

ANNUAL REPORT 2018- 2019



Message from Board President



Within a flurry of political activity and staffing changes this past year, the AECEO has continued to assert and build the collective capacity of Early Childhood Educators in our province. Though certainly not easy, I remain inspired by our staff and Board who are wholeheartedly committed to strengthening and building our community. I would like to recognize the phenomenal staff whose passion and commitment to the sector have been, and continue to be, the bedrock of our organization.

Our previous Executive Coordinator, Lyndsay Macdonald, worked tirelessly to mentor leadership and illuminate critical issues within the profession with government and allies. While we were sad to see her go, we acknowledge that the AECEO would not be where it is today without her inspiring dedication to our organization and profession; we are delighted that Lyndsay remains involved at the Board level. We were also incredibly fortunate that Alana Powell took on the position of Interim Coordinator. Like Lyndsay, Alana's energy, enthusiasm and dedication to the profession was (and is) contagious. Alana worked quickly to engage with the community and assert the voice of the early learning workforce; we are excited that Alana has added her name to the slate of Board nominees. In January 2019, we were honoured to welcome Rachel Lafferty into the Executive Coordinator position. Rachel has brought a fresh, invigorating perspective and, like her predecessors, her commitment to our profession is inspiring. In a very short time, Rachel has managed to establish relationships with existing and new allies and assert the voices of ECEs amidst a chaotic political climate. The AECEO looks forward to evolving under her leadership! We are also very excited to welcome Erin Filby as our Community Organizing/Communications Coordinator! Erin brings with her tremendous leadership strength, energy and enthusiasm as well as a deep understanding of the ECEC policy landscape; we look forward to learning and growing from, and with, Erin! Finally, it is paramount that I take a moment to recognize our Membership Coordinator, Sue Parker. As we all know, Sue's knowledge of the sector, deep understanding and appreciation of the AECEO's evolution and unparalleled work ethic are invaluable to us. I can't count the number of times I have said or heard the phrase "Sue will know"! Sue has been, and continues to be, an anchor. Amidst a rapidly shifting sector and polarizing political climate, I look forward to forging new ways forward in our strategic planning session in July. It remains clear that there is an urgent need to build and amplify the collective voice of ECEs in Ontario.

Brooke Richardson, RECE, MA, PhD

Message from Executive Coordinator



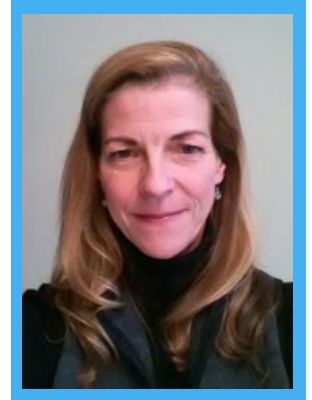
It has been my sincere pleasure to represent the Association of Early Childhood Educators Ontario as the Executive Coordinator in 2019. The organization has undergone significant changes in recent years, but what has remained consistent throughout our nearly seventy year history, is our dedication to respectful, non-partisan advocacy for the ECE professional. As an Early Childhood Educator myself, I understand very well our responsibility to advocate for children and families. However, what is often overlooked is our responsibility to also advocate for ourselves as professionals.

It is our collective responsibility to advocate for professional recognition; this recognition will result in Professional Pay and Decent Work for Early Childhood Educators. It is my hope that, with your help, the Association continues to establish itself as the clearly distinct voice for all ECE professionals, no matter where they are employed or their geographic location. The AECEO represents you - we are *your* professional association. I would like to personally invite each and every one of you to engage with one of our local Community of Practice teams, invite us to represent you at a local event, or simply contact us to share how we can further our advocacy work on your behalf so that our distinct voice is heard. We are stronger together.

Rachel Lafferty, RECE, BSc, BEd, OCT, MEd

Our Gratitude & Best Wishes

We would like to offer our sincere and heartfelt thanks to Noreen McChesney, who retired as Board President in 2018. Noreen was elected to the AECEO Board as a Member-at-Large in 2011 and served as Treasurer before being elected President in 2015. As she steered our course over her 3 years as President, Noreen's hard work, dedication and leadership were an inspiration to the staff, her fellow Board members, AECEO members and our sector partners.



