

Wise Owl Day Care Centre

“Where educators are passionate about creating environments that invite children to engage and express themselves, formulate questions and make discoveries; where authentic and respectful relationships ensure children are listened to and support a sense of belonging for children and families; and where well-being is a priority and includes nutritious meals and snacks and daily experiences in the natural world”

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1. HOW TO REACH US

Street Address

151 Isabella Street, Pembroke ON K8A 5S8

Phone: 613-735-2323

Fax: 613-735-2324

Email

Director - director@wiseowlday.ca

Bookkeeper - wiseowlfinancial@gmail.com

Reception - wiseowlreception@gmail.com

Facebook

We are on Facebook! Check us out and follow our page to receive regular updates!

Website

Explore our new website, wiseowldaycare.ca, and take advantage of the online waitlist and employment applications, find the latest version of the parent handbook and always be informed about events and fundraising projects.



2. WHAT WE BELIEVE

Mission Statement (what we are....)

At Wise Owl it is our mission to provide child care, as an essential service, to the families of Pembroke and surrounding area. To create a place where children thrive in a nurturing environment. Where they are respected and acknowledged for their rich potential. A place where families trust us and are comfortable to leave their children with the knowledge that they are being cared for and supported in their learning and development. A place where educators desire to work and a work environment where they are respected and encouraged to develop their knowledge and skills.



Vision Statement (what we want to be....)

At Wise Owl it is our vision to provide childcare equally to all children. Where the family's financial position is not a factor in being able to access quality care for their children.... To offer a workplace where staff are respected as professionals and compensated at a level that expresses that. To be a centre where people strive to work and are able to sustain a quality of life that not only includes fair compensation but benefits for their

health and dental needs and a pension plan that provides future security. Where their well being is provided for with fair health leave and vacation time and a continually progressive work culture..... A centre where our belief and priorities are constantly evaluated to ensure that we are providing nutrition, environments and programs that are based on current information.... Where our professional advocacy is heard and valued at all levels of government. A centre that is fully funded and accepted as an essential service for all our future citizens.

Program Statement

Our program statement is a living document and represents our beliefs about children and their competence, and our promise of a program for children and families that is a reflection of our beliefs. As a staff we work together in Communities of Practice to ensure the statement remains current and represents our daily work and the foundations of How Does Learning Happen? Ontario's Pedagogy for the Early Years.



Please see Appendix 1 to read our Program Statement.

<http://www.edu.gov.on.ca/childcare/HowLearningHappens.pdf>

Give and Take

Children often outgrow their clothing, boots etc. before they are used up. We have created a space in the front foyer, to share gently used items. Please feel free to take any item you would find useful and to give any items you no longer need.

Students and Volunteers

In addition to our regular program staff, you may see new faces in your child's program when we provide a learning environment for students. These volunteer students complement our program and never take the place of our qualified staff and will not have unsupervised access to the children.

Note: All employees, students and volunteers are required to provide a Vulnerable Sector Check.



Children's behaviour is guided in a positive manner at a level that is appropriate to their development and their actions. Our goal is to promote learning while encouraging self-regulation and nourishing a respect for the rights of others.

Please see Appendix 2 to read Prohibited Practices.

3. WHO WE ARE

Our educators are professionals and are registered (RECE) with the College of Early Childhood Educators of Ontario or alternatively have been approved by the Ministry of Education.

It is a requirement of the College of ECE that educators participate in Continuous Professional Learning. At Wise Owl we encourage our educators to become life-long learners and at times staff may be absent from the program to attend workshops or conferences. Our centre may be closed for a day in the month of March and a day in the month of May to allow all of our staff to participate in a P.A.Day hosted by Renfrew County Child Care. Parents will be given advance notice of the date.

Please see Appendix 3 to read about our College of ECE and professional standards.



Field Trips

Our programs regularly venture out into the local community. Generally, trips will be made within walking distance of our centre. In special circumstances school busses may be used. At no time will children be transported in personal vehicles. If a trip is planned you will receive a notice with the details, including the date, time, destination and program connection behind the excursion. You will be required to sign a consent form for your child to participate. Parents are always welcomed, with an original Vulnerable Screening Check, not older than 6 months.

Security

When you arrive at Wise Owl you will need to push the buzzer located on the front door. When the buzzer is answered you will need to clearly say your name and the name of the child/ren you are dropping off or picking up. You will then be buzzed into the building and the front door will be unlocked. This procedure is to ensure that only people who are permitted to enter the centre come through the door. It is also important that when the door is opened for you upon entry, or when you are leaving, that you do not permit anyone else to enter the building for security reasons. Unless prior arrangements have been made we only

accept children between the hours of 7:30 and 10 am. All children must be picked up prior to our closing, 5:30 pm. Thank you for your co-operation and understanding.

Confidentiality

All cell phones must be left in your vehicle, purse etc. Do not access your cell phone in the building. We want to ensure everyone’s privacy and not having cell phones used in the centre, by non-employees, is part of that process. Thank you for your co-operation and understanding.

Personal Belongings

Personal belongings and toys, except for the required change of clothing, blanket and small sleep toy, are not to be brought into the centre. Objects brought in and out of the centre are at risk of coming in contact with food and other substances that could create dangerous environments for children with allergies. We also ask, that with the exception of school age children bringing lunches in their backpacks, that you or your child do not bring any food or drinks into the centre and respect our anaphylactic policy.

Clothing

Dressing and undressing is a time consuming part of the day, especially in the winter! It is also an important time for learning self-help skills and developing independence. We encourage the children to do as much for themselves as possible. If they have worked hard to put on their own snow pants and they happen to be on backwards, we will not take away from the success of the moment by having your child change it. If you come to pick up your child and find them dressed a bit “differently” you can be sure that they have worked very hard and mastered the task themselves.

Clothing considerations.....The children play outside twice daily, except in extreme temperatures or weather. Your child must always be dressed for the weather! Layering clothing is a good way to ensure that your child will have appropriate dress as the day warms or cools. Soiled clothing will be placed in a plastic bag for laundering at home. Hats will be required in all seasons. Be prepared for weather changes and always have extra clothes on hand for your child. Something for the sun, the rain and the snow. You can help your child have a positive dressing experience by ensuring that all of their outdoor clothing is hung up in their cubbies and accessible.

We will not restrict a child from participating in an activity for fear of getting dirty and we cannot be responsible for soiled or stained clothes, or items of clothing/personal belongings that go missing. We do our very best to ensure that each child’s clothing is placed in their personal cubby or bin, however, many items of seasonal clothing are identical and can be mixed up if not labelled. We encourage you to label

Safety Note:

- *choose clothes and outerwear with no strings or loose ties
- *neck warmers are preferred, if they are wearing scarves keep them short and tuck them inside outerwear
- *choose closed toed shoes with rubber soles for good gripping

The Child Care and Early Years Act (CCEYA) requires us to play outdoors daily, for 2 hours.

your child's belongings and check the lost and found regularly. Children must wear shoes at all times. Shoes can be left at the centre or taken home daily.

Insurance for Assistive Devices

We cannot be held responsible for lost or broken assistive devices, such as hearing aids, contact lenses or glasses etc. We ask that you have adequate replacement insurance for these items should they become lost or broken.

Centre Emergency Closure

Our primary concern is always the health and safety of your children. The director reserves the right to close the centre should there be a concern that would impact negatively, unsafe weather etc. A closure could affect the whole centre or a single program. Families will be notified of closures as soon as possible by email or phone.

Program Closure

In the event that we are short staffed due to staff illness or personal emergency, the Director may have to make a decision to close a program. If your child is in a program that is affected you will receive an email before 7 am on the morning of. Please check your email regularly to ensure that you are informed.

Release of Children

No child will be released to anyone without the specific direction of the custodial parents, and only when that person has shown photo identification. When you enrol your child, your picture, and the pictures of your regular pick-ups and alternates will be taken to verify identification. If there is any question of identification your child will not be released.

No child will be released to any person who, in the opinion of the educator, is under the influence of any substance or who does not appear to be competent.

We will only release children to persons under 18 years of age with written parental consent. Persons under the age of 16 years will require written parental consent and proof of successful completion of an organized babysitting course. We will not release children to persons under the age of 12 years.

Emergency Management

We have an Emergency Management policy in place to ensure that we are doing our best to keep your children safe during any emergency situation; fire, flood, dangerous weather, disaster etc.

If it is determined to be unsafe to remain in our centre the children will be evacuated from the building. We will relocate to our alternate location where we will stay until the children can be picked up by their parents. Our alternate location is Cathedral Church, located adjacent to Wise Owl on Isabella Street. If the situation becomes long term parents will be contacted to pick up their children.

Supervision

All of the children in our programs are supervised at all times. Our older school age children will be supervised in a manner that respects their age and independence and children may not always be in the sight of the educator. We will escort school age children off and on school buses when they are enrolled in our before and after school programs. Parents of children walking to and from school, supervised or independently, are required to sign a release form.

