



Early Learning and Child Care

MONTHLY E-NEWS

NOVEMBER 2023

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Message from the Assistant Deputy Minister

Following a busy summer, Manitoba headed to the polls this past October and elected the new government, led by the Honourable Wab Kinew, Premier of Manitoba. Our department welcomed Minister Nello Altomare and Deputy Minister Brian O'Leary, who both come with significant knowledge and experience from their time within the education system. The Minister's [mandate letter](#) emphasizes the priority for early learning and child care, and the critical importance of Early Childhood Educators.

This month, many of us within the department and within the early learning and child care system had the privilege of attending the [Mamàhtawisiwin Symposium](#). Bringing together educators from across early learning and Kindergarten to Grade 12, this two-day event provided inspirational examples and learnings to advance Indigenous inclusion across Manitoba. This is a significant priority for our division and department, and I look forward to engaging further on how we can advance Truth and Reconciliation as an early learning and child care system.

Sarah Whiteford

Early Learning and Child Care Division Update

Staffing Updates

We continue to welcome new staff into our division to support Manitoba's priorities for early learning and child care. Since our last newsletter in July, Early Learning and Child Care has welcomed **17 new and returning team members**, celebrated milestones, and bid farewell to respected colleagues.

New and returning staff since July 31, 2023:

Provincial Operations Branch

Licensing and Compliance Unit

Daniel Jebb, Information Services Clerk,
Licensing and Compliance

Ruth Hiebert, Child Care Coordinator,
Licensing and Compliance

Debbie Huebner, Child Care Coordinator,
Licensing and Compliance

Renée Laviolette, Child Care Coordinator,
Licensing and Compliance

Kayla Proteau, Child Care Coordinator,
Eastman Region, Licensing and Compliance

Cheryl Erickson, Child Care Coordinator,
Licensing and Compliance

Diversity and Inclusion Unit

See section below

Policy and Planning Branch

Amanda Ducharme, Administrative Assistant

Workforce Development Unit

Séamas Finnerty, Program Coordinator

Tasha Ducharme, Certification and Training Supports
Clerk

Lindsay Ortlieb, Acting Policy Analyst (certification/
qualifications)

Continuous Improvement and Engagement Unit

Scott Best, Engagement Coordinator

Financial Accountability and Reporting Branch

Joycelyn Mendoza, Administration Manager

Michael Chen, Financial Clerk

Capital and Space Development Branch

Kelly Punzalan, Acting Policy Analyst

Congratulations to **Dina Ducharme**, who moved from ELCC to join the Indigenous Inclusion Directorate (IID) on September 11, 2023, as an Indigenous Inclusion Consultant, with a focus on the early learning and child care sector.

Farewell to **Frank-Xiaolong Liang** on his recent move to the Treasury Board Secretariat as part of the next phase of his journey through the Leaders in Training Program and **Tracey Lewis**, who retired from ELCC on September 1, 2023, after nearly 15 years of dedicated public service to the early learning and child care sector in Manitoba.

New Home for Diversity and Inclusion Unit at 210 Osborne Street

In addition to the Early Learning and Child Care main office location at 114 Garry Street, Winnipeg, the division recently celebrated expanded capacity and support for the diversity and inclusion team and its services, on the second floor of 210 Osborne Street North in Winnipeg.

Meet the Diversity and Inclusion team including new staff (marked by *) who joined us in September:

Stella Berube, Manager

Neera Barber, Inclusion Support Program Supervisor

Toni Landry, Inclusion Support Program Supervisor

Taryn Bennett, Inclusion Support Program Coordinator

Anne Gable, Inclusion Support Program Coordinator

Samantha Milne, Inclusion Support Program Coordinator

Reena Schellenberg, Inclusion Support Program Coordinator

Aaron Bachman, Inclusion Support Program Coordinator*

Tim Connell, Inclusion Support Program Coordinator*

Sydney Gerbrandt, Inclusion Support Program Coordinator*

Justine Hutton, Inclusion Support Program Coordinator*

Gulkesh Rihal, Inclusion Support Program Coordinator*

Amanda Thiele, Inclusion Support Program Coordinator (based in Dauphin)*



New Home for Diversity and Inclusion Unit at 210 Osborne Street

For the list of key department contacts, please visit: www.edu.gov.mb.ca/aboutus.html.

Moving Forward on Child Care Priorities

On August 1, 2023, Manitoba and Canada announced new action plans under two of its existing agreements with the Government of Canada: the Canada-Manitoba Early Learning and Child Care Agreement and the Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement. They outline actions that Manitoba will undertake to achieve its commitments to strengthen the workforce, enhance quality, improve affordability, and create 23,000 additional spaces.

A variety of space creation pathways announced earlier this year have enabled work towards space targets including those at existing and new child care facilities, at post-secondary institutions, and at new and existing schools across the province. As of August 2023, a total of 12,498 spaces have opened or been committed to children from 0 to 12 years of age. This includes 8,266 spaces approved for 0- to 6-year-olds (opened or committed) leveraging federal funding and an additional 4,272 spaces approved to extend supports to school-aged children ages 7 to 12 (opened or committed) through provincial funding investments.