Noreen McChesney
RECE, BA



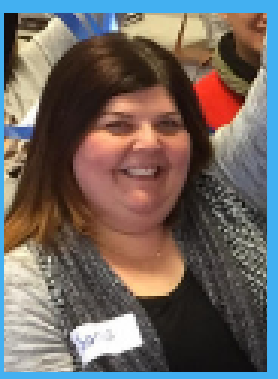
We are very grateful to have had Lyndsay's guidance and leadership for two wonderful years as Coordinator of the AECEO. Her energy, positivity, enthusiasm, and deep commitment were key factors in our accomplishments during her tenure with the organization. We are thrilled that she continues to remain involved in the Association at the Board level.

Lyndsay Macdonald RECE,
BA, MA-ECS

Alana took on the role of Interim Coordinator at the AECEO from September 2018 to January 2019. Her passion and dedication to the early childhood sector were huge assets to the AECEO in the months that she led and powered the Association's work. Thank you Alana!



Alana Powell RECE,
HBA, MA-ECS



Many thanks to Sonia Tavares for her work as our Community Organizing and Communications Coordinator. During her time with the AECEO, Sonia's positive spirit and fantastic community organizing skills were key to the success of our advocacy actions and the development of our Decent Work Community of Practice teams.

Sonia Tavares
RECE

BOARD OF DIRECTORS

President

Brooke Richardson, RECE, MA, PhD

Co-Secretary

Lyndsay Macdonald, RECE, BA, MA-ECS

Co-Secretary

Laura Coulman, RECE, MSC, PhD
Candidate

Treasurer

Shannon Sveda, RECE

Members at large

Nicole Cummings, RECE, MA-CSE
Ruth Houston, RECE, AECEO.C,
BCD, MA
Rachel Langford, RECE, PhD
Amy O'Neil, RECE, BA
Jenn Wallage, RECE, BAA, RC

PROVINCIAL OFFICE STAFF

Executive Coordinator

Rachel Lafferty, RECE, MEd, BEd, BSc, OCT

Office and Membership Administrator

Sue Parker

Community Organizing & Communications Coordinator

Erin Filby



Slate of Nominations 2019:

PRESIDENT

Brooke Richardson, RECE, MA, PhD,

TREASURER

Shannon Sveda, RECE, MA

CO-SECRETARY

Lyndsay Macdonald, RECE, BA, MA-ECS

CO-SECRETARY

Laura Coulman, RECE, MSC, PhD
Candidate

MEMBERS-AT-LARGE

Nicole Cummings, RECE, BASc
Priscilla Dutt, RECE, BA (ECE), MA-ECS
Ruth Houston, RECE, AECEO.C, BCD, MA

MEMBERS-AT-LARGE

Shona Mills, RECE, BECL, MA-ECS
Keshia Murray, RECE, AECEO.C
Amy O'Neil, RECE, BA
Veronica Pacini-Ketchabaw, PhD
Alana Powell, RECE, HBA, MA-ECS
Jenn Wallage, RECE, BAA, RC

many
thanks

TO OUR VOLUNTEERS

I am only one, but still I am one.
I cannot do everything, but still I can do something;
And because I cannot do everything,
I will not refuse to do the something that I can do.
- Helen Keller

Thank you to our valued volunteers for your kind works. We are better because of your time, talents, skills and energy. You are key to our success. Your dedication to the organization and contributions are important and very appreciated.

2018 - 2019: A Timeline

April
Thunder Bay &
Halton
ECE Power
Trainings

**MAY 31
PROVINCIAL DAY
OF ACTION**

Chalk it up
for
Childcare!

Communities
of Practice
Webinars

August 20
Reversal of
For Profit
Maximum
Threshold

October 2
Humans of ECE
Launched

My ECE **POWER** is...

Yet...



#decentwork #professionalpay #ECEPower

**Growing Together
Ontario's Early Years
and Child Care
Workforce Strategy**



Province adopts a
plan to implement a
wage grid for all
program staff that
reflects qualifications
and experience

AECEO
Decent Work
Task Force
WIN!

