



# Head, Heart & Hands

Nova Scotia Child Care Association's Membership Newsletter

vol. 2.3

## NSCCA – A Strong Voice for Our Members

These are exciting times for child care in Nova Scotia and Canada. It is anticipated that a Federal/Provincial/Territorial (F/P/T) QUAD agreement will be finalized in the near future and the \$5 billion over 5 years will soon be making an impact on our child care system. Nova Scotia's share in 05-06 will be \$20 million, a significant amount when we know that currently \$28 million is now being spent on child care in Nova Scotia. The national child care system will be based on the QUAD principles of Quality, Universally inclusive, Affordable and Developmental.

NSCCA is an active participant in dialogue and discussions regarding the child care system. In December, Minister Ken Dryden, Minister of Social Development Canada asked affiliate member organizations of the CCCF some questions. He asked- *Where do you see Child Care in 10 years?*

We responded that NSCCA wants the sector to be providing high quality child care...

- providing stimulation that encourages growth in the whole person provided in settings that are healthy and safe and that promote trusting, caring and cooperative relationships that respect the worth and uniqueness of the individual; and

- a comprehensive infrastructure that supports child care practitioners in providing this high quality child care."

He asked- *What would be the first step you would like your province/territory to take in Child Care?*

We responded that implementation of the ten year development plan put together by NSCCA and the Certification Council of Early Childhood

Educators(CCCECENS) (both affiliate members of the Canadian Child Care Federation), Child Care Connection Nova Scotia(CCCNS) and our sister Francophone organizations, Centre provincial de ressources préscolaires (CPRP), and Société provinciale des intervenantes du préscolaire (SPIP) to establish a professional infrastructure that supports quality child care was one first step. As well, retention and recruitment issues have to be addressed immediately:

- Increase wages within the sector, establish a provincial salary scale, set compensation targets over five years to retain practitioners.

- Provide supports to operations in terms of funding, resources, expertise to enhance working conditions
- Develop campaigns regarding a career in child care using the salary scale and targets among other benefits as recruitment vehicles.
- Supports training programs to recruit students- initiatives that provide bursaries, low cost/forgivable loans, and training incentives to prospective students and practitioners working in the field;
- Support of national Accreditation of post secondary ECE programs for articulation between programs across Canada.
- Calculate human resource needs for the proposed expansion of services within the context of projected provincial needs.
- Develop a plan for recruiting, training and sustaining a qualified work force to meet existing and increased demand."

And he asked-*At the Minister's meeting discussions will be set around the funding of a system, where would you direct that funding?* We responded- "The needs of Nova Scotia's parents, employers, children, taxpayers and of its child care sector are not in competition, nor are any of them at odds with the QUAD principles that are the prerequisite to securing

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federal dollars to improve child care in Nova Scotia. Arriving at a solution that addresses both the issue of child care for society and the challenges currently facing Nova Scotia's child care sector is anything but straight forward, yet it is essential if we are to develop a plan to most effectively utilize any new child care dollars. The Nova Scotia Child Care Association proposes a balanced approach to allocation of the funding dollars with the priority to grow a high quality child care system. This balanced approach would address the need for expansion of affordable child care spaces while ensuring that the existing programs are enhanced and that new spaces provide high quality child care. Nova Scotia Child Care Association and its sister associations are ready to partner with all stakeholders in establishing a strong, sustained professional infrastructure that supports child care practitioners in their delivery of high quality child care."

The F/P/T Ministers met in November and again in February and will meet again shortly. Prior to his February meeting, NSCCA sent a letter to the Honourable David Morse, Minister of Community Services for Nova Scotia outlining the approach that was expressed in the approach that was expressed in response to Minister Dryden's three questions.

Minister Dryden and the Hon Ralph Goddard, Minister of Finance met with a group of child care sector groups and programs on March 3,

2005. Your acting Chair, Bronwien Richardson was invited to represent NSCCA. She presented Minister Dryden with a package of materials about NSCCA as well as a letter that emphasized the points made in the response to Minister Dryden's three questions (above).