Storage

Due to fire regulations, stroller, wagons or car seats cannot be stored in our front foyer. The storage shed at the front entrance of our centre is to be used. Please be advised that we are not responsible for lost or stolen items and items cannot be stored in the shed overnight.

Parking

Parking is available behind our centre, off Renfrew Street. To drop off or pick up your child there is 10 minute stopping on Isabella Street, in front of our centre. The parking lot across the street belongs to Cathedral School; do not park in that lot or block cars that are parked there.

Please help us ensure a safe and healthy environment for all of the children and turn your car off when stopping at the front. Children are impacted when breathing the toxic fumes from your exhaust. We all appreciate fresh air.

Publicity

The media attends our centre periodically to report on special events or human interest stories and we often use pictures of our program and children in public relations materials. Non-identifying photos may also be used online on our Facebook page or our website. You will be asked to sign a permission form to allow your child to be included in photographs.

Child Protection

As professional educators we have a "Duty to Report". A legal and moral obligation to report any circumstance where we suspect that a child is, or may be, in need of protection, to Family and Children's Services. This is never done lightly, and only after serious consultation and always with the best interest of the children involved.

Open Door Policy

Parents are always welcome to visit our program to experience their child's environment. This invitation includes extended family members with the consent of the parents or legal guardians.

It is recommended that visits are arranged around arrival and departure for our youngest children who may have difficulty separating from parents.

Parent Questions or Concerns

We welcome the opportunity to answer any questions or listen to any concerns you may have. Please feel free to speak with your child's educator or the director. You can meet with the director in person, by phone - 613-735-2323 or email director@wiseowldaycare.ca, if you prefer, there is a comment box in the front reception area for parents.

Please see Appendix 4 to read our Parent Concerns Policy.

4. HEALTH AND WELL-BEING

When Your Child is Not Well

Childhood viruses are common and may last for several days. To minimize the spread of contagious illnesses, we follow a variety of methods including sanitizing toys and equipment regularly, washing hands frequently and ensuring time for rest and outdoor play. We encourage everyone who enters our facility to use the hand sanitizer provided in the front foyer. We ask parents to keep their child home when they are not feeling well and or have symptoms of illness.

Home is the best place for your child when they are visibly ill. To protect all of the children in our care please do not bring your child to day care if they have any of the following symptoms:

- fever over 100 F (returning with normal temp and no other symptoms for 24 hours)
- diarrhea or vomiting (returning after 48 hours with no symptoms remaining)
- discharge from or redness in the eyes (returning 24 hours after treatment received)
- a severe cold which includes fever, sneezing, coughing and nasal discharge (returning after their symptoms have improved and their temperature has been normal for 24 hours)
- unusual paleness, irritability, tiredness or listlessness (returning after 24 hours if they are able to participate fully in the program and have not developed other symptoms)
- unusual rashes (returning when the rash is determined not contagious)

The Renfrew County Public Health is used as a guideline for communicable diseases. Communicable diseases or outbreaks, as defined by the local health unit, will be reported and the protocol from the Medical Officer of Health followed.

Please see Appendix 5 - Temperature -Excerpt from "caringforkids.cps.ca" website

<https://www.rcdhu.com> The Renfrew County Public Health website

<https://www.ontario.ca/school-screening/> - Ontario School/Childcare Covid Screening tool

Medication

- Whenever possible, parents are encouraged to administer drugs/medications to their children at home, please ask your doctor to prescribe medication that can be given before and after care.
- Medication can only be given to children if Wise Owl agrees to do so AND the parent gives permission in writing.

- Prescription and over-the-counter-medications will be administered to children when a parent has given written authorization to do so by completing a medication form. At all times we are mandated to follow the directions provided on the medication container.
- The following information will be required to complete a medication form:
 - the child's full name
 - the name of the drug or medication
 - the dosage of the drug or medication
 - instructions for storage
 - instructions for administration and if and when to stop the medication for adverse reaction
 - the date of dispensary
 - DIN (drug identification number) or NPN (natural product number)
 - the expiry date
 - Doctors name and in the event of non-prescription/over the counter medication a doctors note.
- Over the counter medication requires a separate consent form and includes but is not limited to sunscreen, moisturizing skin lotion, lip balm, insect repellent, diaper cream and hand sanitizer
- All drugs or medications will be labelled with the child's name and kept inaccessible to children, in a locked container in the reception office.
- If you are bringing medication for your child you will need to plan on extra time to complete the process. Bring the medication to the receptionist, they will assist you to complete the medication form, and will follow the instructions for medication storage. Medication cannot be left at the centre without a signed medication consent form. Medication must be taken home if the medication or the medication form expires or for whatever reason the medication is no longer required.



Immunization

Wise Owl Day Care is required to follow the guidelines of the Child Care & Early Years Act 2014 and the Renfrew County Public Health with respect to immunization practices. As part of the enrolment procedure you will need to provide a current copy of your child's immunization or provide a notarized, Ministry approved Statement of Conscience or Religious Beliefs or Statement of Medical Exemption (these forms are available at our office).

We are also required to report any additional immunizations that your child receives. Please remember to provide us with a record of immunizations that take place after your intake.

Sanitary Practices

At Wise Owl we believe that consistent and diligent hand washing is an important way to maintain the health of our children and staff. Educators will model and support children with proper procedures for routine hand washing before and after meals, diapering/toileting and food preparation and handling.

We also believe that learning and caring environments for children need to be respectful, clean and well organized. We sanitize the toys and equipment, with a bleach solution, on a regular basis and encourage children to participate in tidying and organizing their environments. Hand sanitizer is available at the entrance and we encourage parents and visitors to use it before they enter our programs.

Nutrition

A nutritious mid-day meal as well as morning and afternoon snacks will be offered each day. All food is selected on the basis of its nutritional value, the age of the children and their food preferences. We offer children the opportunity to experience eating a variety of healthy foods, in a small group setting. The educator participates in the meal with the children to model healthy eating and table manners. Children are encouraged to serve themselves whenever possible. We provide small pitchers so children can experience pouring their own drinks and we provide small tongs so children can serve their own finger foods.

Our menus are posted at the front door to assist you in planning meals at home.

Please do not eat nuts or nut products before attending the centre and do not send food with your child. It is the policy that all food served to the children at Wise Owl is prepared on the premises or catered specifically for our purposes. The only exceptions are infants and special diet requirements.

Parents may be asked to provide food if their child's dietary needs cannot be accommodated. Parents are also asked to provide food and liquids for infants who are not eating table food. Please respect our allergy policy and provide food in its original packaging, to avoid cross contamination, and clearly labelled with your child's name. If the food requires refrigeration please send it in an insulated bag with cold packs.

All of our food is prepared, stored and served in non-plastic containers. Glass, steel, ceramic, paper and wood are safer alternatives. Public Health officials regularly inspect our programs, kitchen and cooking methods to ensure that we are meeting requirements. As recommended, we use a bleach solution to sanitize surfaces, toys, etc.

We have children attending our centre with food allergies. For this reason we do not serve any foods known to contain nuts, peanuts, peanut butter or any nut oils. Allergies can be life threatening. We ask all staff, parents, children and visitors to refrain from using or consuming any product containing a know allergen or from bringing any food products, drinks, creams, sunscreens, lip balms etc. into our centre. It is a small thing that can prevent an unthinkable tragedy.

Allergies, Food Restrictions, Special Requirements

During your intake, or at any time during your child's enrollment, it is important to inform us of any allergies, food sensitivities, food restrictions or medical needs. If a child has an anaphylactic allergy or a medical need we have a procedure in place to ensure everyone is informed and medication etc. is available. We prepare all of the food on site and all allergies and food restrictions are posted in the kitchen, in the program, and on the dining cart. All of our staff work diligently to ensure that no child is exposed to a known allergen. It is important that you keep your child's primary educator informed of any changes to their allergies or restrictions. You will be required to sign a special requirement outlining the restrictions, the reaction and potential outcome.

APPENDIX 10 - Anaphylaxis Policy

Bringing our program outdoors

There is no such thing as bad weather, when you have appropriate clothing. A growing body of research suggests that connecting to the natural world contributes to children's mental, physical, emotional and spiritual health and well-being. HDLH.

Outdoor play will provide time and space for children to

...have their efforts supported to take reasonable risks, test their limits and gain increasing competence and a sense of mastery through active play and social interactions. HDLH

..experience environments that spark curiosity, invite investigation, and provide challenges that are responsive to individual capabilities to help children extend the boundaries of their learning. HDLH

Providing opportunities to care for and interact with the natural world can be a valuable learning experience and can stimulate children's interest in, curiosity and appreciation of nature. Children will have the opportunity to observe changes in plants and animals and learn the responsibility of feeding, watering and caring for living things. You may see visiting animals, dogs, rabbits, gerbils etc. All animals will be in good health and under the care of a veterinarian as necessary. Interaction with animals is always supervised and strict sanitary procedures are followed. If you have any questions or concerns please see our director.



Our School Age children regularly use the Cathedral School playground during their outdoor time, and our



kindergarten program has access to a small garden space adjacent to their program.