**JUNE 7
ELECTION
DAY**
PCs win
majority in
Ontario

College &
University
presentations
June, August,
October,
December



September 19
Updated
Campaign
Toolkit

400
Humans of ECE
Submissions
received

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2018 - 2019: A Timeline

October
14 - 21
2nd annual
Provincial
Week of Action



October 15
Champions
for Children
Obstacle
Course

Ontario
College of
Teachers
kindergarten
additional
qualification
review

November 20
National Child
Day
of Action



January 19
Women's
March
Toronto



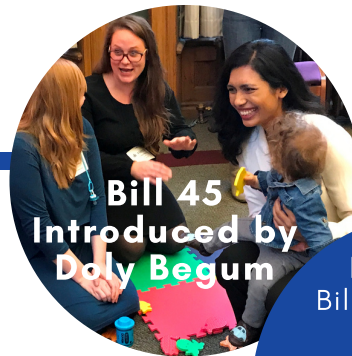
March
Bill 66
submissions
re: Before &
After Care,
Home Care

February
Education
Consultation
re: Class size &
two educator
model

April 11
Provincial
Budget
Announced



Celebrations
included:
art exhibit,
raffles,
appreciation
dinners



**Bill 45
Introduced by
Doly Begum**

November 1
Bill 45 aimed to
restrict the
allocation of
public funds to
for-profit child
care corporations.
The Bill did not
pass.

January
17 & 22
MPP Meeting
Training

February
Pre-budget
submission
re: WEG and
wage scale

February - March
Joint AECEO & OCBCC
petition garners 12,000
signatures in less than a
month. Petitions presented
at the
Ontario Legislature 16
times.

April 18
Wage
Enhancement
Grant
continuation
confirmed

BUILDING ECE POWER: PROFESSIONAL PAY & DECENT WORK CAMPAIGN



Our Professional Pay and Decent Work campaign continues to gain momentum. The AECEO partnered with the Atkinson Centre for Society and Child Development, the Ontario Coalition for Better Child Care, and hosted the Building Skills for Change leadership training through the Institute for Change Leaders facilitated by Olivia Chow (Ryerson University).

By honing the strength and skills of RECEs across the province through leadership training, local Communities of Practice teams have grown to become true leaders in the movement for Professional Pay and Decent Work.

Our provincial teams have raised public awareness by planning local events, sharing ECE stories, and establishing the connection between professional recognition and high quality, universally accessible early years education and care.

Despite public policy uncertainty, we are proud of our teams' dedication and would like to express our gratitude for their hard work.

We are grateful for the generous support of the Atkinson Foundation.



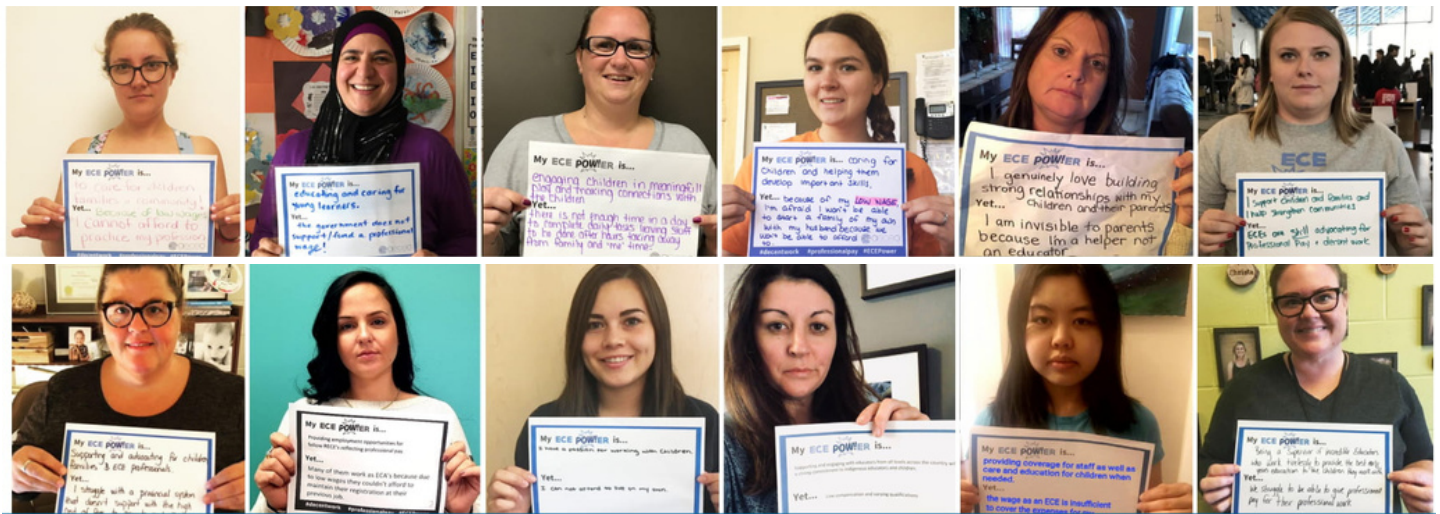
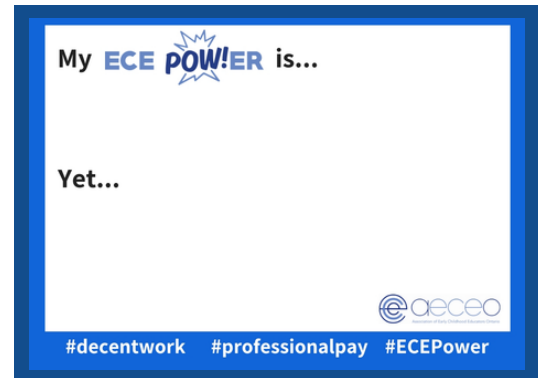
Early Childhood Educators fighting for decent work!



