and others, act upon them promptly and if necessary, follow serious occurrence procedures. **Please refer to the Parent Issue and Concern Section.**

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Serious Occurrence Policy

All programs are responsible for delivering services which promote the health, safety and welfare of children and families being served, and is accountable to the Ministry of Education. Written policies and procedures are required in each location and the Ministry “Program Advisor” assigned to the program must be notified within 24 hours of any serious occurrence through the Child Care Licensing System.

A “**Serious Occurrence Notification Form**” will be posted at the entrance of the Program for a period of no less than 10 business days. Programs and Ratios Subsection 16(2) of O. Reg. 137/15

Program	Age	Licensed Spaces	Staff/Child Ratio
208 STATE STREET CENTRE			
Infant	3-18 months	10	1:3
Toddler	18-30 months	15	1:5
Preschool	30-48 months	48	1:8
110 PATERSON STREET (Holy Name of Mary)			
Toddler	18-30 months	15	1:5
Preschool	30-48 months	48	1:8
110 PATERSON (Holy Name of Mary) B/A PROGRAM			
Kindergarten	4-6 years	26	1:13
School Age	7-12 years	45	1:15
NAISMITH B/A PROGRAM			
Kindergarten	4-6 years	26	1:13
School Age	7-12 years	60	1:15
R.TAIT MCKENZIE B/A PROGRAM			
Kindergarten	4-6 years	26	1:13
School Age	7-12 years	60	1:15

Reduced Ratios

Reduced ratios at the Childcare programs may be used from 6:30 a.m. to 8:00 a.m. and from 5:00 p.m. to 6:00 p.m. except for the Infant Program and during outdoor play.

Reduced ratios at the School Programs may be used from 6:30 a.m. to 7:00 a.m. and 5:30 p.m. to 6:00 p.m. on school days except for outdoor play.

Waiting List

When programs are full, a waiting list is created to ensure children are accepted in the order they have contacted us. Mississippi Mills Childcare Services **does not** charge parent/guardians for the opportunity to place their child(ren) on a waiting list for an unsecured spot in the Childcare

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Centres. Admission is on a first come, first serve basis, subject to the priorities and considerations outlined below.

- To have their child(ren) added to the Mississippi Mills Childcare Services waiting list; Parent/guardians must contact either of our Supervisors by phone or email and provide them with the following info.

Child's name (If arrived):

Date of birth/due date:

When you hope to start in our care:

Contact Email:

Contact Phone:

What town you live in:

Does your child have special needs that will require extra support?:

You can contact our supervisors by calling 613-256-3833 and selecting either State Street or Paterson Street. Or by email at rbyers@mississippimills.ca or tshoots@mississippimills.ca

- Priority is given to:
 - Staff working in our Childcare Unit
 - Staff working in the Corp. of the Municipality of Mississippi Mills
 - Parents that have children currently registered in our program
 - Residents of the Corp. of the Municipality of Mississippi Mills
- Toddler and preschool waitlists are combined between the two locations.
- The date that the parent/guardian contact the supervisor will be the date shown on the waiting list;
- When a space becomes available, the family at the top of the waitlist will be contacted.
- If a parent/guardian is called for a space and do not wish to take it at that time, the next family on the list is offered the space;
The family remains on the waitlist and provides the childcare centre with a request for a new start date.

Admission

Once you have been contacted by one of our supervisors, to register your child in a Centre or School Age Program, a completed Registration Form & Contract must be submitted. This form includes the child's information, parent/guardian information, immunization record (Childcare Centres only), medical history, emergency contact information and permission form.

There are two different registration forms:

Registration Form ITP is for Infant, Toddler and Preschool

Registration Form SA is for Kindergarten and School Age

If both single parents of a child require childcare, they both must fill out a registration form.

Prior to enrollment a meeting **must** be set up with the family and Childcare Manager/Supervisor to discuss the requirements of any child with "**Exceptional or Medical Needs**". An individualized plan including steps to be taken to reduce risks, medical devices needed or procedures to be followed will be put in place at that time.

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Orientation

You will receive a Welcome Letter upon your child's start in a program. This letter outlines admission requirements, what belongings your child will need, and billing information which includes your DAY# (child's identification number) for payment purposes.

Each child enrolled in a School Age Program must have a signed "Lunch Bag Policy" and "Behaviour Agreement" on file prior to starting the program. Failure to do so may result in forfeit of a space. Each child enrolled in a program at either centre must have signed an "Outside Food Agreement" form prior to starting the program.

Parents are reminded to update emergency information and immunization records when changes occur.

Parking

Parking areas at the State St. location during peak arrival and departure times are limited. Parking on the street is permitted but for short durations. **This is an idle - free zone. Please turn off your engine**

This area is monitored by the Municipality's By-law Enforcement Officer.

Parking areas at the schools are posted. Please ensure that your car is not blocking the accessible entrance and that your child is escorted directly to their classroom at arrival.



Please watch carefully for children in all the parking areas.

Smoke Free Environment

The Mississippi Mills Childcare Services and school properties are smoke free environments. Visitors and employees are prohibited from smoking both in the buildings and on the premises.

Security

All doors at the Centre(s) are locked for your child's protection. Parents are given access to the security code upon enrollment at the State St. location. This security code is changed periodically. At the Paterson St. location, R. Tait and Naismith programs there is a buzzer system for entry into the building. Please escort your child to their programs and do not allow them to enter on their own for their own safety.

Please be aware that outside of business hours, the doors are locked and a security system is engaged. Parents are unable to enter the Centres.

Before you start

- ✓ Return completed forms to the Centres. A start date cannot be confirmed until all forms are returned;
- ✓ Be sure contact information for you and any authorized pick-up person is up-to-date;
- ✓ Add the Centres phone number to your cell phone Contact List.