Our playgrounds are inspected daily and monthly by our educators. When the ground is frozen, or at any time that the educators determine an area of the yard or piece of equipment unsafe for use by the children, that area will be considered closed. Signs will be posted. Our playgrounds are considered private property, not for public use at any time.

When you change the way you look at things.... the things you look at change.

Safe Water

Our taps are flushed daily and our tap water is sampled annually to ensure the water we provide the children does not contain unacceptable lead levels.

All children have access to a personal stainless steel water bottle throughout the day, inside and outside.

We fill the bottles with either tap water, filtered water or alkalized water, based on parental preference.

If there is a short term water interruption, we will have a sufficient supply of bottled water on hand. If the water interruption is long term, the situation will be re-evaluated and parents will be informed.



Rest Time

Rest time is a very important part of a child's well-being. It is the time when their bodies are still and their brains get to sort out all of the information they have accumulated during their morning experiences.

Infants will sleep on their own individual schedules and we are required to follow the Joint Statement of Safe Sleep: Preventing Sudden Infant Deaths in Canada. Any child younger than 12 months old is placed for sleep on their back, unless otherwise instructed in writing by the child's physician. Sleep sacks are recommended but light, breathable blankets are also acceptable for warmth at sleep time. Walks in strollers are limited to short distances and children who fall asleep are transferred to their cribs as soon as possible. Educators perform regular sleep checks and will inform parents of any unusual observations during sleep.

In the toddler, preschool and full day kindergarten programs there is a rest period after lunch. The children each have an assigned cot with a fitted sheet and you can send a blanket and if you like, a pillow from home. We create a restful environment, the lights are dimmed and soft music is played. Children may choose to sit or lay on their cots. They may also choose to look at a book, or play with a small, quiet toy. Educators remain with the children during the entire rest period and quiet play will be available for children as they are done resting or sleeping according to their individual needs. During the sleep period toddler educators perform regular sleep checks and will inform parents of any unusual observations during sleep.

We always consider family preferences but we cannot exclude children from the rest time or prevent children from falling asleep.

Please see Appendix 6 to read the Joint Statement of Safe Sleep: Preventing Sudden Infant Deaths in Canada.

Injuries and Accident Reporting

The educators supervise the children at all times, but minor incidents do occur. The children will be cared for and an accident form will be completed which explains the incident in detail. The educator will review the incident with you, ask you to sign the form and provide you with a copy.

Serious Occurrence

A serious occurrence is considered to be any serious injury or incident involving a child. All serious occurrences are reported to the Ministry of Education and posted on our parent board.

If a child has a serious accident or illness they will be taken to the hospital by ambulance. They will be accompanied by a staff member and parents will be notified as soon as possible. If a parent is not immediately available, Wise Owl may hospitalize, secure proper treatment, including injections, blood transfusions or anaesthetics or any other treatment as deemed necessary by the medical professionals.

Sunsmart Policy

The purpose of our sunsmart policy is to ensure that all children in our care are protected from skin damage caused by the harmful ultraviolet rays of the sun.

We provide and apply a sunscreen approved by the Canadian Dermatology Association with a Sun Factor Protection (SPF) of 30 or higher. You will be invoiced a non base fee of \$20 per season, per child.

Children must wear wide brimmed hats and t-shirts at all times when outdoors.

Outdoor activities will be held in areas of shade whenever possible and the time will be scheduled to avoid the hottest part of the day and children will have access to drinking water.

Our staff will act as role models by practicing sunsmart behaviour.

Smoking

Our child care is a designated smoke-free environment and we abide by the Smoke Free Ontario Act. "No Smoking" signs are posted and smoking is not allowed on the property or within 20 meters, inside or outside, at any time.

6. ENROLLMENT

If you are interested in enrolling your child in our program you will need to complete the waitlist form found on our website. We will ask for some basic information about your family and your contact information. We will add your child's name to our wait list and contact you as soon as a space becomes available. We also encourage you to come for a visit to our centre and to review our parent handbook, also located on our website wiseowldaycare.ca.

Please see Appendix 7 to read our Wait List Policy.

We will provide you with information about the fee subsidy available for qualifying families in Renfrew County. If you are interested in receiving subsidy to help with your child care fees you will be directed to

call the child care office. They will ask you for more detailed information about your unique situation. You will have to attend a meeting a provide copies of documents they may need to determine your subsidy qualification.

County of Renfrew Child Care Services - 7 International Drive, Pembroke, ON K8A 6W5
Phone - 613-732-4100 Toll Free - 1-866-561-7679 Fax - 613-732-4437

Once a space becomes available for your child you will be contacted to arrange an intake meeting with the director. During the intake you will be asked questions about your child, their habits and routines. This information will help our educators as they get to know you and your child. This is also a good opportunity to deal with any questions you may have.

Prior to your child attending our program we are required to obtain a copy of your child's current immunization record. This information and your child's continued enrollment in our program will be shared with the Renfrew County Public Health Unit. If your child is enrolled in the school system the school will be responsible for their record of immunization.

Renfrew County and District Health Unit - 141 Lake Street, Pembroke, ON K8A 5L8
Phone - 613-732-3629

Information about your child and family is gathered for the sole use of Wise Owl Day Care. Information is kept in confidence and accessed by staff and representatives from the Ministry of Education. As a parent you have access to your child's file in the presence of a Wise Owl authorized representative. Your child's enrollment information will become the property of Wise Owl Day Care Centre and it will be safely stored on site for three years after they withdraw.

We will also require copies of any custody documents that have an impact on who can and cannot have access or information about your child.

Once the intake is complete, we will arrange a gradual enrollment for your child. We will begin with a visit to the program for you and your child. Then your child will attend for a half day without you before they are ready to participate full time in our program. Attending our centre will be a new experience and separation from parents can be a stressful time for both you and your child. We try to make this time as comfortable as possible by having your child's first experience in our program be with someone they know and trust. We ask you to visit with your child for approximately one hour on the first day. During this time the primary educator will spend time visiting with you, explaining the routines of the program and answering any questions you may have. The next day your child will spend a morning with us on their own. They will participate in all the program activities and have lunch with their new group of peers. We ask that you pick up your child at the conclusion of the lunch routine. Adjusting to a new setting is different for each child and at this time you and the primary educator will decide together if your child is ready to begin attending full days or if they would benefit from further visits.

At the intake you will be asked for a regular arrival and departure time. If your child care needs change you will need to update the receptionist with new hours of arrival and departure. If you need to change the departure time short-term, make arrangements with your child's educator. It is our policy that all children arrive in our programs by 10 a.m. In special circumstances, such as medical appointments, arrangements can be made with your child's educator for a later arrival. Special arrangements must ensure that children are not arriving during the middle of a routine such as rest-time, lunchtime etc.

If your child is not going to be attending for the day you need to call or email the centre by 9:30 am. If you have a child in school and they have been picked up at school and will not be arriving at our centre it is very important that you inform us. If a child does not arrive from school and we cannot locate or determine the location of the child we will call the police. In the case of a missing child we need to act quickly and involve emergency services.

Wise Owl is closed at 5:30 pm. Your child must be picked up before our closing time. If you are a late, a non base fee of \$40 for the first 15 minutes and \$20 for every 15 minutes after will be imposed. This charge will be billed to you and must be paid immediately. If a parent is continually late, the ability of our service to meet the childcare needs of the family and their child's continued enrollment in our program will be re-assessed.

It must be noted that, for a variety of reasons, not all families and children are suited to group care. In special cases, and only after careful consideration of the needs of all the children involved, parents may be approached to:

1. Seek assistance from outside agencies. This support may come as an additional staff person in a program, a Team Meeting, additional resources and observations and discussions between our staff and other specialists. If we believe that we could better meet the needs of your child with the help of these resources you would be involved and nothing would be done without your prior knowledge and/or consent.
2. Discharged enrollment. Two weeks notice (or less, depending on the situation) will be given in such circumstances.

7. FINANCIAL

Our Before and After School childcare base fees are determined by the annual operating costs of the centre and will adjusted as necessary.

All base fees for infants, toddlers, and preschoolers (under the age of 6 years) are determined by the Canada Wide Early Years Child Care provincial/federal agreement. Retro to April 2022 our base fees were reduced by 25%. In January 2023 our base fees were reduced by approximately another 25%. There will be further reductions announced in the coming years. Wise Owl base fees will be based on an equal billing, monthly rate.

Please see Appendix 8 - Fee chart (CWELCC fee reductions)

If you are receiving a fee subsidy your child's attendance records will be submitted to the County of Renfrew on a monthly basis. It is very important that you let us know when your children will be absent and the reason for the absence. If we do not receive that information from you it will be considered an absent day for subsidy purposes. Our school age program offers before/after and full day care. If your child does not attend both before and after school it is considered an absent day with subsidy. You have limited sick and vacation days so it is important to inform us of your child's attendance/absence each day. Additionally, we are required to provide the Child Care Office with any changes in your personal information that becomes known to us.