BUILDING ECE POWER: HUMANS OF ECE CAMPAIGN

In October of 2018, the AECEO launched the Humans of ECE campaign, inspired by the Humans of Basic Income campaign and the iconic Humans of New York social media movement. The goal was to highlight the value of ECE professionals while also raising awareness of professional pay and decent work.

Thank you to the 400 Registered Early Childhood Educators who participated!



PROVINCIAL WAGE ENHANCEMENT GRANT (WEG) UPDATE

- December 2018: the AECEO heard from RECEs and employers across Ontario regarding their concerns that the WEG would not continue past March 31st, 2019
- January 2019: the AECEO and the OCBCC partnered to collect hardcopy and online petition signatures to continue the WEG for another year
 - the petition garnered 12,000 signatures in less than 30 days; grand total of over 14,000 signatures
 - the petition was presented in the Ontario Legislature 16 times
- January 2019: the AECEO advocated for the WEG in their Pre-Budget Submission to the Standing Committee on Finance and Economic Affairs
- February & March 2019: AECEO Community of Practice teams used AECEO tool kit resources to write emails and letters, make telephone calls, and meet with their local MPPs to advocate for the WEG
- April 2019: the Provincial Budget announcement did not include information regarding the WEG
 - one week later (April 18th), the Province confirmed that the WEG would continue until March 31st, 2020

Although we were pleased with the continuance of the WEG, it is only a first step in the establishment of a provincial wage scale starting at \$25/hour for new graduates, with increases commensurate with experience and education. The AECEO will continue to advocate for a province-wide wage scale as outlined in Transforming Work in Ontario's Early Years & Child Care Sector: Workforce Strategy Recommendations Presented to the Ministry of Education November 30, 2017 (prepared and published by the AECEO).

VICTORY, BY THE NUMBERS:

ECE WAGE ENHANCEMENT GRANT VICTORY!

.....

39,000

Early Childhood Educators who
will continue to receive a \$2/hr
Wage Enhancement Grant

.....

13,000+

Number of people who signed
a petition to maintain the grant
IN PERSON

100+

Petition Leads (many first-time
advocates) who gathered
signatures in their communities

16 Times petitions were presented
at the Ontario Legislature

2 Questions on the future of the
grant raised directly in the
Ontario Legislature
by Doly Begum MPP
and Mitzi Hunter MPP

CAMPAIGNING WORKS! HERE'S HOW:

14,000+

Number of people who signed
a petition to maintain the grant
ONLINE

40+

In-person meetings with MPPs
And NUMEROUS letters and
Emails to MPPs

Many months of work by the
staff and volunteers of the
AECEO & OCBCC



AND YOU!