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What to Bring to Childcare

- ✓ Running shoes/indoor footwear.
- ✓ Complete change of weather appropriate clothing for each child. We recommend snow pants, mitts, and boots in winter; sunscreen and a hat in the summer; an extra sweater or jacket and splash pants (we play in the rain) for spring and fall, etc. When boots are worn, it is necessary that your child has indoor shoes at the Centres/School Age Program.
- ✓ Extra socks and underwear.
- ✓ Soft cuddle toy or blanket for nap time, labelled with your child's name.
- ✓ Picture of your family;
- ✓ Diapers, wipes and diaper cream (as needed);
- ✓ School age Lunch bags, Water Bottles and formula for babies **must be labelled** with your child's name.

We ask that your child arrive with sunscreen already applied during the summer months. The staff re-applies throughout the day.

Please send your child in play clothes; they are going to get dirty.

Hours of Operation

Our hours of operation are: 6:30 a.m. to 6:00 p.m. Monday to Friday at all our locations, with the exception of statutory holidays found on page 17.

We ask all families not to drop off children before 6:30 a.m. and we ask all pick- up no later than 6:00 p.m.

Attendance/Absences

If your child is unable to attend or is going to be late, please call the specific centre your child attends **by 9:00 a.m.**

208 State Street : 613- 256-3833 ext. 5 Head Teacher
110 Paterson location – 613- 256-3833 ext. 4 Head teacher
Naismith Before and After Programs 613-978-3254
R.Tait McKenzie Before and After Programs: 613 -978-3255

You may leave a message on the program Liliio app. or call the office. 613-256-38343 ext. 1 If your child will be away for **any reason**, please advise an **Educator** of the dates that your child will be absent. In order to maintain your child's space in the program, your fees continue to be charged whenever your child is absent due to illness or vacation. (Please see Summer Vacation Policy)

Part-time care is available **if** your schedule can be matched with another family and is a minimum of **two set** days per week. Unfortunately, we are unable to accommodate flexible schedules.

Due to Ministry Regulations (ratios) and high enrollment, schedule changes must be approved in advance by Mississippi Mills Childcare Services, Once approved, fee subsidy parents must call

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Lanark county to make these changes. If not, you will be responsible for full fee charges on additional days.

Mississippi Mills Childcare Safe Arrival and Dismissal Policy and Procedures

Date Policy and Procedures Established: November 28/2023

Date Policy and Procedures implemented: January 1, 2024

Purpose

This policy and the procedures within help support the safe arrival and dismissal of children receiving care.

This policy will provide staff, students and volunteers with a clear understanding of their roles and responsibilities for ensuring the safe arrival and dismissal of children receiving care, including what steps are to be taken when a child does not arrive at the childcare centre as expected, as well as steps to follow to ensure the safe dismissal of children.

This policy is intended to fulfill the obligations set out under Ontario Regulation 137/15 for policies and procedures regarding the safe arrival and dismissal of children in care.

Policy

General

Mississippi Mills Childcare Services will ensure that any child receiving childcare at the childcare centre is only released to the child's parent/guardian or an individual that the parent/guardian has provided written/verbal authorization the childcare centre may release the child to.

- A parent/guardian may request that their child be released from childcare without supervision. Parents/Guardians must provide written and signed authorization and instructions for the release of the child including the time of dismissal.
- Where a parent/guardian provides written instructions for the release of their child from care without supervision, the parent/guardian is aware that the childcare is no longer responsible for that child upon their dismissal.
- Where a child does not arrive in care as expected or is not picked up as expected, staff must follow the safe arrival and dismissal procedures set out below.

Procedures

Accepting a child into care

At the time of drop-off, a parent MUST walk their child to the classroom door.

1. This allows the educator in the classroom to;

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- greet the parent/guardian and child.
- ask the parent/guardian how the child's evening/morning has been and if there are any changes to the child's pick-up procedure (i.e., someone other than the parent/guardian picking up). Where the parent/guardian has indicated that someone other than the child's parent/guardians will be picking up, the staff must confirm that the person **is listed on child's registration form** or where the individual is not listed, ask the parent/guardian to provide authorization for pick-up in writing preferred, (written or email) or give verbal consent.
- document the change in pick-up procedure in the daily written record.
- sign the child in on the classroom attendance record.

Where a child has not arrived in care as expected

Infant/Toddler, Preschool

1. Where a child does not arrive at the **childcare centre** and the parent/guardian has not communicated a **change in drop-off**, an educator from the classroom must:
 - inform the Supervisor who shall commence contacting the child's parent/guardian no later than 10:00 am. Through Lillio, email or phone call. If the parent/guardian cannot be reached, a message will be left for them to contact the centre to confirm absence.
 - Supervisor must document if the parent could not be reached.
2. Once the child's absence has been confirmed, program educator shall document the child's absence on the attendance record and any additional information about the child's absence in the daily written record.

Kinder/ School Age

1. Where a child does not arrive at the **Before and After program**, and the parent/guardian has not communicated a **change in drop-off**, or received verbal notice from the schools administration office that the child will be absent from school/childcare, an educator from the classroom must:
 - Inform the supervisor/head teacher who shall commence contacting the child's parent/guardian **no later than 15 minutes** after the morning bell rings.
 - If the parent/guardian cannot be reached, a message will be left for them to contact the centre to confirm absence.
 - The educator in each program will inform the school administration office if the child was not in attendance in their program that morning.
2. Once the child's absence has been confirmed, program educator shall document the child's absence on the attendance record and any additional information about the child's absence in the daily written record.

Releasing a child from care

1. The staff who is supervising the child at the time of pick-up shall only release the child to the child's parent/guardian or individual that the parent/guardian has provided written/verbal authorization that the childcare may release the child to. (written is

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preferred) Where the staff does not know the individual picking up the child (i.e., parent/guardian or authorized individual),

- confirm with another staff member that the individual picking up is the child's parent/guardian/authorized individual.
- where the above is not possible, ask the parent/guardian/authorized individual for photo identification and confirm the individual's information against the parent/guardian/authorized individual's name on the child's file or written authorization.