Your child care base fees will be billed monthly. The fees are due in advance of the care and are to be paid by the first day of each month. Base fees must be paid by email transfer. There will be a late charge of \$50.00 if payment of an invoice is late. If an account is in arrears of two months, a two week withdrawal notice will be sent out.

Our centre is regularly open from 7:30 am to 5:30 pm, Monday to Friday. We are closed on statutory holidays, possibly for a P.A. Day in May and March and the days between Dec 24 and Jan 2. Our centre will not be closed Remembrance Day. That day will be substituted for one of the days we are closed between Christmas and New Years. If we are required to close for additional days, for example to ensure staff vacation times, you will be informed in advance.

In 2024 our centre will be closed March 28th and April 2nd, the day before and the day after the Easter stats. We are also closed July 29, 30, 31 and August 1 and 2, and we are closed October 10, 11, and 15, the days before and after the Thanksgiving stat. These days ensure that our staff members get a well deserved vacation.

If your childcare needs change and you decide to withdraw your child from our program, a written notice is required two weeks in advance of your child's last day of enrollment. You are responsible for your regular child care base fees during the notice period. A withdrawal form is available from our office. if you wish to temporarily withdraw your child, re-enrolment cannot be guaranteed.

8. BOARD OF DIRECTORS

Wise Owl Day Care Centre is a licensed, non profit centre overseen by a volunteer board of directors. Our board is a group of parents and community members who have a shared interest in what is best for our centre, the children and the staff. The board meets once a month to review the finances, discuss the progress of the centre and to review and approve policies that impact our operation, the children and the employees.

Our Board Members for 2023/24

- Jen Levair - President/Treasurer
- Kaitlyn Nagora- Vice President/ Secretary
- Kyle Robinson -member
- Tanya Gervais - Member
- Tammy Griese - Member

If you are interested in volunteering as a board member and can make a commitment to attend meetings, provide a vulnerable sector check and pay a \$5.00 corporate membership fee, please forward a letter to wiseworldirect@gmail.com, stating your interest to the president of the board.





9. YOUR RIGHTS AND RESPONSIBILITIES

Your rights:

- to be treated with courtesy and respect in a manner that fully recognizes your dignity and individuality
- to privacy and confidentiality in all matters
- to know who is responsible for your child's care
- to be informed of your child's observed interests and what they wonder about
- to designate persons who may act on your behalf in emergency situations
- to be informed of any policies directly affecting your family; accessible customer service policy in place
- to have your concerns and questions addressed in a timely and professional manner
- to an inclusive environment for your child that focuses on their well-being, engagement, expression and belonging

Your responsibilities:

- to be respectful in the treatment of all staff and children attending Wise Owl
- to attend scheduled appointments
- to provide two weeks notice if your child is being withdrawn
- to inform your child's educator if your child will not be attending
- to inform your child's educator if your child is sick or may have a condition that is contagious
- to pay your fees in advance of the care and before the first of the month
- to read and have an understanding of the Parent Handbook and follow the policies
- not bring any personal technology devices (phones, i-pads etc) into the centre
- to drop off your child and pick up your child within our hours of operation; 7:30 am - 5:30pm; respecting that the educators are also finishing their day.

10. APPENDICES

APPENDIX 1 - Program Statement

Child Care & Early Years Act 2014

Program Statement 5.2 - 46(1)

We view children as competent, capable, curious and rich in potential. We respect their need to learn by engaging in experiences of their own discovery. We will support their interests and provide opportunities for children to answer their own questions and follow the direction of their own thoughts. Our program will be a place where children thrive and develop a healthy understanding of themselves and their place in the world. A place where educators understand the importance of relationship and the natural development of children through their daily play experiences. Where they use their observation of children's play to guide **inclusive** programming and pedagogy. 46(3)-(d)(e)

Therefore.....

- it is our goal to provide long periods of uninterrupted play within the structure of each individual program. Each educator has the flexibility to flow with the interests of the children their group. The only time restriction is the lunch/ rest time period. The flow of play inside/outside is flexible considering the benefit of small groups in transitions and outdoor play.
- play invitations, provocations and group gatherings will be **an inclusive** and regular part of the day but presented as an open invitation to all children rather than a required routine.
- we trust the child to take the lead in play and we will not interfere with their choice of play or how and where they use the materials unless it may cause injury to themselves, another or damage equipment or supplies. We understand the value of allowing children to extend themselves and experience risk in a manageable setting.
- we will observe the play of all of the children and support **the goals of their individualized plans** and their choices by providing, open-ended materials, authentically listening to their questions and their hypotheses and providing time to follow through on their ideas.
- we will observe their relationships in the group and support their connections by allowing space for them to work out social roles and any issues between peers, offering only enough guidance to ensure it doesn't escalate to the point that someone is hurt or disrespected.

We are committed to the health and well-being of children and their innate need to connect to the natural world. We recognize the value of and will model a healthy lifestyle. We will offer choices and provide opportunities that support health and well-being. 46(3)-(a)(g)

Therefore.....

- we will consider individual children, their **individualized plans** and their need for rest while respecting the needs of the group.
- we will go outdoors everyday with the children except when there are health and safety concerns, e.g. extreme weather.
- a clean, safe environment will be provided in all spaces.
- we will value and respect the relationship between the child and the food they consume by providing nutritious, whole foods throughout the day. We will remain aware of children's allergies, diet restrictions and **individualized plans**.
- we trust children to know when they need to refuel and hydrate, therefore water and fruit are accessible at all times.

- we will model and reinforce personal hygiene.

We respect all of the environments. The children's space, the adult spaces and the community.

Therefore.....

- we will recognize our role as an important model to the children and our responsibility to promote good citizenship within the centre and the community.
- we will recycle and teach children the importance of managing waste in our environment.

Educators will use their experience to thoughtfully design and maintain the environment to provide provocation for children's engagement, **support children's individualized plans** and provide opportunity for children to develop a sense of self in relation to their world. 46(3)(f)

Therefore.....

- we will respect the play environment indoors and outdoors as the "third teacher and organize and provide the materials with intention.
 - we will respect the environment as more than a physical space, acknowledging the "energy" and considering all of the senses.
 - we will be aware of the sounds in the space and how they impact the children. Providing opportunities and materials to create sound (chimes, instruments, recorded music etc.)
 - we will be conscious of the music we play in the environment and choose acoustic music in the background. We will participate in signing and encourage children to sing.
 - we will consider the visual aesthetics and how they impact the space and provoke interest and invite discovery.
 - we will acknowledge the "air" in the room. Opening windows to allow the atmosphere to enter the space. Using smells (plan material, potpourri, food etc) and air movement (wind, fans etc) to connect children the the experience.
 - we will provide texture in materials and supplies, ensuring a space where children are free to "touch" and explore
- Our priority is relationships and developing healthy attachments with children and their families to ensure that they feel a sense of belonging and safety. 46(3)-(b)

Therefore.....

- we will ensure all of the children are visible in the program space by using their names to personalize items such as beds, cubbies and water bottles. We will post pictures of them and their families, pedagogical documentation of their questions and discoveries and where applicable, their creations. We will provide space to "safe keep" their play materials for another day.
- we will take the time to get to know individual children and give them the opportunity to know us.
- we acknowledge that until we have a healthy attachment with a child we cannot create a sense of belonging and safety for them.
- we will be committed to being a safe place for children when they are hurt, frightened or sick.

It is our goal to be a centre that is respected and trusted by families in the community. We will use a form of expression that respects the educator, the family and the children while ensuring authentic communication. 46(3)-(h)

Therefore.....

- we will create and maintain a current and appealing parent board, posting documentation, photos of the children and information relevant to families.
- **we will, when required, include parents, and any other adults and or professionals families choose to have participate, in Family Centred Planning meetings. During these meetings we will discuss what is going well for their child and develop common goals to support their child at home and in our program. Parents will be provided with a written record of these meetings.**

- we will be present when families share information and engage in conversation about individual family's stories. Keeping up to date with information about children and their family.
- we will offer a "give and take" shelf that the community of Wise Owl can use to share items and benefit from items shared by others.
- we will invite families to share snack with their children during the holiday season.
- we will create opportunities for children to experience the feeling of giving to each other and the community during our holiday celebrations.
- we will volunteer our time to host an annual fall fair for our families and the community. We acknowledge the importance of this event to develop trust and respect for our team. We work together to provide an evening for families to experience a sense of belonging and connection with our centre.
- we will create community partnerships with local organizations BIAK Early ON Centre, Pembroke Public Library and the Miramichi Senior Lodge to provide the children with a larger context of their community.
- we will shop locally, with the children, whenever possible to provide them with the experience of local food sources in their community; Giant Tiger, Farmers Market.

We will provide and share pedagogical documentation of children's experiences to connect families to their discoveries and experiences. 46(3)-(h)

Therefore.....

- we will create pedagogical documentation to make visible our observations of children's thinking, what they question and what we question.
- we will provide parents with documentation of their children's experiences, providing our perspective of their thinking and learning.
- we will share information about our programs and planned activities in the community.