Highlights of continued progress include:

- Eight new child care centres built under the Municipal and Indigenous Governing Bodies capital stream using a ready-to-move (RTM) build approach are now open, including Île-des-Chênes, Whitemouth, Oak Bluff, Stonewall, East Selkirk, Portage la Prairie, and Rosenort in addition to Bright Beginnings Educare in Headingly that opened in July. Each facility was built and operational in approximately one year and added 74 infant and preschool spaces to their respective communities. Another six RTM child care projects are currently under construction, with 11 projects remaining to commence in early 2024.
- Preparations for upcoming stakeholder consultations this winter, led by selected proponent MNP, to inform modernization of the certification framework.
- Additional strategies to recruit and retain professionals in the sector are in development, including expanded post-secondary training seats and child care programming, cross-jurisdictional work on a federal-provincial-territorial workforce strategy, as well as the Minister's Consultation Table, which comprises providers and stakeholders.

Learn more about Manitoba's federal agreements, action plans, and progress at: <https://gov.mb.ca/education/childcare/actionplan.html>.

Strengthening the Circle of Security (COS)

As efforts continue in areas of child care space creation and workforce expansion, it is recognized that access to responsive, quality learning opportunities for educators contributes to the development of quality childcare environments where children can thrive.

Under the original Canada-Manitoba ELCC Agreement (2017-2020), investments were made towards the development and implementation of the Circle of Security (COS) course, an early intervention program designed to strengthen the relationship between a caregiver and a child, supporting child care providers in gaining competence in helping children manage their emotions and hence their behaviors.

Child care providers who have taken COS training have suggested experiencing beneficial outcomes such as reductions in behavioural outbursts and improved confidence of staff.

While investments for COS programming continue under the 2023-2025 Canada-Manitoba ELCC agreement, management of the COS program along with its funding source was transferred from Early Learning and Child Care to New Directions CARE (Childcare Attachment and Relationship Education) program.

Through the CARE mandate and the capacity at New Directions to support programming growth, child care directors and staff can:

- access COS facilitator training at no charge
- receive valuable mentorship to maintain fidelity to a rich COS model and access to Community of Practice sessions
- connect, as trained facilitators, with other centres wishing to receive this course with funding also available to reimburse facilitators for their time

In addition, the Reaching Out subprogram of CARE, offers child care providers attachment and trauma focused workshops and consultation/referral opportunities to family therapy services.

Learn more about the Circle of Security and how to access the CARE program at: <https://gov.mb.ca/education/childcare/resources/care.html>.

Spotlight on Success

Manitoba ECE III Receives National Award



Portage la Prairie ECE III Tricia Stangl

Congratulations to Tricia Stangl one of the 2023 recipients of the [Prime Minister's Awards for Excellence in Early Childhood Education!](#)

Tricia is an Early Childhood Educator III with Portage Ukrainian Nursery School in Portage la Prairie who was nominated and selected for her significant contribution and dedication to families and children with additional support needs.

Executive Director of Provincial Operations, Susan Emerson and Child Care Coordinator Monique Lubkiwski visited Portage Ukrainian Nursery School on October 16 to deliver best wishes on behalf of all Manitoba Early Learning and Child Care staff.



Tricia Stangl with ELCC Child Care Coordinator Monique Lubkiwski

Mamàhtawisiwin Symposium

On November 14 and 15, 2023, close to 800 individuals whose work impacts and influences the learning and development of children in child care settings and within the Kindergarten to Grade 12 education system, gathered at the Mamàhtawisiwin Symposium at the Victoria Inn and Conference Centre.

Mamàhtawisiwin: The Wonder We Are Born With—an Indigenous Education Policy Framework established in 2022 supports the achievement of First Nations, Métis, and Inuit learners by helping educators to incorporate Indigenous languages, cultures, and identities into their teaching and practices, setting Indigenous students up for success in school and beyond.

This years' symposium included over 130 representatives from the early learning child care sector, along with Elders and Knowledge Keepers, students, teachers, superintendents, senior post-secondary administrators, government staff, and community partners who engaged on the Indigenous Education Policy Framework and considered opportunities for its expansion to child care. The [two-day agenda](#) followed an in-depth look at each of the Strategies and Actions within the Policy Framework:

- Authentic Involvement
- Putting Children/Students at the Centre
- Understanding World Views, Values, Identities, Traditions, and Contemporary Lifestyles
- Inclusive and Culturally Safe Learning Environment

The symposium provided opportunities for participants to share their stories and achievements in reaching successful outcomes for Indigenous children and youth, and to build their skills and knowledge base with a variety of informative workshops and breakout sessions.

To learn more about *Mamàhtawisiwin: The Wonder We Are Born With*, visit www.edu.gov.mb.ca/iid/mamahtawisiwin.html.