Where a child has not been picked up and the centre is closed

1. Where a parent/guardian or authorized individual who was supposed to pick up a child from care and has not arrived by **6:00 pm**, staff shall ensure that the child is given an activity, while they await their pick-up.
2. The staff shall stay with the child, while calling parent/guardian to advise that the child is still in care and inquire their pick-up time. In the case where the person picking up the child is an authorized individual, the staff shall, contact the parent/guardian first and then proceed to contact the authorized individual responsible for pick-up if unable to reach the parent/guardian].
3. If the staff is unable to reach the parent/guardian or authorized individual who was responsible for picking up the child, the staff shall contact other authorized individuals on their child's files.
4. Where the staff is unable to reach the parent/guardian or any other authorized individual listed on the child's file (e.g., the emergency contacts) by **7: 00 p.m.** the staff shall proceed with contacting the family and Childrens Services at 1-855-667-2726. Staff shall follow the FCS direction with respect to next steps.



Daily

We develop our daily schedule for each age group to allow for long periods of time for children to explore environments with interesting, open-ended materials that can be used in many ways, inviting investigation and complex play.

When children are engaged in their play or teacher led activity, we are flexible with our schedule to accommodate the child's learning. Therefore, you may find our daily schedule fluctuates at times because it is based on the children's interests and needs.

Although our daily schedule is flexible, we still want the children to feel secure so some events occur in the same order every day.

Program

We understand that saying good-bye can be hard for children, but we will try to ease the transition to ensure that your child has a sense of belonging. Regular drop-off and pick-up times help your child know what to expect from the day. We recommend that you try to arrive and leave at the same time each day, as much as you possibly can. You must take your child to the classroom and

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be sure that the teacher has greeted your child and marked attendance. This is a good opportunity to relay any messages or information about your child to staff.

PLEASE ENSURE YOU SELF SCREEN AT HOME PRIOR TO COMING TO DAYCARE. If you have any of the symptoms as per the screening app, you will be asked to isolate and only return after your child's symptoms are improving.

Clean Up is encouraged to help children develop a sense of joy in a job well done.

Snacks Morning and afternoon snacks are provided for children.

Group Time through social interactions allows children to learn to take risks to help get them ready for school like listening, taking turns, and practicing patience.

Learning Activities include creative art, music and movement, imaginative play, cognition and building opportunities, language and literacy to allow children to initiate experiences, generate ideas and to make meaningful choices.

Active/Outdoor Play engages children in physical activity to encourage them to take reasonable risks, test their limits, and gain increasing competence and a sense of mastery through active play and social interactions.

Children enrolled in our programs will participate in a minimum of 2 hours of outdoor play a day, weather permitting.

School Age Programs will ensure children have at least 30 minutes of outdoor play on school days and a minimum of 2 hours per day on school holidays, weather permitting.

Free Play is important for children to explore ideas, investigate their theories, and interact with others in play. During free play our educators are listening and observing children to plan further child-initiated activities. Our educators are engaging with children as co-learners and using pedagogical documentation as a means to value, discuss, and make children's learning visible in our programs.

Lunch is the perfect opportunity for children to slow down and enjoy each other's company in a relaxed atmosphere. Good manners are promoted, and children are encouraged to taste each food with a "practice bite".

Group Share allows children to bring special items of interest to share with friends on occasion. However, it is recommended that personal toys, trinkets and electronics are left at home. This helps to avoid disappointment from broken or lost items.

On occasion, toys or clothing belonging to the childcare or School Age programs or another child may find their way into your home. Please return as soon as possible.

Rest Time is flexible and follows personal schedules of our infants.

A child in a licensed toddler, preschool or kindergarten group is permitted to sleep, rest or engage in quiet activities based on the child's needs. {(O.Reg.137/15,ss47(2))}

The Centres provide cribs, cots and bedding. Please provide a small, labeled toy or blanket to be left at the Centres.

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Fee Payment

Through **Lillio**, invoices are issued at the beginning of the month. Please review your invoices and report any discrepancies by the 10th of the month, by advising the head teacher or childcare@mississippimills.ca. This will allow 5 days to investigate any discrepancies and make the necessary changes in the billing system prior to the due date on the 16th.

For parents who have activated the Autopay feature, payments will be drawn from your account on the 16th of the month.

We would like to offer two alternative payment methods to the Autopay, should you choose to manage your payments differently:

1. Through the app – Parents choosing not to activate autopay on their child’s account, must manually submit their payment before the 16th of the month. Partial payments are not available through the app. The full balance must be paid at the time of submission. Once submitted, the invoice status will change to “pending” and the App will not attempt to retrieve the payment automatically on the 16th.
2. By cheque - Parents choosing not to pay using the online billing App can pay by cheque. Cheques can be post-dated to the 16th of the month but must be received by the Municipal Office on or before the 10th of the month to ensure adequate time for processing and recording before the due date. Multiple/split payments could be made by cheque, as long as the full amount of the invoice is paid by the 16th (ie. partial prepayment of the upcoming month could be received ahead of time, with the balance paid by the 16th. Additional funds received in advance will remain on the child’s account as a credit to be applied against future invoicing).

Regular payment terms still apply for all types of payments. Invoices are considered “overdue” the day after the due date and will have a finance charge of 1.25% added.

Balances due must be cleared by the 16th of each month. If payment of an invoice “fails” or it becomes “overdue”, communication with our Accounts Receivable needs to happen immediately, otherwise your childcare spot(s) are in jeopardy. If a balance remains and there is no communication, childcare services will cease effective the 1st business day immediately following month-end. The child’s spot and all children using our services from your household will be terminated. Finance charges will continue to be applied against past due balances and may result in collections.

Regular office hours are Monday - Friday between the hours of 8:30am to 4:30pm. For your convenience, the Municipal Office (3131 Old Perth Road) has a secure drop box located at the rear of the building should our regular office hours not align with your schedule. The drop box is checked daily by Administration & Finance.