We will support children's need for expression by being present with them and giving them time and space to share what is meaningful to them. We will be there to help them through emotional times and challenging learning experiences that shape who they are and promote self-regulation. 46(3)-(c)

Therefore.....

- we will practice Enterprise Talk in our daily encounters with children, observe what the children are observing and have respectful and meaningful dialogue.
- we will provide the opportunity for children to express themselves with art, music, writing, movement and drama.
- we will use our relationships with the children to recognize their unique emotional styles and needs.
- we will provide a comfortable space (balance area) to be alone, offer ourselves as a source of comfort and support their interactions with their peers so they have a sense of being safe, heard and cared for.

We strive to remain at the forefront of early childhood education and to continue learning and changing as new information and insights become available. To be a place where educated and passionate professional choose to work and learn and where employees are motivated to reach for the highest standards. To reflect and discuss with each other and to fearlessly change as we learn and develop as professionals. 46(3)-(i)

Therefore.....

- we will participate in professional development as part of our commitment to continue to learn and grow as an educator.
- we will be advocates for our program, responding to changes in a meaningful way.
- we will be an active participant in communities of practice, attending staff meetings, growth meetings and progress meetings.
- we will respect the families, co-workers and the business of our centre and maintain confidentiality in all matters.
- we will mentor new educators and model with intention our practices both in the programs and the common staff areas, recognizing our responsibility to maintain a level of professionalism as an early childhood educator.

APPENDIX 2 - Prohibited Practices

Prohibited Practices - Child Care & Early Years Act, 2014

Ontario Regulation 137/15

48(1) No licensee shall permit, with respect to a child receiving child care at a child care centre it operates or at a premises where it oversees the provision of child care,

- (a) corporal punishment of a the child;
- (b) physical restraint of the child, such as confine the child to a high chair, car seat, stroller or other device for the purposes of discipline or in lieu of supervision, unless the physical restraint is for the purpose of preventing a child from hurting himself, herself, or someone else, and is used only as a last resort and only until the risk of injury is no longer imminent;
- (c) locking the exits of the child care centre or home child care premises for the purpose of confine the child or confine the child in an area or room without adult supervision, unless such confinement occurs during an emergency and is required as part of the licensee's emergency management policies and procedures;
- (d) use of harsh or degrading measures or threats or use of derogatory language directed at or used in the presence of a child that would humiliate, shame or frighten the child or undermine his or her self-respect, dignity or self-worth;
- (e) depriving the child of basic needs including food, drink, shelter, sleep, toilet use, clothing or bedding; or
- (f) inflicting any bodily harm on children including making children eat or drink against their will.

48(2) No employee or volunteer of the licensee, or student who is on an education placement with the licensee, and no person who provides home child care or in-home services at a premises overseen by a home child care agency shall engage in any of the prohibited practices set out in subsection (1) respect to a child receiving child care.

APPENDIX 3 - Registered Early Childhood Educator

What do you know about your child's registered early childhood educator?

A registered early childhood educator (RECE) is a member of the College of Early Childhood Educators. RECEs are trained, qualified and accountable.

An RECE:

- Understands child development
- Attends to children's identified needs, interests and stages of development
- Plans programs for learning through play
- Maintains safe, healthy and stimulating environments
- Communicates regularly with parents

Online Public Register

You can look up the professionals working with your child on the College's online public register of members. Go to college-ece.ca.

Ethical and Professional Standards

You can read the Code of Ethics and Standards of Practice, which defines the professional skills, knowledge, practice and values expected of RECEs. It is available at college-ece.ca/resources.

Continuous Professional Learning

Did you know that continuous professional learning is an ethical and professional responsibility of RECEs? Learn more at college-ece.ca.

Have a concern?

RECEs are responsible for their practice, decision-making and behaviour. If you have a concern about an RECE's practice, you can contact the College.

Contact Us: 416 961-8558 1 888 961-8558 info@college-ece.ca college-ece.ca

APPENDIX 4 - Parent Issues and Concerns

Child Care & Early Years Act 2014

Parent Issues and Concerns Policies and Procedures 6.2 - 45(1)

General

Parents/guardians are encouraged to take an active role in our child care centre and regularly discuss what their child(ren) are experiencing within our programs. As supported by our program statement, we support positive and responsive interactions among the children, parents/guardians and staff, and foster the engagement of ongoing communication about the program and children. Our staff are available to engage parents/guardians in conversations and support a positive experience during every interaction.

All issues and concerns raised by parents/guardians are taken seriously by our staff and will be addressed. Every effort will be made to address and resolve issues as quickly as possible to the satisfaction of all parties and as quickly as possible.

Issues/concerns may be brought forward verbally or in writing. Responses and outcomes will be provided verbally, or in writing upon request. The level of detail provided to the parent/guardian will respect and maintain the confidentiality of all parties involved.

An initial response to an issue or concern will be provided to parent/guardians within 2 business days. The person who raised the issue/concern will be kept informed throughout the resolution process.

Investigations of issues and concerns will be fair, impartial and respectful to all parties involved.

Confidentiality

Every issue and concern will be treated confidentially and every effort will be made to protect the privacy of the parents/guardians, children, staff, students and volunteers, except when information must be disclosed for legal reasons (e.g. to the Ministry of Education, College of Early Childhood Educators, law enforcement authorities or a Children's Aid Society).

Conduct

Our centre maintains high standards for positive interaction, communication and role-modelling for children. Harassment and discrimination will therefore not be tolerated from any party.

If at any point a parent/guardian or staff feels uncomfortable, threatened, abused or belittled, they may immediately end the conversation and report the situation to the director.

Concerns about the Suspected Abuse or Neglect of a child

Everyone, including members of the public and professionals who work closely with children, is required by law to report suspected cases of child abuse or neglect.

If a parent/guardian expresses concerns that a child is being abused or neglected, the parent will be advised to contact the local Children's Aid Society directly.

Persons who become aware of such concerns are also responsible for reporting this information to the local CAS as per the "Duty to Report" requirement under the *Child and Family Services Act*.

For more information, visit <http://www.children.gov.on.ca/htdocs/English/childrensaidthereportingabuse/index.aspx>

Procedures

Nature of Issue or Concern	Steps for Parent and/or Guardian to Report Issue/Concern	Steps for Staff and/or Director in responding to issue/concern
<p><u>Program Room-Related</u> E.g. schedule, sleep arrangements, toilet training, indoor/outdoor program activities, feeding arrangements, etc</p>	<p>Raise the issue or concern to -the primary educator directly or -the director</p>	<p>-Address the issue/concern at the time it is raised or -arrange for a meeting with the parent/guardian within 2 business days.</p>
<p><u>General, Centre or Operations Related</u> E.g. child care fees, hours of operation, staffing, waiting lists, menus, etc</p>	<p>Raise the issue or concern to the director.</p>	<p>Document the issues/concerns in detail. Documentation should include: -the date and time the issue/concern was received; -the name of the person who received the issue/concern;</p>
<p><u>Staff, Director and/or Licensee Related</u></p>	<p>Raise the issue or concern to -the individual directly or -the director or -in writing to the president of the board of directors</p> <p>All issues or concerns about the conduct of staff etc. that puts a child's health, safety and well-being at risk should be reported to the director as soon as parent/guardians become aware of the situation.</p>	<p>-the name of the person reporting the issue/concern; -the details of the issue/concern; and -any steps taken to resolve the issue/concern and/or information given to the parent/guardian regarding next steps or referral</p> <p>Provide contact information for the appropriate person if the person being notified is unable to address the matter.</p> <p>Ensure the investigation of the issue/concern is initiated by the appropriate party with 2 business days or as soon as reasonably possible thereafter. Document reasons for delay in writing.</p>
<p><u>Student/Volunteer Related</u></p>	<p>Raise the issue or concern to -the staff responsible for supervising the student/volunteer or -the director</p> <p>All issues or concerns about the conduct of students/volunteers that puts a child's health, safety and well-being at risk should be reported to the director as soon as the parents/guardians become aware of the situation.</p>	<p>Provide a resolution or outcome to the parent/guardian who raised the issue/concern.</p>

Escalation of Issues or Concerns

Where parents/guardians are not satisfied with the response or outcome of an issue or concern, they may escalate the issue in writing to the president of the board of directors. The director or the receptionist will accept correspondence directed to the president of the board and forward it to their attention immediately.

Issues/concerns related to compliance with the requirements set out in the *Child Care and Early Years Act, 2014* and *Ontario Regulation 137/15* should be reported to the Ministry of Education's Child Care Quality Assurance and Licensing Branch.

Issues/concerns may also be reported to other relevant regulatory bodies (e.g. local public health department, police department, Ministry of Environment, Ministry of Labour, fire department, College of Early Childhood Educators, Ontario College of Teachers, Social Workers etc.) where appropriate.

Contacts

- Wise Owl Board of Directors - 151 Isabella Street, Pembroke, ON K8A 5S8
- Ministry of Education Licensed Child Care Help Desk: 1-877-510-5333 or childcare_ontario@ontario.ca
- Renfrew County Public Health - 613-732-3629
- Ontario Provincial Police, Pembroke - 613-735-0188
- Pembroke Fire Department - 613-735-6821 x 1201
- College of Early Childhood Educators Ontario - 1-888-961-8558
- Family and Children's Services, Pembroke - 613-735-6866

APPENDIX 5 - Temperature

Excerpt from "caringforkids.cps.ca" website.