Clockwise from top left: Assistant Deputy Minister Sarah Whiteford introduces speaker Dr. Alex Wilson; The Kinew Youth Dancers; Indigenous Inclusion Consultant Dina Ducharme; some of the many school displays from Frontier School Division, Ross L. Gray School, Roseau Valley School Division, Seine River School Division.

Listening to Manitoba’s Early Childhood Educators

Meet the ELCC Team—Taryn Bennett, Inclusion Support Program Coordinator, Ballet Instructor

“I always knew I wanted to work with children. I started as an ECE. I’m interested in brain development, and I am really passionate about sharing what I know and understand: how to support children and make sure that we meet their needs, how we speak to children, and how we emotionally support them to be resilient. I’m a dance instructor. I’ve danced since I was three. I teach ballet, jazz, and tap. I’ve had some wild ballet teachers before, but I like to think of myself as someone more fun. Within my studio, I’m one of the senior teachers so I’m able to share a lot of knowledge in this line of work, like classroom management and how to support children who are struggling. I serve as sort of a mentor as well, which is interesting. So, both worlds kind of collide. I have taught children from the age of two to adults. But right now, my interests and where I love to be is with preschool-aged children. Most of my classes at this point in my life are preschool. I teach the same children for a whole dance season, 10 months of the year, so I get to know them very well. It’s nice too, because prior to this job (ISP coordinator), I was working with children. I was around them all the time, and now I’m affiliated with them in a way where I don’t actually work with them directly, so [being an instructor] sort of fills that void.”

Announcements and Reminders

Competency Based Assessment—Application Deadline January 5, 2024

A new intake of the ECE II Assessment Program’s [Competency Based Assessment \(CBA\)](#) stream for Rural and Northern child care assistants will begin January 24, 2024.

Early Childhood Education—Recognized Post-Secondary Training Options

Eight educational institutions throughout Manitoba currently offer recognized post-secondary training for early childhood education. Follow the links below to learn more about programs, new intake sessions in 2024, and flexible training options that may be available:

- [Assiniboine Community College](#)
- [Louis Riel Vocational College](#)
- [Manitoba Institute for Trades and Technology](#)
- [Red River College Polytechnic](#)
- [Robertson College](#)
- [University College of the North](#)
- [Université de Saint-Boniface](#)
- [University of Winnipeg](#)

For general information about the Classification of Early Childhood Educators and Child Care Assistants, visit: www.manitoba.ca/education/childcare/students_workforce/info_classification.html#education.

Manitoba Child Care Association (MCCA)—Professional Development Opportunities

■ Workshops and Seminars

Over 60 professional development opportunities for early learning and child care professionals are being offered this fall and early winter, from traditional Metis beading to the ethics of screen time. Learn more at: <https://mccahouse.org/workshops/>.

■ Pedagogical Conference Brings ECE Leaders Together

Staff from the Early Learning and Child Care division attended the Manitoba Child Care Association's 5th Pedagogical Institute on October 12, 13, and 14, 2023. Offered every two years by MCCA, the event is attended by ECEs from across Manitoba to reflect on policy and practice in early childhood programs.

ELCC senior policy analyst Joanna Flores feels the biannual event deepens her appreciation for her place within the sector.

"I've always considered it a privilege to be part of the Pedagogical Institute. It never fails to be bring me back to my roots as an Early Childhood Educator. It reminds me of why we do what we do and who we do it for. It is so easy to get lost in the hustle and bustle of our daily grind. The Institute helps me to pause and reflect on the role that we play in developing policies and initiatives to support the early learning and child care sector."



Right to left: Child Care Coordinator Jon Bitton, Senior Policy Analyst Joanna Flores, Policy and Program Analyst Shelley Marques, Keynote Speakers Anne Marie Coughlin and Lorrie Baird, Senior Financial Analyst Marilyn Sacramento, Inclusion Support Program Coordinator Taryn Bennett, Child Care Coordinator Gurpreet Grewal, Contract Manager Tatjana Collins.

Call for Nominations: Prime Minister Awards of Excellence in Early Childhood Education

Do you know an exceptional early childhood educator who deserves recognition for their outstanding work? Nominations are now open for the 2024 [Prime Minister's Awards for Excellence in Early Childhood Education](#). All Canadian citizens and permanent residents who have successfully completed early childhood education training, and have worked in a licensed facility for the past three years could be eligible. Start today by downloading a [nomination form](#). Nominations for the 2024 Prime Minister's Awards must be submitted by **January 11, 2024**.

We Value Your Input!

Would you like to share some of your facility's ideas or tell us about a program or celebration at your facility? Would you like to share a quote about why you love being an early childhood educator? Email us at CDInfo@gov.mb.ca with the subject line "ELCC Newsletter" and you could be featured in our next edition.

For general inquires about the Early Learning and Child Care Division:

Website: www.manitoba.ca/childcare

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Phone: 204-945-0776

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