If using the drop box, at the Municipality please ensure the envelope is clearly marked **CHILDCARE PAYMENT**, Attention: Accounts Receivable. Please reference your child's name or **DAY#** on your cheque.

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Any changes to existing schedules must be first approved by the Director, 2 weeks prior to the change and will only be made if the space is available.

If you have any questions or concerns regarding your account, please contact the Accounts Receivable Clerk at childcare@mississippimills.ca or call 613-256-2064 ext. 304.

A copy of the Fee Schedule can be found on the last page of this document.

Financial Assistance/Fee Subsidy

Financial assistance is available to families who qualify through the County of Lanark. Any family may apply by calling the County office at 613-267-4200.

Families cannot receive subsidized care until the application process has been completed, approved and the Administrator has received written confirmation.

It is the responsibility of the parent to ensure that all subsidy information is current. Full fees will be charged unless otherwise specified.

Parents with children under a subsidy agreement will be invoiced for absent days, once the maximum allowable has been reached for the calendar year. If these absences fall within the County's guidelines, parents should immediately email their caseworker, explaining the reason for the absence(s) and request an appeal. Addressing these charges with your caseworker in a timely manner is important because invoicing from the Municipality is considered due unless and until notification is received from Children's Services that they received an appeal request for the day(s) in question and have agreed to cover them. Parents should always pay the invoice to secure their space. If the appeal is approved, a credit can be added to the child's account for payment of a future charge.

Late Fee

A late fee of \$25 per half hour or part thereof will be charged to your account if you arrive to pick up your child after 6:00 p.m.

Alternate arrangements should be made for someone to take your child home by 6:00 p.m. in an emergency. Please inform staff of any change in pick-up arrangements. Identification may be required.

Withdrawal

Two weeks written notice is required before withdrawing your child from the Childcare Centre or School Age programs. Accounts must be paid in full at that time. If you withdraw your child for any reason (i.e. job lay off, extended vacation, etc.) and wish to re-enroll, your child's name will be placed on a waiting list. A space cannot be guaranteed.

Statutory Holidays

The Childcare facilities and School Age Programs are open weekdays throughout the year with the exception of statutory holidays. These statutory holidays include:

- New Year's Day
- Family Day

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- Good Friday
- Easter Monday
- Victoria Day
- Canada Day
- Civic Holiday
- Labour Day
- Thanksgiving
- Christmas
- Boxing Day

Parents are charged for all statutory holidays.



The childcare centres close between Dec 25 and the new year. Should Dec 24th fall on a work day, the program will run half day from 6: 30 am – 12: 30 pm.

All programs remain open for Remembrance Day.

Professional Development Day

As staff are required to participate in ongoing professional development, one day each year will be allotted to one full day of professional development for staff. You will get advance notice as to which day has been selected and you will not be charged for that day.

Summer Vacation

Infant / Toddler Preschool children

Full Fee families in the Infant, Toddler or Preschool program may take time off for vacation however they are required to pay for this time regardless.

Subsidized families:

Parents will continue to pay their subsidized monthly rate.

Families must call the county to determine eligible days for vacation. Any overage days, the parent will be charged full fee by the Centre.

Summer programs for Kindergarten and School Age children

Full Fee Families must attend a minimum of 10 full days during the summer.(minimum 2 days a week is required) Parents will be charged for additional days they have signed up for regardless if they are present or not.

Subsidized families

Parents will continue to pay their subsidized monthly rate.

Families must call the county to determine eligible days for vacation. Any overage days, the parent will be charged full fee by the Centre.

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P.A Days & School Holidays

Throughout the school year, full day childcare is offered on P.A days and School holidays. Parents of Kindergarten and School Aged children are **only** charged the full day rate if they sign up. Otherwise, the Before and/or After rate applies. **Please note, should you sign up for full day care, you will be charged regardless of your child's attendance. Staff are hired to meet ratios on those days and your child's expected attendance is counted into that ratio.**

Please note that lunch is not provided at the Before and After full day program and is reflected in the fee schedule.

Snow Days/School Closures

When buses are cancelled, the School Age Programs remain open, and your child will attend school as usual. However, if the school closes suddenly for any reason the Before and After program will also be closed. Please see above for school closures regarding P.A Days and School holidays.



Inclement Weather Policy

Both Centres and School Age Programs may have to close due to severe weather conditions. In the event where all programs must close, we will give as much advance notice as possible. We will communicate via email/Lillio, and notices will be posted on all entrance doors to the Centres or Programs. Notices may also be posted on Mississippi Mills website. www.mississippimills.ca

Clients will not be reimbursed for days missed due to severe weather conditions and/or closures.

Activities off the Premises

During the year our Infant, Toddler, Preschool and School Age Programs will go on walking trips around the town to visit special places. Permission for these activities is included on the registration form.

Special activities for School Age children are planned during the summer months and on School holidays. These field trips require separate permission forms which will be provided with details of the activity and any associated costs. Parents wishing to join us on field trips are required to provide a Criminal Reference Check with a Vulnerable Sector Search.

Parent Involvement

Parents will be asked annually to fill out a questionnaire regarding the quality of service. If a concern arises, parents are encouraged to discuss the matter with the program staff at the time. If it cannot be resolved with the program staff, please bring the matter to the Head Teacher or Director's attention.

Open Houses are held annually at both locations to give parents and the community an opportunity to view the Centres and ask questions about the various programs. Families are invited to discuss their child's progress with the Educators.

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Parents are invited to help out with occasional repairs (i.e., painting etc.) and are welcome to participate in various activities throughout the year.

Toileting & Diapering

Parents are asked to provide diapers and wipes for children who are not toilet trained. During each diapering routine, strict sanitary procedures are performed. If requested, cloth diapers are permitted however they will be returned in a bag and not be cleaned out.