In October 2004, The Hon David Morse, Minister of the Department of Community Services called together representatives of child care organizations for dialogue on the subsidy program. At that meeting he announced that a working group would be formed, co-chaired by Deputy Minister Marion Tyson and Elaine Ferguson, Executive Director of Child Care Connection, that would make recommendations to him regarding the subsidy program and other funding connected to subsidy. In February, he called the organizations group together again to announce the new graduated subsidy rates and an interim operating grant for programs. NSCCA is represented by Bronwien Richardson in the organizations group.

The piloting of preprimary programs has an impact on child care practitioners. NSCCA has joined with the CCECENS, CCCNS, the Non Profit Director's Coalition, and Private Licensed Administrator's Association in

developing a discussion paper around problems that the pre primary pilots present to the sector. A meeting with the Deputy Minister of Education was held and a meeting with the Ministers of Education and Community Services is being arranged.

## **NSCCA- Building Relationships**

NSCCA has joined CCECENS and CCCNS in submitting a proposal for a project to develop age appropriate developmental outcomes related to the certification criteria. The certification criteria are based on developmentally appropriate practice. The outcomes will provide a means to measure the effectiveness of certified ECE's practice in terms of the effect upon children. NSCCA's role will be to participate in developing the outcomes and consult with our members regarding their practicality and appropriateness.

The National Child Care Conference will be held in Halifax in 2007! NSCCA is partnering with CCECENS, the Canadian Child Care Federation (CCCCF) and CCCNS to present this national conference. Stay tuned for further developments.

NSCCA promoted our organization with a joint display with the CCECENS at the Connections Conference at the end of January. As well, Elizabeth Hessian, NSCCA Board Member was a panel member on professionalism to students at



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St Joseph's College of ECE.  
Contact Advocacy &  
Communications committee if you  
would like a presentation to a group.

## **NSCCA Represented on the Canadian Child Care Federation Member Council**

We are pleased to announce that the NSCCA is now an affiliate member of the Canadian Child Care Federation (CCCF). Cathy Cross has been appointed your representative on Member Council. What being an affiliate means to you is that your membership in the NSCCA also gives you membership in CCCF. Some of the benefits that you will receive are:

- Interaction subscription- CCCF's quarterly magazine (Watch your mailbox for the Spring Issue!)
- A national voice in issues involving our sector
- Another voice for Nova Scotia at the CCCF table
- Access to the Policy Knowledge and Response Network (PKRN)
- 4 resource sheets per year
- Free copies of many projects when first released
- 1 vote at the CCCF Annual General Meeting.

The CCCF has been working hard consulting and collaborating with provincial/territorial organizations and governments on the development of a national child care system. The NSCCA, along with its sister CCCF affiliate member the CCECENS, use this information in advancing a professional child care sector here in

Nova Scotia. This link with provincial/territorial and the national child care organization will make what the NSCCA does for you more effective.

The CCCF national conference co-hosted by the Saskatchewan Early Childhood Association and the CCCF will be held in Regina, Saskatchewan June 2-4, 2005. If you would be planning to attend or would like more information you can visit the CCCF web site ([www.cccf-fcsge.ca](http://www.cccf-fcsge.ca)). We are looking forward to co-hosting the 2007 national conference here in Nova Scotia with CCCF, CCECENS and CCCNS!

As the NSCCA representative to CCCF Member Council, Cathy looks forward to representing you at a national level. She has been in the field for almost 10 years. It is her hope that our work will help create a strong sector that will support a high quality child care system. She believes that you as members can support me by being active participants in the NSCCA. You may feel that this is not much however, there is strength in numbers and we will be able to make a difference! You can contact her at [catherineconrod@ns.sympatico.ca](mailto:catherineconrod@ns.sympatico.ca) or by phone 435-3806.

## **NSCCA –Getting Your Voice Heard**

NSCCA is your organization and your voice is important. There are a variety of ways that you can influence the direction of the organization and its activities.