We want to thank you for your
tireless support. We couldn't have
succeeded without YOU.

many
thanks

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

OUR DONORS



Jerome Adamo
Sohana Amin
Jade Armstrong
Delia Avarell AECEO.C
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Bernice McLeod-Cipparrone
Melor Inc
Kimberly Mitchell
Linda Moon

Kesha Murray AECEO.C
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Evette Serota
Service à l'enfance Aladin
Childcare Services
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Heather Yeo AECEO.C
Nermeen Yousef
Leah Yuyitung AECEO.C



Join the AECEO - We're Stronger Together!

The Association of Early Childhood Educators Ontario continues to build a strong collective voice for all Early Childhood Educators.

With 53,800 Registered ECEs in Ontario, we make a difference when we come together. Please join or renew your membership with the AECEO so that we can continue advocating for all ECEs in the province.



COMMITMENT TO TRUTH AND RECONCILIATION



Spring/Summer
2018

Peer Reviewed
Collection: Indigenous
Knowledges and
Pedagogies
AECEO's Truth and
Reconciliation
Commitment



Association of Early Childhood Educators Ontario | Canada Post Publication Contract No. 40014783

The AECEO Board of Directors has made an active commitment to participate in and support the process of reconciliation with First Nation, Métis, and Inuit people and communities in Ontario and across Canada. In March 2017, the AECEO established the Guiding Committee on Truth and Reconciliation. The AECEO is inviting Indigenous educators to share their knowledge, traditions, and teachings for dissemination to our members across the province and beyond. As the professional association of Early Childhood Educators in Ontario, it is our responsibility to provide culturally safe opportunities for First Nations, Métis, and Inuit educators to have a voice within the AECEO.

We are therefore reaching out to our membership and their networks to invite Indigenous Early Childhood Educators, community leaders, and Elders to join the Truth and Reconciliation Guiding Committee. If you are interested in participating, please contact us at info@aeceo.ca.



Spring/Summer
2019

AECEO Public Policy
Responses
Provincial Board
State
Peer Reviewed
Collection



Association of Early Childhood Educators Ontario | Canada Post Publication Contract No. 40014782

The eceLINK is published quarterly and is available to our members either online or in hardcopy.

The Editorial Committee has recently recommended that all peer-reviewed content published in the eceLINK be made available on our website. Open access to our peer reviewed content will provide all Early Childhood Educators, students, academics, and the general public with abstracts and full text downloads. We would like to thank the Editorial Committee for this generous provision.

Editorial Committee Members:

Rachel Langford, RECE, PhD, Editor – Peer Reviewed Collection

Brooke Richardson, RECE, PhD, Co-Chair – Publication

Laura Coulman, RECE, PhD Candidate, Co-Chair – Publication

Veronica Pacini-Ketchabaw, PhD

Goranka Vukelich, RECE, PhD

Shani Halfon, RECE, MA-ECS

Lyndsay Macdonald, RECE, MA-ECS



Winter 2019

Humans of ECE
Profiles of
Diverse Work
Centres of
Excellence in
Ontario



Association of Early Childhood Educators Ontario | Canada Post Publication Contract No. 40014782

We would also like to thank all of the organizations that have advertised in the eceLINK this past year – your contribution is appreciated! If you are interested in advertising in the eceLINK, please contact us at info@aeceo.ca.