Co-operation between parents and staff is necessary to toilet train children happily and successfully. Please feel free to discuss your child's progress with the teachers.

Cleaning Procedures

- ✓ Fresh linens are put on cots and cribs each week or as required.
- ✓ Tables are disinfected before and after each meal and snack.
- ✓ Washrooms are disinfected daily at sleep time and again each night. Change tables are disinfected after each use.
- ✓ Toys are washed on a bi-weekly rotation or as needed.

The Centres are cleaned nightly by a custodian.

Food & Nutrition

The children enrolled at each centre are served nutritious morning and afternoon snacks as well as lunch each day.

Students enrolled in the School Age Programs are served nutritious snacks before and after school each day.



Weekly menus, which follow the Eating Well with Canada's Food Guide, are posted in all of the programs and the Municipal website.

Children are encouraged to feed themselves and to try new foods.

Parents are required to provide written instructions of any food allergy or special diet your child may have. The Centres will work with families with dietary restrictions or preferences; however, it may be the parent's responsibility to provide food not on the menu.


Lunch Bag/Snack Policy

School Age Programs provide nutritious snacks before and after school each day. On school holidays, when it is necessary to send your child with a lunch, we ask that the following policy be followed:



- Parents in the kindergarten and school age programs must bring their lunch to childcare on full days which include PD days, March break, and summer.

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- Parents of the Infant, Toddler or Preschool program that have dietary restrictions and must bring in their own food will also need to follow this lunch bag policy and return the signed form.
 - ✓ Parents must ensure that their child's lunch is nutritious and meets the guidelines from the ***Eating Well with Canada's Food Guide***. Lunches must include items from each of the food groups plus one extra fruit or vegetable.
 - ✓ A few examples of some recommended food items are: fruit, whole wheat bread, 100% fruit juice, cheese, milk, yogurt, eggs, and pasta. Please do not include foods that are low in nutritional value and/or high in sugar content such as candy, chocolate bars, soda pop or high sugar drinks. Please check food labels before sending lunches.
 - ✓ Food items should be stored according to the instructions. Please include a freezer pack should items need to be kept cold.
 - ✓ Parents of kindergarten and School Age children must sign a **lunch bag policy agreement** prior to starting in the daycare.
 - ✓ Please inform the teacher **in writing** of any food allergies or food restrictions your child may have.
 - ✓ Families will be made aware of severe allergies/ anaphylaxis of children that are in their child's program prior to admission.
 - ✓ Food allergies are posted in the room where snack and lunch is served. Please be aware of food items that are restricted.
- 
- Parents are required to adhere to the lunch bag policy with the understanding that:
 - Lunches are Nut free (tree nuts and peanuts)
 - Lunch bags and drinking containers are labelled with child's name on it.
 - Children are not to share food or drink
 - Lunches will be kept in a designated space outside child's play area.
 - Each parent must have a contingency plan if lunch from home has been forgotten, does not meet the bag lunch guidelines for nutritional value/and or allergens are present. The daycare will have extra snacks to supplement.
 - ***If for any reason a lunch is forgotten, staff will contact parents to make other arrangements***

Emergency Contact Information

We need to always have up-to-date contact information; in case we need to reach you quickly in an emergency. You will be asked for this information when you register. We are required by law to keep this information up to date. It is very important that you tell us immediately when the contact information changes for you or for anyone else who is authorized to pick up your child.

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Safe Sleep Policy

The State St. location follows the current recommendation set out in the Joint Statement on Safe Sleep: Preventing Sudden Infant Deaths in Canada. All children up to their first birthday will be placed on their backs for sleep to reduce the risk of Sudden Infant Death Syndrome (SIDS.) Once infants are able to roll from their backs to their stomachs or sides, we will not reposition them onto their backs. The requirement for an infant sleep position may only be waived if a medical doctor/physician recommends differently in writing. Sleeping children will be physically



checked every 15-20 minutes for normal breathing and body temperature. Sleep sacks are recommended, however if parents choose to have a blanket or sleep toy in the crib, it must be requested in writing. Infants will not be given a pillow or bottle in the crib at any time; however, we do allow pacifiers in the crib. Each infant will have their own safety approved crib with a firm mattress and tight-fitting crib sheet. Sheets are changed “daily” (as per pandemic guidelines) or as needed. Bumper pads will not be used.

Medical Information

We encourage all children to have a medical before starting Childcare.

The *Child Care and Early Years Act, 2014* stipulates that prior to admission, each child must be immunized according to the local Medical Officer of Health. Therefore, we require that a copy of the child’s immunization record, or a letter of exemption, and a medical information sheet be completed and signed by the parent. These must be submitted at the time of admission and should be updated annually. Immunization is important for your child’s health and must be up-to-date as required by our license. The public health nurse monitors records on a regular basis.

Any special dietary requirements (i.e. vegetarian diet) or severe allergy must be specified in writing and updated annually.

If your child appears ill upon arrival or during the day, staff will contact parents and ask that the child be taken home.

Health and Illness

To maintain a good standard of health, we conduct a daily health check. It is necessary to have suitable arrangements in the event your child is ill. If a child’s ill health prevents him/her from participating or being comfortable in normal program activities, the child will be considered too ill to attend Childcare. Should your child become ill during the day, you will be contacted immediately to pick up your child (see symptoms below). Children should not return to the Centres and/or Program until they are ready to participate in all aspects of the program, including outdoor play.

The Lanark, Leeds & Grenville Health Unit states that children must be free of symptoms for a minimum of 24 hours before returning to the program. It is common for some children to be more susceptible to illness in the first few months of attendance. We recognize that this can be concerning and stressful for parents; therefore, we encourage you to ensure that you have plans in place in the event that your child may not be able to attend care. With time, most children develop immunity and adjust to being in a group environment.