What is a normal temperature?

The following chart will tell you if your child has a fever. The normal temperature range varies and depends on the way you took your child's temperature.

Rectum	36.6°C to 38°C (97.9°F to 100.4°F)
Mouth	35.5°C to 37.5°C (95.9°F to 99.5°F)
Armpit	36.5°C to 37.5°C (97.8°F to 99.5°F)
Ear	35.8°C to 38°C (96.4°F to 100.4°F)

APPENDIX 6 - Joint Statement on Safe Sleep

INTRODUCTION

The Public Health Agency of Canada recognizes Sudden Infant Death Syndrome (SIDS) and other infant deaths that occur during sleep as major public health concerns. The Joint Statement on Safe Sleep: Preventing Sudden Infant Deaths in Canada is part of the Government of Canada's continuing commitment to raise awareness of sudden infant deaths and safe sleeping environments. The purpose of this statement is to provide health practitioners with current evidence-based information so they may offer parents and caregivers information and support to prevent deaths due to SIDS and unsafe sleeping practices, in Canada.

SIDS is defined as the sudden death of an infant less than one year of age, which remains unexplained after a thorough case investigation, including the performance of a complete autopsy, an examination of the death scene, and a review of the clinical history.¹ Current medical and scientific evidence, explains SIDS as a multifactorial disorder arising from a combination of genetic, metabolic, and environmental factors.² Terms such as sudden unexplained infant death (SUID) and sudden unexpected death in infancy (SUDI) have emerged in an attempt to group all infant deaths possibly related to the infant sleeping environment. Definitions of these terms have not been consistent enough to make them universally acceptable.

The actual cause or causes of SIDS is unknown. In 2004, SIDS accounted for 5% of all infant deaths (0 to 1 year of age) and 17.2% of post-neonatal deaths (28 days to 1 year of age).³ SIDS can occur at any time during the first year of life but peaks between 2 and 4 months, with fewer SIDS deaths occurring after 6 months.^{4,5} Infants who are male, premature, or of low birth weight, as well infants from socio-economically disadvantaged and Aboriginal populations have a higher incidence of SIDS.^{4,5,6} Further research is necessary to increase our understanding of the biological causes and mechanisms that predispose some infants to sudden infant deaths relative to non-affected infants in seemingly comparable circumstances.

Large scale epidemiological studies over the last two decades have increased our understanding of SIDS and identified certain modifiable risk factors. The most important modifiable risk factors for SIDS are infants sleeping in the prone position and maternal smoking during pregnancy.

In 1993, the Government of Canada, along with other international organizations, recommended that infants be placed on their backs to sleep and in 1999, reinforced this message by launching the Back to Sleep campaign. The rate of SIDS has been declining since the late 1980's, but between 1999 and 2004, Canada observed a 50% decrease in the rate of SIDS.³ This decline may be attributable, in part, to changes in parental behaviour such as placing infants on their backs to sleep and decreasing maternal smoking during pregnancy.

Other causes of death that occur while an infant is sleeping may be difficult to distinguish from SIDS. While studying SIDS, researchers have identified additional risk factors in the infant sleeping environment that may contribute not only to SIDS, but to deaths from unintentional suffocation due to overlaying or entrapment. Factors associated with unsafe sleeping environments include infants sharing a sleeping surface with an adult or another child, and the presence of soft bedding.

The Joint Statement on Safe Sleep: Preventing Sudden Infant Deaths in Canada has been developed in collaboration with North American experts in the field of sudden infant deaths, the Canadian Paediatric Society, the Canadian Foundation for the Study of Infant Deaths, the Canadian Institute of Child Health, Health Canada, and the Public Health Agency of Canada, with input from provincial/territorial, national, and regional public health stakeholders from across the country.

PRINCIPLES OF SAFE SLEEP AND MODIFIABLE RISK FACTORS

Infants placed on their backs to sleep, for every sleep, have a reduced risk of SIDS.

Prone and lateral sleeping positions are linked to increased rates of SIDS, even for infants who regurgitate.

Infants who normally sleep on their backs and are then placed to sleep on their stomachs are at a particularly high risk. This reinforces the importance to consistently place infants on their backs to sleep at home, in child care settings, and when travelling. Sleep positioners or any other infant sleep positioning devices should not be used as they pose a risk of suffocation. Once infants are able to roll from their backs to their stomachs or sides, it is not necessary to reposition them onto their backs.

Infants will benefit from supervised tummy time, when they are awake, several times every day, to counteract any effects of regular back sleeping on muscle development or the chance of developing plagiocephaly, commonly referred to as flat head.

Preventing exposure to tobacco smoke, before and after birth, reduces the risk of SIDS.

Maternal smoking during pregnancy is an important risk factor for SIDS. The more a woman smokes during pregnancy, the higher the risk of SIDS. Women who reduce the amount of cigarettes smoked during pregnancy can reduce the risk of SIDS for their infants, and women who stop smoking can further reduce the risk. It is estimated that one third of all SIDS deaths could be prevented if maternal smoking was eliminated.

Infants who are exposed to second-hand smoke after birth are also at a greater risk of SIDS, and the risk increases with the level of exposure.

The safest place for an infant to sleep is in a crib, cradle, or bassinet that meets current Canadian regulations.

When infants sleep on surfaces that are not designed for them, such as adult beds, sofas, and armchairs, they are more likely to become trapped and suffocate, in particular when the surface is shared with an adult or another child. Other than a firm mattress and a fitted sheet, there is no need for any extra items in a crib, cradle, or bassinet. Soft bedding such as pillows, duvets, quilts and comforters, as well as bumper pads increase the risk of suffocation.

Overheating is a risk factor for SIDS. Infants are safest when placed to sleep in fitted one-piece sleepwear that is comfortable at room temperature and does not cause them to overheat. Infants do not require additional blankets as infants' movements may cause their heads to become completely covered and cause them to overheat. If a blanket is needed, infants are safest with a thin, lightweight, and breathable blanket.

Strollers, swings, bouncers, and car seats are not intended for infant sleep. When sleeping in the sitting position, an infant's head can fall forward and their airway can be constricted. This risk reinforces the importance to move an infant to a crib, cradle, or bassinet to sleep, or when the destination is reached.

Infants who share a room with a parent or caregiver have a lower risk of SIDS.

Room sharing refers to a sleeping arrangement where an infant's crib, cradle, or bassinet is placed in the same room and near the parent or caregiver's bed. Infants who share a room have a lower risk of SIDS and will benefit from room sharing for the first 6 months during the period of time the risk of SIDS is highest. Room sharing facilitates breastfeeding and frequent contact with infants at night.

Bed sharing describes a sleeping arrangement where an infant shares a sleeping surface such as an adult bed, sofa, or armchair with an adult or another child. Sharing a sleeping surface increases the risk of SIDS and the risk is particularly high for infants less than 4 months of age. Sharing a sleeping surface with an infant also increases the risk of entrapment, overheating, overlaying, and suffocation. The risk of SIDS and other unintentional deaths that occur during sleep increase further when an infant shares a sleeping surface with a parent or caregiver who smokes, has consumed alcohol, is under the influence of sedating drugs, or is overly tired.

The term co-sleeping can refer to a range of sleeping practices that include both bed sharing and room sharing. Definitions of this term are not consistent enough to make it universally acceptable.

Breastfeeding provides a protective effect for SIDS

Any breastfeeding for any duration provides a protective effect for SIDS, and exclusive breastfeeding offers greater protection. It is estimated that exclusive breastfeeding for the first 6 months, during the period of time the risk of SIDS is highest, may reduce the risk SIDS by up to 50%. Successful breastfeeding is not dependent on sharing a sleeping surface. However, for women who may bring their infant into bed to breastfeed, the risk of SIDS is not increased when the infant is placed back to sleep in a crib, cradle, or bassinet following the feeding.

Pacifiers appear to provide a protective effect for SIDS. No solid evidence demonstrates that pacifier use impairs breastfeeding, however delaying the introduction of a pacifier is best left until breastfeeding is well established. Infants who accept a pacifier should have one consistently, for every sleep; however, a pacifier is not required to be reinserted if it is expelled during sleep.

The Public Health Agency of Canada has produced the Joint Statement on Safe Sleep: Preventing Sudden Infant Deaths in Canada for health practitioners so they may provide parents and caregivers with information and support to prevent deaths due to SIDS and unsafe sleeping practices. Parents and all caregivers are encouraged to practice the principles of safe sleep at home, in child care settings, and when travelling.