- Attend the Spring Convention and Annual General Meeting on May 14 at the Citadel Inn in Halifax. An annual report will be available at that meeting that reports of Committee activities, financial position, and will receive resolutions for future direction of NSCCA. See the enclosed flyer for ways that you can express your comments, concerns and considerations
- We have a number of email addresses for our members (about 60% of our members) and we will be using this medium more extensively in the upcoming year to keep you informed. We will keep your address private, using the blind cc feature to suppress the addresses. Send in your email address to [nscca@istar.ca](mailto:nscca@istar.ca) if you haven't already provided it, or include it on your membership renewal form.
- Become a Committee member. Three standing committees related to NSCCA objectives-
  - Ethics Committee- To educate and facilitate the ethical practice of its members- Elizabeth Hessian, chair.
  - Advocacy & Communications Committee- To advocate and support its members in their provision of quality child care- Bronwien Richardson, chair.

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- Standards Committee- To educate and facilitate the use of standards of practice in its members (PLAR committee is a sub committee of this committee)- Heather Hansen Dunbar, chair.

- Send a letter, email or telephone your comments, concerns and considerations
- Join the Board of Directors (see enclosed nomination form)



## NSCCA – Recognition

Anne Culling, NSCCA Chair on sabbatical at this time, received the Caring At Work Award at the Awards dinner in October in recognition of her commitment to a professional child care sector. Anne is a graduate of Mount Saint Vincent University-Bachelor of Child Studies (1987). Upon graduation, Anne worked for a co-op centre and joined Alexandra Children’s Centre in 1990. In 1997 she became Assistant Director, a position she held until March 2004 when she left to take on the challenge of Director at St. Joseph’s College Lab School (Akerley Campus), Dartmouth Nova Scotia. Anne is very dedicated and high spirited to the field of Early Childhood Education. She founded the Metro Assistant Directors group in the 90’s. Anne was involved since 1995 in the Child Care Professional Association Development Society working towards a professional association for Early Childhood Educators in Nova Scotia. She saw this dream become reality in May 2003 with the birth of the NSCCA. Anne was the first chair of the NSCCA and a board member since

the association’s birth, a position she held until recently when she took a leave of absence due to the birth of her two beautiful twin daughters (Ashley & Bree) on October 17, 2004.

In 2002, when NSCCA was still CCPADS, a proposal was submitted to the NS Department of Community Services that outlined a ten year development plan to establish a professional infrastructure that supported child care practitioners. The proposal was developed in partnership with the Certification Council of Early Childhood Educators, Child Care Connection Nova Scotia and their sister Francophone organizations, Centre provincial de ressources préscolaires (CPRP), and Société provinciale des intervenantes du préscolaire (SPIP). The proposal is being updated and will be resubmitted.



## NSCCA- Ethics Committee Putting the Pieces in Place to Support Your Ethical Practice

The Ethics Mentor pilot project of NSCCA is to train a number of NSCCA members in ethical decision making and mentoring others in making ethical decisions. NSCCA is setting up a process whereby

NSCCA members can request an ethics mentor to assist them when they are facing decisions that have not one right answer. Training in the National Ethics Training Program on Best Choices: Guidebook to the Ethical Journey, and the Partners In Practice Mentoring skills series is required.

## Time to Renew Your Membership

NSCCA membership runs from May 1 of one year to April 30 of the following year. Membership dues are \$25 per year. Both voting (CCPI and CCPII) and non voting (Associate) members receive professional development activities related to standards of practice, application of ethics, and issues and trends that impact child care practitioners; newsletters; access to ethics mentors (see ethics article above); certificate and card; and membership in the CCCF- (Interaction, vote at CCCF AGM, representation on national member council, resource sheets, and access to PKRN). \$10 of your membership fee goes toward the CCCF and the remainder to the activities of the Association. (A financial report and budget will be presented at the Annual General Meeting, May 14, 2005). Fill out the enclosed form to renew your membership so that you will receive the next issue of Interaction and the other entitlements of being a NSCCA member.



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