To see a complete listing of Designated Reportable Diseases, visit the Leeds, Grenville & Lanark District Health Unit website at



http://www.healthunit.org/infectious/caregiver/Childhood_Illness_Poster.pdf

When the Health Unit declares an outbreak, the sick child will not be able to attend care for 48 hours of being symptom free.

Symptoms of Ill Health

Please keep your child(ren) at home if they display any one of the following symptoms:

- ❖ Fever of 37.8 (100 F) or higher
- ❖ Diarrhea (watery bowels)
- ❖ Vomiting
- ❖ Undiagnosed rash/skin condition
- ❖ Communicable disease
- ❖ Obviously infected discharge
- ❖ Lethargy and irritability and are not able to participate in program
- ❖ Persistent Cough

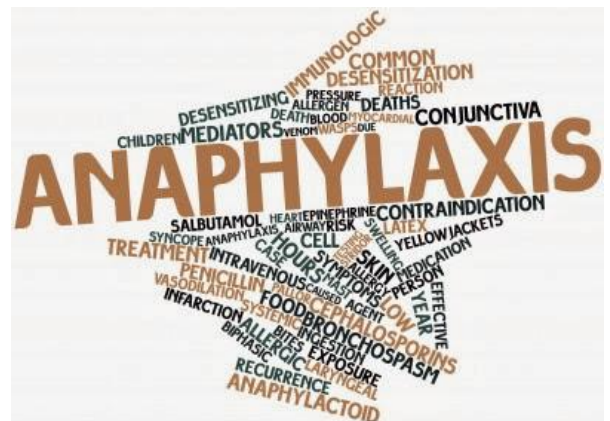
A receiving staff member who notices any of these symptoms when a child arrives will ask that the child be taken home or to a doctor.

When antibiotics are required, children and staff may return after 24 hours, if well enough to do so.

Please keep in mind that if your child is too ill to participate in the program or go outdoors, then your child is too sick to attend childcare.

For any symptoms of illness **use the COVID screening app for school and childcare and follow their direction. New app is available as of May 9th 2022.**

<https://covid-19.ontario.ca/school-screening/>



Anaphylaxis

Our programs recognize that Anaphylaxis is a serious allergic reaction and can be life-threatening to children and/or adults. Our programs endeavor to support the needs of children with severe allergies and provide relevant and important information on anaphylaxis to parents, staff, students

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and visitors at the Child Care Centres. These provisions are aligned with Sabrina's Law, 2005. The Anaphylactic Policy and individualized plans must be reviewed with staff, volunteers and students, implemented and monitored for compliance and contraventions in accordance with subsection 6.1 of the Childcare and Early years act.

Parent Responsibility

It is the responsibility of the parent to: Inform the Centre's Childcare Manager/Head Teacher of their child's medical conditions including asthma or any allergy.

- ✓ Tell us about your child's medical condition, including whether your child is at risk of anaphylaxis.
- ✓ Inform staff of signs or symptoms of an allergic reaction.
- ✓ Provide input on your child's individualized plan, including the emergency procedures to be followed.
- ✓ **Parents will be asked to advise the Centres in writing if their child has outgrown an allergy or no longer requires an epinephrine auto-injector. (A note from the child's allergist or physician is also recommended.)**
 - **Parents will be encouraged to have their child wear medical identification (e.g. Medic Alert ® bracelet).**
 - Parents of the Infant, Toddler or Preschool program that have dietary restrictions and bring in their own food will also need to follow the lunch bag policy and return the signed form.
 - Parents must submit written authorization to administer food that they bring in from home.
- ✓
- ✓ **Discuss current menu and ingredient lists with the Centre's cook.**

Medication

Our programs recognize that a child may need medication while in our care. Upon registration parents are asked about medical conditions, including allergies and asthma. As per Section 40(1) of the Child Care Licensing Manual, the programs require written consent from a parent in order for a child to receive only medication deemed necessary and appropriate by their parents. Written instructions must accompany the consent form so that medication is administered at the correct time and in the correct dosage.

All medication is stored in a locked container. If your child is prone to febrile convulsions, a doctor's note can be kept on file giving permission, whenever necessary, to give the fever-reducing medication that you supply. If your child starts to run a fever while in care, we will contact you immediately. We will give your child the fever reducing medication once only. We expect you to pick up your child immediately in this situation.

"As Needed": If medication is to be administered on an "as needed" basis, the written instructions must clearly indicate the situations under which the medication should be given. This could include the physical symptoms that must be present, the behaviour the child must be exhibiting or the child's temperature. **Simply indicating "as needed" or "as required" is not sufficient.**

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Due to the frequency and their longer term daily usage, sunscreen, diaper creams, lip balms and hand sanitizers can have a blanket consent from a parent on the enrolment form and can be administered without a medication form as long as they are non-prescription and/or they are not for acute (symptomatic) treatment, whether they have a drug identification number (DIN) or not.

If your child has been in contact with any infectious disease, please let the staff know as soon as possible. Any relevant medical conditions should be discussed with the Director prior to enrollment or at the time of diagnosis.

Sun Safety

All children go outside every day, weather permitting, and our staff promote sun safety. All children should have hats to wear outdoors, as well as sunscreen in summer months. We ask that your child arrive with sunscreen already applied. The staff re-applies throughout the day.

Specialized Services

A Public Health Nurse provides health care information and training to staff upon request.

Many specialized children's services are available for your child's individual needs, such as Connectwell, formally Lanark Early Integration Program (LEIP) language and behavioural therapies.

The Centres and School Age Programs welcome children and families with exceptional needs. Individual program plans will be put in place in partnership with parents, staff and Connectwell

The Director of the Daycare Centre is responsible for ensuring that there is sufficient support (funding of a resource teacher) **prior** to enrollment to ensure the safety of all children.

If for any reason support is discontinued and the safety of the children or staff is at risk, the Director has the authority to terminate service.