For additional information on safe sleep please visit the following websites:

Public Health Agency of Canada: www.publichealth.gc.ca/safesleep

Health Canada: www.healthycanadians.gc.ca/kids

Canadian Paediatric Society: www.cps.ca

Canadian Foundation for the Study of Infant Deaths: www.sidscanada.org

Canadian Institute of Child Health: www.cich.ca

For a more complete copy of the Joint Statement on Safe Sleep: Preventing Sudden Infant Deaths in Canada to the Government of Canada website at canada.ca

APPENDIX 7 - Wait List

Ontario Regulation 137/15 - 75.1

Wise Owl Day Care Centre maintains a wait list for non-subsidized clients. This list will be managed on a "first come, first serve" basis. There is no financial cost to be included on the list. Information on the list will include the parents full name and preferred contact information, the child's full name and date of birth, and an anticipated start date. The centre will provide families information regarding their placement on the wait list, but personal information about the family will remain confidential and only accessed by employees of Wise Owl. If a parent is no longer interested in a space or if they are unable to be contacted with the information they have provided, they will be removed from the list. Families are encouraged to come in and visit our program and pick up a copy of our Parent Handbook, Program Statement, Statement on Safe Sleep, Wait List Policy and Parent Concerns Policy.

We will also provide families with information about the fee subsidy available for qualifying families in Renfrew County. If they are interested in receiving subsidy to help with daycare costs they will be directed to call the Child Care office and to be placed on the subsidy wait list. The subsidy wait list is maintained by the Renfrew County Child Care Office.

APPENDIX 8 - CWELCC Fee Chart

The chart below represents the CWELCC fee reduction effective January 2023.

Program	Ages	Licence	Ratio of educators to children	Monthly Base Fee
Infants	Younger than 18 months	10	1 to 3	\$623.70
Toddlers	18 months or older but younger than 30 months	20	1 to 5	\$571.73
Preschool	30 months or older but younger than 6 years	32	1 to 8	\$519.75
Full Day Kindergarten	44 months or older but younger than 6 years	26	1 to 13	\$519.75
Full Day Kindergarten	6 years or older	26	1 to 13	\$1100.00
Before & After Kindergarten	44 months or older but younger than 6 years	26	1 to 13	School Days - \$13.23 and Non School Days - \$23.63
Before & After Kindergarten	6 years or older	26	1 to 13	School Days - \$28.00 and Non School Days - \$50.00
Before & After School	younger than 6 years	30	1 to 15	School Days - \$13.23 and Non School Days - \$23.63
Before & After School	6 years or older but younger than 13 years	30	1 to 15	School Days - \$28.00 and Non School Days - \$45

APPENDIX 9 - Safe Arrival Policy

Safe Arrival Policy

The purpose of the Safe Arrival policy is to help support the safe arrival and dismissal of children receiving care at our centre. It provides clear direction for staff to follow when dealing with children who have not arrived, to have a process in place to locate children who do not arrive at their scheduled time and to help ensure the safety and well being of all of the children in our care. We recognize the importance of a quick response when the location of a child is unknown. If a child is missing every minute counts. When a child does not arrive to daycare at their scheduled time it will initiate the Safe Arrival protocol. The policy will also provide clear direction on the procedures when releasing a child from the care of Wise Owl.

Each staff member will be made aware of their responsibilities in the event that a child does not arrive at Wise Owl Day Care Centre and when a child is released. New staff members will be instructed of their responsibilities at commencement of employment and all staff will read the policy annually. Students and volunteers will not accept or release children during their placement without supervision by a staff member.

Wise Owl Day Care Centre will ensure that any child receiving child care at the centre is only released to the child’s parent/guardian or an individual for whom the parent/guardian has provided written authorization.

Where a child does not arrive at the centre as expected or is not picked up as expected, staff will follow the safe arrival and dismissal procedures set out below.

Situation	Roles and Responsibilities
<p><u>Accepting a child into care</u></p>	<ul style="list-style-type: none"> • greet the parent/guardian and the child • ask the parent/guardian how the child’s evening/morning has been and if there are any changes to the child’s regular pick up. • where a parent/guardian indicates that someone other than the parent/guardian will be picking up the staff must confirm that the person is on the approved list of alternates/pick-ups. If the person is not on the approved list the parent will need to provide authorization in writing. • the change must be documented in the daily log • sign the child in on the attendance sheet, include the drop off time

Situation	Roles and Responsibilities
<p><u>A child does not arrive at their regularly scheduled time and we have not received information from the parents about the child's absence.</u></p>	<ol style="list-style-type: none"> 1. The primary educator will i-Message the admin assistant with information that the child did not arrive. 2. The admin assistant will check emails and phone messages to confirm that the parent didn't notify the centre. 3. If the parent did notify the centre the admin assistant will respond to the i-Message and inform the primary educator. 4. If the parent did not inform the centre the admin assistant will: <ul style="list-style-type: none"> • immediately call the parent to determine the location and well-being of the child • if the parent responds the admin assistant will discuss with the parent the reason for the absence. • if the child is ill the admin assistant will discuss the symptoms with the parent and provide information regarding when the child can return. • if the admin assistant is unable to reach the parent by phone they will send an email with a request for the parent to contact the centre. • if the parent does not respond before 10 am the admin assistant will contact the designated alternates/school to see if they have any information on the child • if the admin assistant is unsuccessful in contacting the parent/guardian and receiving information about the child's location they will bring the matter to the attention of the director for guidance. • when the admin assistant makes contact with the parent and determines the reason for the child's absence they will inform the primary educator who will record the absence and reason on the attendance sheet and if appropriate the child's health record. <p>Note: all steps of the process must be documented by the receptionist and by the primary educator</p>
<p><u>A child does not arrive off the bus from school.</u></p>	<ol style="list-style-type: none"> 1. The primary educator will inform the admin assistant. 2. The admin assistant will immediately call the parent to ascertain the child's whereabouts. If the parent is not reachable they will leave a message informing the parent that if we cannot locate the child in the next 10 -15 minutes we will have no choice but to involve the police. 3. If the parent is not available the following calls need to be made immediately <ul style="list-style-type: none"> • call the school (there is a short time where the school will be accessible) • call the bus company that transports the child • call the alternates • inform the director/designate that you are not able to locate the child • if you are able to find the location of the child inform the primary educator 4. Director/designate: <ul style="list-style-type: none"> • review the steps taken with the admin assistant • place one more call to the parent • if not able to reach the parent call the police and inform them of the situation • follow the direction of the police. • if applicable follow the Serious Occurrence policy <p>Note: all steps of the process must be documented</p>

Situation	Roles and Responsibilities
<p><u>Releasing a child from care</u></p>	<ol style="list-style-type: none"> 1. When a staff member transfers a child/children to another group they will sign them out off of their attendance record, with the time of release. The staff member who is receiving the child/children will sign them in on their attendance record, with the time of acceptance, and sign them out again when they are released to a parent etc. 2. A child will only be released to the parent/guardian or and authorized alternate/pick-up. If the staff member does not know the individual picking up they will... <ul style="list-style-type: none"> • confirm they are permitted to pick up on the emergency contact sheet or with written direction from the parent/guardian • confirm their identity with another staff member • confirm their identity with photo identification <p>Children will not be released to anyone who is not authorized, who is underage or to anyone where there is a concern for physical or mental state or who appear to be under the influence of drugs/alcohol.</p>

Situation	Roles and Responsibilities
<p><u>When a child has not been picked up as expected (before the centre closes)</u></p>	<ol style="list-style-type: none"> 1. When a parent/guardian or authorized individual who was supposed to pick up a child from care and has not arrived by 5:30pm, staff shall ensure that the child is given a snack and activity, while they await their pick-up 2. One staff will stay with the child, in the program, while a second staff proceeds with calling the parent/guardian to advise that the child is still in care and that they need to be picked up. 3. If the staff is unable to reach the parent/guardian staff will proceed to contact alternates. 4. Where the staff is unable to reach the parent/guardian or any other authorized individual the staff shall proceed with contacting Family and Children's Services. The staff will follow the FACS direction with respect to next steps.

Anaphylactic Policy

Anaphylaxis is a serious allergic reaction that can be life-threatening. It requires avoidance strategies and immediate response in the event of an emergency. These policies and procedures are intended to help meet the needs and save the lives of children with severe allergies. Providing relevant and important information on anaphylaxis to staff at Wise Owl Day Care Centre.

This policy is intended to fulfill the obligations set out under Ontario Regulation 137/15 for an anaphylactic policy for child care centres. The requirements set out in this policy align with Sabrina's Law, 2005.

Policy

Individualized Plans and Emergency Procedures for Children with Life-Threatening/Anaphylactic Allergies

- Before attending Wise Owl, the director/designate will meet with the parent of a child to obtain information about any medical conditions, including where the child is at risk of having or has anaphylaxis.
- Before a child attends Wise Owl or upon discovering that a child has an anaphylactic allergy, an individualized plan and emergency procedures will be developed for each child in consultation and collaboration with the child's parent, and any regulated health professional who is involved in the child's care that the parent believes should be included in the consultation.
- All individualized plans and emergency procedures will include a description of symptoms of an anaphylactic reaction that are specific to the child and the procedures to be followed in the event of an allergic reaction or other medical emergency based on the severity of the child's symptoms.
- The individualized plan and emergency procedures for each child will include information for those who are in direct contact with the child on a regular basis about the type of allergy, monitoring and avoidance strategies, and appropriate treatment.
- All individualized plans and emergency procedures will be made readily accessible at all times to all staff, students and volunteers at the child care centre and will be kept in the child's file and a copy will be in the Office and Program Emergency binders. A copy will be posted in the kitchen.
- All individualized plans and emergency procedures will be reviewed with a parent of the child annually or sooner if the epi-pen/medication expires or there are changes to circumstances.
- Every child's epinephrine auto-injector must be carried everywhere the child goes.