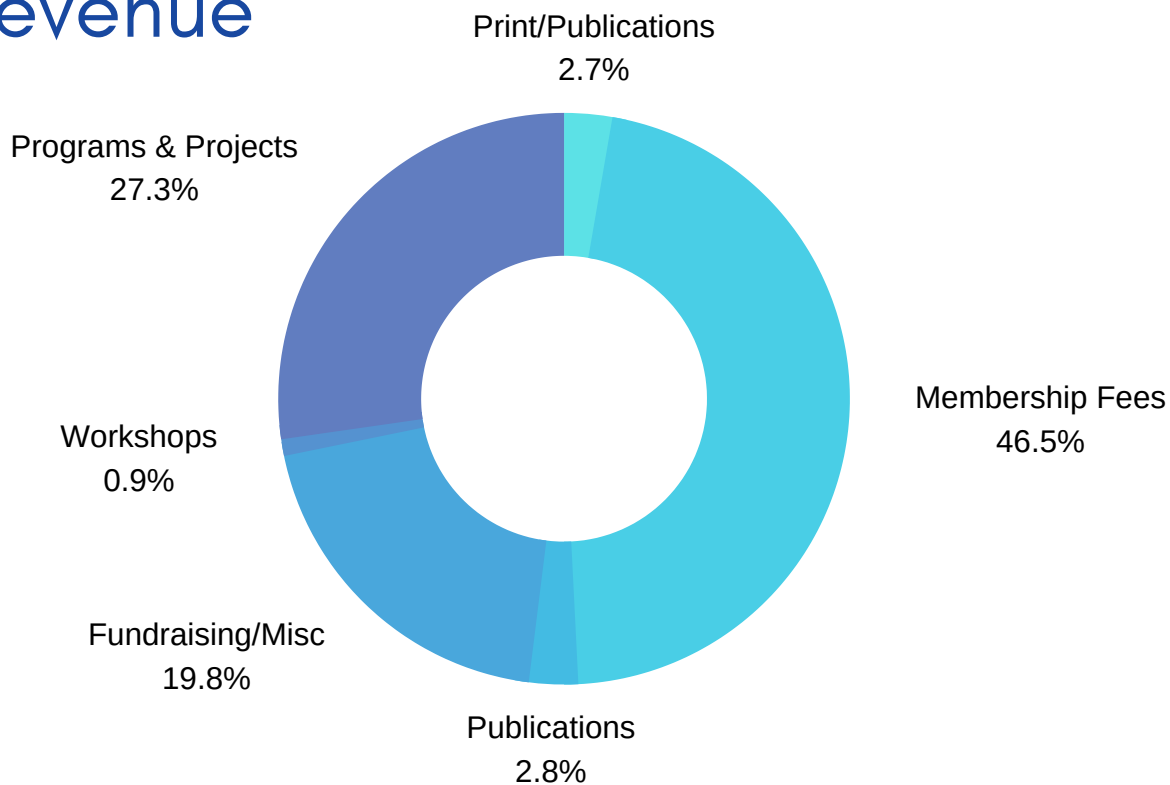
Thank you to the many
community partners and
collaborators we have
worked with...

Affiliated Services for Children and Youth
Algonquin College
Andrew Fleck Children's Services
Association of Community Organizations for Reform Now
(ACORN)
Atkinson Centre for Society and Child Development
Atkinson Foundation
Brock University, Faculty of Education
Campaign 2000
Canadian Child Care Federation
Canadian Union of Public Employees Ontario
Centennial College
Centre pour enfants Temiskaming Child Care
Child Care Now
Child & Community Resources Sudbury
Child Development Resource Connection Peel
Childcare Resource & Research Unit
College of Early Childhood Educators
Conestoga College
Compass Early Learning and Care
CUPE Local 2484
CUPE Local 503
Early Childhood Community Development Centre
Early Childhood Resource Teacher Network of Ontario
Equal Pay Coalition
Family Day
Family Supports Institute Ontario
Fanshawe College
Fight for 15 & Fairness
George Brown College
George Brown College Student Advocates for Early Childhood
Education
Georgian College
Halton Poverty Roundtable
Home Child Care Association of Ontario
Humber College
Indigenous Centre of Excellence for Early Years and Child
Care