Emergency Procedures

The Centres and School Age Programs have Emergency Management Policies for each location. In the case of emergency parents will be contacted by **phone**, when it is safe to do so. Staff and children practice exit drills on a regular basis. Parents are invited to read the complete **Emergency Management Policy** located in the green binder in each program.

In the event it becomes necessary to evacuate the premises, children and staff will exit the building and assemble in their designated meeting place outside.

Roll call will be taken.

Children and staff will then proceed to their emergency shelter location, listed below.

- ❖ State St. location to Almonte General Hospital front lobby
- ❖ Holy Name of Mary Catholic School to R. Tait McKenzie School

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- ❖ R. Tait McKenzie School to Holy Name of Mary Catholic School
- ❖ Naismith School to Almonte Community Centre
- ❖ Paterson St. location to R. Tait McKenzie School

**Staff will notify parents by Lillio, email, or phone call.
If no direct response is received, we will call.**

Accident Reports

Communication about your child's well-being is important to us. Parents will be informed regarding any incidents affecting their child's health, safety, or well-being. If a child is injured, parents will be asked to sign a copy of the Accident/ Incident Report. Parents will be given a copy of the report.

Our Duty to Report

In Ontario, any adult who suspects that a child may need protection from harm or abuse must report their concerns to **Family and Children Services**. People who work closely with children, including all **Childcare staff**, must report suspected abuse or risk being fined for not **carrying out their duty to report**.

If our staff members are concerned that a child might need of protection, they must contact **Family and Children Services** to ask them to investigate. The person must not rely on anyone else to report on his or her behalf. Staff is required to report concerns about:

- Neglect: basic needs for food, clothing, shelter and safety are not met;
- Physical abuse: signs of physical harm or injury;
- Sexual abuse: inappropriate touching or involvement in a sexual activity or exploitation.
- Emotional abuse: humiliation, insults, threats and other behaviour that harms a child's emotional state;
- Exposure to family violence.

Family and Children Services will investigate to find out whether the concerns are serious and if the child needs protection from the police or support from community organizations.

Registered Early Childhood Educators (RECEs) are expected to be accountable for their actions as Early Childhood Educators and to abide by the College of Early Childhood Educators' Code of Ethics and Standards of Practice.

If an issue or concern is deemed a serious occurrence, the staff person must follow the Centres and School Age Program "Serious Occurrence Policy".

Aggressive Behaviour

The Municipality of Mississippi Mills believes that its employees deserve a safe working environment. Aggressive behaviour, coarse language, verbal, or emotional abuse will not be tolerated by others.

Parents / and or children of school age programs sign a behavioural agreement upon starting at the centre.

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Parent Issues and Concerns Policy

Our staff work hard to care for your child(ren), however on occasion a parent may have an issue or concern. Parents are invited to read the complete **Parent Issues and Concerns Policy** located in the Green Binder in each facility.

If a parent has an issue or concern, they should review the concern with the classroom teacher or appropriate staff person to seek resolution as soon as possible. These conversations shall not take place in front of children.

- Registered Early Childhood Educators (RECEs) are expected to be accountable for their actions as Early Childhood Educators and to abide by the College of Early Childhood Educators' Code of Ethics and Standards of Practice.
- If the issue/concern is deemed a serious occurrence, the staff person must follow the Centres and School Age Program "Serious Occurrence Policy".

Speak to the Program Supervisor/Head teacher

- **Mississippi Mills Childcare Services-** Head Teacher, Taylor Shoots
613-256-3833 (ext. 1, then ext. 1)
- **Holy Name of Mary-** Head Teacher, Ryan Byers
613- 256-3833 (ext. 2, then ext. 1)

- **R. Tait McKenzie-** Supervisor, Carley Johnson 613 978-3255
- **Naismith School-** Supervisor, Angie Giles 613 978-3254

If you still feel that your concern has not been resolved, please contact **Anita Legault**, Director/Childcare Manager **613- 256-3833 ext. 2**

The Mississippi Mills Childcare Services Program Statement

Our Program Statement is a guide for staff, regarding children's programming and pedagogy (how children learn). This program statement is intended to strengthen the quality of our programs to support positive outcomes in relation to children's learning, development, health, and well-being on a consistent basis. Our program statement outlines strategies, practices, beliefs, and techniques that guide our interactions with children, parents and colleagues to support positive, professional and respectful interactions.

Mississippi Mills Childcare Services understand that the early years set the foundation for your child's health and well-being. We believe the first step in establishing and nurturing health, safety and well-being for children in our programs is through the connections they make with our program staff, students and volunteers. We want to develop strong healthy relationships with both our children and parents by providing open dialogue and ongoing information about your child.

Mississippi Mills Childcare Services promote the health, safety, nutrition, and well-being of the children.

Staff believe in a healthy environment for the children to play and learn in. They complete daily assessments of children upon arrival and watch for any changes. All toys and equipment are

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sanitized, and the Centres are cleaned nightly. We follow the Canada's Food Guide and accommodate food preferences and allergies.

Mississippi Mills Childcare Services support positive and responsive interactions among the children, parents, and staff.

We understand that families are valuable contributors to their children's learning, and we recognize that family and child well-being is closely linked. We pay attention to the conversations that we have with families and children because we understand the valuable impact of strong, respectful, and reciprocal relationships.

Educators set out goals for children by:

- listening and observing children to plan child-initiated activities.
- discussing with other educators the possibilities for children's further exploration through play and inquiry.
- engaging as co-learners with children, families/caregivers, and others.
- using pedagogical documentation to value, discuss, and to make children's learning visible at our programs.
- participating in ongoing reflective practice and collaborative inquiry with others.

Mississippi Mills Childcare Services encourage the children to interact and communicate in a positive way and support their ability to self-regulate.

Educators endeavor to understand the unique strengths and needs of each child to:

- develop language skills;
- have a sense of belonging where they feel safe, included, and can make connections to the environment;
- gain positive social experiences (i.e. use lunch and snack time as a social time to model appropriate behaviour);
- have meaningful experiences where they can participate fully;
- allow positive interactions and attempts at self-regulation, and to be competent, curious, and rich in potential.