Strategies to Reduce the Risk of Exposure to Anaphylactic Allergens

The following strategies to reduce the risk of exposure to anaphylactic causative agents must be followed at all times by employees, students and volunteers at the child care centre.

- Do not serve foods where its ingredients are not known.
- Do not serve items with "may contain" warnings on the label to a child who has an individualized plan and emergency procedures specifying those allergens.

- The cook will be aware of the known ingredients for all food provided. The ingredients will be reviewed before food is served to children to verify that causative agents are not served to children with anaphylactic allergies.
- In cases where a child has food allergies and the meals and snacks provided by Wise Owl cannot meet the child's needs, we will ask the child's parent to supply approved foods for their child. All written instructions for diet provided by a parent will be implemented.
- Parents must clearly label all food brought to Wise Owl with their child's name, program and the date the food arrived at the centre. Food must be provided in its original packaging and unopened (the exception to this requirement would be breastmilk) to ensure it doesn't contain allergens.
- When food is provided from home for children educators must ensure that appropriate supervision of children is maintained so that food is not shared or exchanged.
- Parents of children enrolled will be asked to ensure that their child or they themselves do not consume foods containing allergens prior to coming into the centre.
- If foods containing allergens have been consumed at home, they and/or their child(ren) must be rid of allergens prior to attending Wise Owl (e.g. by thoroughly washing hands and faces, brushing teeth, changing clothes etc).
- Wise Owl will not use creative or sensory materials and toys that have known allergens on the labels.
- Wise Owl will share information about anaphylaxis, and strategies to reduce the risk of exposure to known allergens and treatment with all families enrolled.
- All individual plans and emergency procedures will be kept-up-to-date and all staff, students and volunteers will be required to read and understand the Anaphylaxis Policy, updating annually.
- All staff are required to complete online anaphylaxis training and to read Wise Owl policies and procedures annually.
- All primary educators are required to ensure that the posted allergy list is current and that any student, volunteer, or cover staff are aware of the allergies and any changes in their program.
- This policy will be updated, revisions or changes will be made to the strategies in this policy depending on the allergies of the children enrolled.
- Staff members wanting to bring in food will sign a procedure form and restrict personal food to the lunch room. No personal food or drink from home will be permitted in the programs.
- Staff members may have a personal water bottle/cup in the program but it must remain on site. Taking cups/water bottles etc. out of the building puts them at risk of cross contamination.

Communication Plan

The following is our communication plan for sharing information on life-threatening and anaphylactic allergies with staff, students, volunteers, parents and families.

- Parents and members of the public will be advised not to bring food or drinks into the centre.
- Signs will be posted on all entrances/exits and the receptionist will monitor people entering the building to ensure they do not bring in food or drinks.
- Parents will be informed about anaphylactic allergies and all known allergens at Wise Owl at their intake. They will also receive a copy of our Parent Handbook explaining our allergy policy.
- A list of all children's allergies including food and other causative agents will be posted in all cooking areas, on the dining carts and each program. .

- All Infant, toddler, preschool, kindergarten and school age educators will have a list of all the allergies, including food and other causative agents, in their attendance binder. This will ensure that they have a list of allergies in all activity spaces and that they have a complete list of all children during arrival and drop off transitions.
- Each child with an anaphylactic allergy will have an individualized plan and emergency procedures that detail signs and symptoms specific to the child, describing how to identify that they are having an allergic reaction and what to do if they experience a reaction.
- Each child's individualized plan and emergency procedures will be made available in the program binder to ensure that it is accessible wherever the child may be present while receiving child care.
- The cook, and cooks assistant who collect groceries on behalf of Wise Owl will be informed of all the allergies at the centre, including those of children, staff, students and volunteers. An updated list of allergies will be provided to the cook as soon as they are identified. The director will communicate with the cook about which foods are not to be used in food prepared for Wise Owl and will work together to provide food substitutions.
- Wise Owl will communicate with the Ministry of Education by reporting serious occurrences where an anaphylactic reaction occurs in accordance with the established serious occurrence policy and procedures.
- This communication plan will continually be reviewed to ensure it is meeting the needs of Wise Owl and that it is effectively achieving its intended result.

Drug and Medication Requirements

- Where drugs or medications will need to be administered to a child in response to an anaphylactic reaction, the drug and medication administration policy will be followed including the completion of a parental authorization form to administer drugs or medications.
- Emergency allergy medication (e.g. oral allergy medications, puffers and epinephrine auto-injectors) will be allowed to remain unlocked or carried by children with parental authorization so that they can be administered quickly when needed.

Training

- The director will encourage the parent(s) of a child with anaphylaxis to participate in the training of staff on the procedures to follow in the event of a their child having an anaphylactic reaction, including how to recognize the signs and symptoms of anaphylaxis and administer emergency allergy medication.
- The director/designate will ensure training is provided to all staff in Wise Owl. Online training - <https://www.allergyaware.ca/courses/>
- Training will be repeated annually, and any time there are changes to any child's individualized plan and emergency procedures.
- A written record of training for staff on procedures to be followed for each child who has an anaphylactic allergy, will be kept, including the names of individuals who have not yet been trained. This will ensure that training is tracked and follow-up is completed where an individual has missed or not received training.

Confidentiality

- Information about a child's allergies and medical needs will be treated confidentially and every effort will be made to protect the privacy of the child, except when information must be disclosed for the purpose of implementing the procedures in this policy and for legal reasons (e.g. to the Ministry of Education, College of Early Childhood Educators, law enforcement authorities or a Children's Aid Society).

Additional Policy Statements

- If a child with an anaphylaxis emergency plan arrives at Wise Owl without their required allergy medication they will not be accepted into the program until the allergy medication is provided.
- If a child with an anaphylaxis emergency plan arrives at Wise Owl from school, on a bus, without their allergy medication, they will wait in the reception office and their parents will be contacted to provide the allergy medication or pick up their child.
- If a child has allergy medication on site and they withdraw from the program the primary educator will be responsible to have the parents sign the medication form and for returning the medication to the parents.
- If a child has allergy medication on site, prior to the medication reaching its expiry date, the primary educator will remind parent(s) that they need to provide new allergy medication. They will have the parents sign the expired medication form and give the parents the expired medication. They will complete a new medication form when they receive the new medication. This exchange of expired medication with new medication must be completed prior to the expiry date to ensure that the child's attendance in the program is not interrupted.
- If a child has allergy medication on site and they withdraw from the program without notice they will be contacted to pick up the medication. The medication will remain locked in the medicine box and the date of withdrawal will be recorded on the bag containing the medication. If Wise Owl is not able to contact the parents by phone after two days the medication will be returned to the pharmacy.
- Parents of children with an anaphylaxis emergency plan will be encouraged to provide two epi-pens for use in case of allergic anaphylactic reaction.
- Staff, students or volunteers requiring allergy medication will follow the same procedure as outlined for the children with the exception that if they are over 18 years of age they will not require their parents signature or involvement.

Procedures to be followed in the circumstances described below:

Circumstance	Roles and Responsibilities
<p>I. A child exhibits an anaphylactic reaction to an allergen</p>	<p>I. The person who becomes aware of the child's anaphylactic reaction must immediately:</p> <ul style="list-style-type: none"> • implement the child's individualized plan and emergency procedures; • contact emergency services and a parent/guardian of the child, or have another person do so where possible; and • ensure that where an epinephrine auto-injector has been used, it is properly discarded (ie. given to emergency services, or in accordance with the drug and medication administration policy). <p>2. Once the child's condition has stabilized or the child has been taken to hospital, staff must:</p> <ul style="list-style-type: none"> • follow Wise Owl's serious occurrence policies and procedures; • document the incident in the daily written record; and • document the child's symptoms of ill health in the child's records.

<p>2. A child is authorized to carry his/her own emergency allergy medication.</p>	<p>I. Staff must:</p> <ul style="list-style-type: none"> • ensure that written parental authorization is obtained to allow the child to carry their own emergency allergy medication; • ensure that the medication remains on the child (e.g. fanny pack, holster) and is not kept or left unattended (e.g. in the child’s cubby or backpack); • ensure that appropriate supervision is maintained of the child while carrying the medication and of children in their close proximity so that other children do not have access to the medication; and • where there are safety concerns relating to the child carrying his/her own medication (e.g. exposure to other children), notify the director and the child’s parent(s) of these concerns, and discuss and implement mitigating strategies. Document the concerns and resulting actions in the daily written record.
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