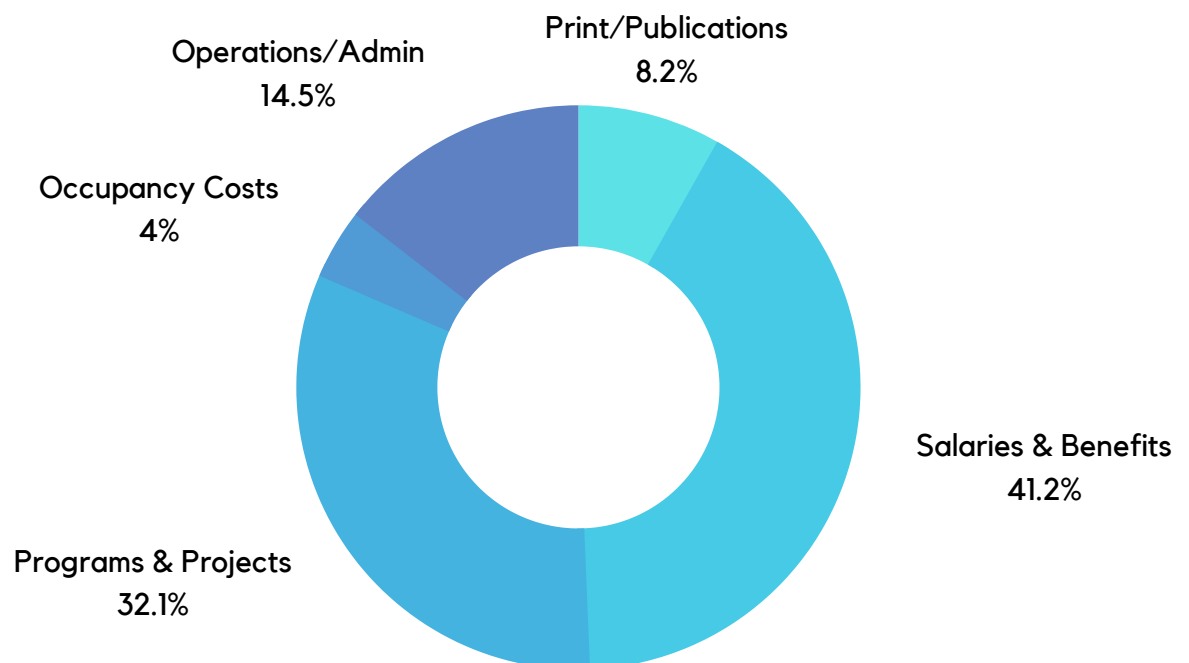
Institute for Change Leaders
Little Lions Waldorf Daycare & Kindergarten
Math Knowledge Network
Milton Community Resource Centre
Mohawk College
Mothercraft College
Niagara College
Ontario Coalition for Better Child Care
Ontario Early Years Centre Provincial Network
Ontario Nonprofit Network
Ontario Provincial Centre of Excellence for
Early Years and Child Care
Oshki-Pimache-O-Win Wenjack Education Institute
Ottawa Catholic District School Board
Owl Child Care Services of Ontario
Ryerson Student Childcare Advocacy Association
Ryerson University, School of Early Childhood Studies
Science of Early Child Development/Red River College
Seneca College
Secretariat for the Centres of Excellence for
Early Years and Child Care
Service à l'enfance Aladin Child Care Services
Sheridan College
Six Nations Child Care Services
St. Clair College
St. Lawrence College
St. Stephen's Community House
The Halton Resource Connection
Toronto Catholic District School Board
Toronto Coalition for Better Child Car
Toronto District School Board
Toronto East Enders for Child Care
Tungasuvvingat Inuit
University of Guelph-Humber
Waterloo Region District School Board
Western University
YWCA Ontario
York Child Development and Family Services Inc.

FINANCIALS 2018-2019

Revenue



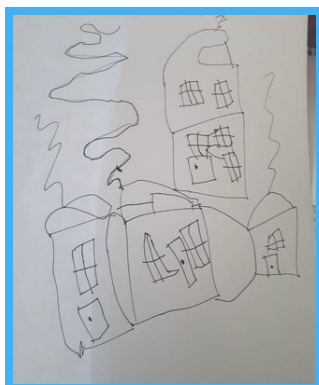
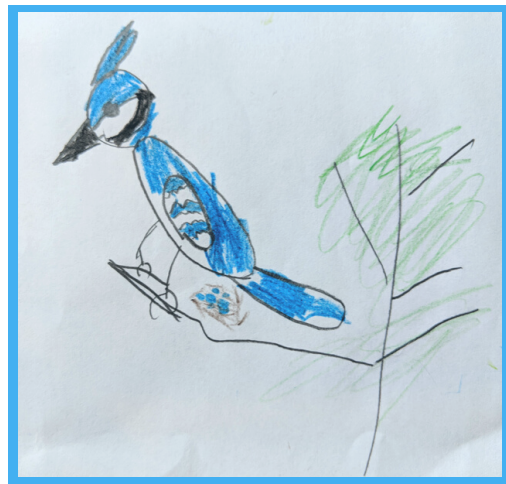
Expenditures



Note:

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

Audited Financial Statements are posted on the Governance section of our website aeceo.ca



Thank you for
your beautiful
cover art
submissions!