Mississippi Mills Childcare Services foster children's exploration, play and inquiry.

Educators provide:

- daily routines (the flow of the day) with limited interruptions and transitions.
- large blocks of time for children to engage in sustained, complex play and inquiry.
- opportunities, activities, and play that allows all children to explore, ask questions, test theories, solve problems, engage in creative thinking, and make meaning of the world around them;
- open-ended materials that can be used in many ways, inviting investigation and complex play; ie sand, playdough, etc..
- environments and experiences that reflect and are relevant to the children in our care to encourage co-investigation, co-learning, and co-planning;
- opportunities for staff/educators to reflect and document children's learning.

Mississippi Mills Childcare Services provide child-initiated and adult-supported experiences.

Educators emphasize engaging environments and experiences in order:

- for children to explore ideas, investigate their theories, and interact with others in play;

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- to engage children in active, creative, and meaningful exploration, play, and inquiry;
- to recognize children as co-learners;
- to recognize each child's unique spirit, individuality, and presence;
- to observe and listen to children from multiple perspectives to identify the unique strengths and needs of each child in order to understand the child's temperament and actions;
- to participate in ongoing reflective practice to create positive environments to support children's learning, development, health, and well-being.
- to use pedagogical documentation to find meaning in what children do in order to include their perspectives and to co-plan with children and their families;
- to invite families to participate (at their comfort level) in their children's experiences;
- to support inclusion and to consider each child's capabilities rather than focusing solely on his or her needs;
- to support children's developing ability to self-regulate by being responsive and attuned to children's individual cues, restless states, and responses to various stressors;
- to help them learn strategies for becoming or staying calm and focused by enabling them to recognize and adjust their emotional states and impulses and become more aware of the effects of their actions on others.

Mississippi Mills Childcare Services plan for and create positive learning environments and experiences in which each child's learning and development will be supported.

Educators plan and create learning environments and experiences to:

- promote intentional active play that is individualized and adapted as needed to support each child's varied abilities while offering challenges that are within each child's ability to master;
- recognize and support each child's developing and varied self-regulation abilities in all domains (biological, emotional, communicative, cognitive, social);
- allow for children to initiate experiences, generate ideas, plan, problem-solve, make meaningful choices, and act spontaneously through play;
- enhance children's learning through play by having educators participate as co-learners;
- take a curious approach to new experiences and ideas to promote problem solving, complex play and inquiry.
- work with families and community partners to ensure that environments and opportunities provide equal learning experiences for all children by making flexible program adaptations and providing special equipment and/or adaptive devices (as recommended by a regulated health professional);
- ensure that the spaces and experiences promote play and inquiry that will help children discover and develop an increasing awareness and understanding of key concepts, including literacy and numeracy development.
- make children's thinking, learning, and competence visible through documentation to children, families, and others.

Mississippi Mills Childcare Services incorporate indoor and outdoor play, as well as active play, rest and quiet time, into the day, and give consideration to the individual needs of the children receiving child care.

Educators create learning environments and experiences to:

- encourage children to take reasonable risks, test their limits, and gain increasing competence and a sense of mastery through active play and social interactions.
- allow for long periods of time for children to explore environments with interesting, open-ended materials that can be used in many ways, inviting investigation and complex play.

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Mississippi Mills Childcare Services foster engagement of ongoing communication with families by:

- endeavoring to create an environment that welcomes families into our space.
- engaging in conversations with parents/guardians at drop off and pick up times.
- providing updates to parents/guardians using Lillio and learning stories to highlight their child's learning and activities;
- offering regular newsletters and family events;
- asking parents for their input through the use of parent evaluations.

Mississippi Mills Childcare Services acknowledge that community partners help to ensure the program fosters social and emotional well-being for children and families.

Educators work with the following community partners:

- Lanark Early Integration Program, Open Doors, Community Support programs;
- We belong to the Lanark Early Learning and Child Care Association (LELCCA) and work with the Lanark County Quality Assurance Resource Guide and the County of Lanark;
- We participate with the Kindergarten open house sessions with the Upper Canada District School Board and the Catholic District School Board of Eastern Ontario;
- We accept student placements from local high schools and colleges;
- Residents at Fairview Manor and Orchard View Retirement Living
- We post information from the Ontario Early ON Centre on local programming for children and families.

Mississippi Mills Childcare Services support staff and their continuous professional learning by:

- Participating in networking events offered through LELCCA and its promotion
- Offering reflective staff and program meetings;
- Participating in the College of Early Childhood Educators Professional Learning Plan;
- Monitoring educators practices;
- Hiring qualified educators;
- Using the Lanark County Quality Assurance Resource Guide.
- One PD day a year will be earmarked for a full day of professional development for staff and you will not be charged for that day. You will get advanced notice as to which day childcare will be closed for this purpose.

The Mississippi Mills Childcare Services and School Age Programs document and review the impact of these strategies.



Mississippi Mills Childcare Services Fee Schedule

January 1, 2024 CWELCC 52.75 fee reduction

Program Code	Program Description	Full fee/day	Parental Portion	CWELCC system portion
1	Infant Program	66.18	31.27	34.91
2	Toddler Program	55.62	26.28	29.34
3	Preschool Program	47.28	22.34	24.94
	Kindergarten Program			
4	Before and After	25.18	12.00	13.18
5	Before or After	19.82	12.00	7.82
6	Full Day	38.88	18.37	20.51
	School Age			
7	Before and After	23.93	23.93	0
8	Before or After	18.01	18.01	0
9	Full Day	38.05	38.05	0
	School Age (Grade 1 & eligible for CWELLC)			
10	Before and After	23.93	12.00	11.93
11	Before or After	18.01	12.00	6.01
12	Full Day	38.05	17.97	20.08