

## A practical, affordable way for ECEs to energize their careers

Whether you're a new supervisor struggling to keep up with the demands of work and family, or you have years of experience running licensed child care programs, *Mentoring Pairs For Child Care* is an ideal way to energize your career. Both mentors and mentees participate in monthly group meetings led by facilitators affiliated with community college ECE programs. You'll also visit other licensed child care facilities and network with your peers about best practices in child care management.

### Who makes a good mentor?

The ideal *Mentoring Pairs For Child Care* mentor is an Early Childhood Educator (ECE), with five or more years of experience as a child care supervisor. She/he works full-time in a licensed child care program as a child care supervisor and has the required knowledge, skills, and abilities to competently perform key tasks, such as financial management, human resources administration, and developing positive relationships in the community. She/he also ensures safe, healthy learning environments, develops innovative program plans, and evaluates programs. She/he has demonstrated a commitment to ongoing professional development and is willing to commit at least 11 hours per month for a 12 month period to develop her own leadership skills, while supporting the growth and development of a less experienced child care supervisor.

"After 16 years as a Child Care Supervisor MPCC is a great refresher and learning experience."

– Mentor

### Who makes a good mentee?

The ideal *Mentoring Pairs For Child Care* mentee is an ECE, with less than five years of experience as a child care supervisor. She/he works full-time as a child care supervisor in a licensed child care program and wants to improve her/his supervisory skills through a mentoring relationship. She/he has a desire to learn more about staff supervision and employee morale; developing budgets, policies and procedures; and creating safe, healthy and engaging learning environments. She/he is willing to commit at least 11 hours per month for a 12 month period to her/his professional growth through a mentoring relationship.

"Training with our enthusiastic animators and wonderful, energetic group of mentors and mentees was a great opportunity and reaffirmed for me why we all do the hectic job that we do."

– Mentee

### Mentoring Pairs For Child Care Early Childhood Community Development Centre

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**eccdc**  
early childhood community development centre

 mentoring pairs for child care

A practical, affordable way to build your centre's reputation for quality



...and energize your career!

## Mentoring pairs for child care is for you

*Mentoring Pairs For Child Care* is a province-wide program that enhances child care quality by matching less experienced child care supervisors with more experienced child care supervisors in their own communities. The members of each Mentoring Pair then work their way through a proven process of group learning, one-on-one conferencing, networking, and guided communication to develop their supervisory skills. The Child Care Human

### Resources Sector Council's **Occupational Standards for Child Care Administrators**

provides the framework for the program, allowing both mentors and mentees to deepen their understanding of the requirements for excellence in their careers as child care supervisors.

"I can say I have never been involved in a program that is so encouraging, positive, beneficial and well received by each and every participant. As a College faculty it is an honour to work so closely with our child care community."

– Animator

## Learn how to motivate and inspire staff

Running a successful child care program is a team effort, but every team is different. Developing the skills to assess your team's strengths and weaknesses and interacting with each team member in a respectful way can take years to master. Yet the children you serve need results right away. *Mentoring Pairs For Child Care* makes it easier for you to implement appropriate employment standards in your centre, hire the right people, train them for results, and prevent common workplace conflicts.

"As a College partner we are always looking to build relationships in our community and this program is a perfect vehicle to do just that. It's a win-win situation. This program speaks for itself through the great learning and enthusiasm by those participating."

– ECE Program Coordinator

## Set a positive example

As your centre's supervisor, you're responsible for setting a positive example, for staff, parents, and children. Networking with other *Mentoring Pairs for Child Care* participants gives you insight into how successful supervisors have balanced their careers with other aspects of their lives, including being parents, so you can model healthy behaviours and lifestyle choices for the families (and family members) who count on you each day.

# focus on what counts

## Make the most of your time

Do you ever get the feeling you're spending too much time on "administrivia" and not enough on the things that really matter to the staff you manage and the children in your centre? *Mentoring Pairs For Child Care* can help you to learn how to streamline routine processes and delegate basic tasks, so you can set goals and focus on what counts. You also get to see how other child care supervisors prepare their budgets, develop and implement new policies and programs, and satisfy the reporting demands of both regulators and funders.

It's easy to participate! Centres arrange for staff replacements for their supervisors while they are in attendance at three or four days of training in January and then the supervisors participate in one evening study group each month and spend another 8–10 hours (flexible) working with their partner.

## Earn the trust of the families you serve

Building relationships with families is critical to the success of your centre. You need parents' input and involvement, yet sometimes you have to talk with them about difficult issues. Language or cultural differences may even be part of the equation. *Mentoring Pairs For Child Care* gives you new tools for orienting families to your program and facilities, talking with them about children's developmental needs, and referring them to other community services or supports they may require.

## Build your centre's reputation for quality

*Mentoring Pairs For Child Care* is designed to help make good centres great and help great centres grow. No matter where your centre fits in, you can learn how to make a difference.

### ➤ Free to apply, free to participate

There is no cost to mentors, mentees or their employers for participating in *Mentoring Pairs For Child Care*. In fact, both mentors and mentees receive stipends to help offset incidental expenses related to their attendance at required program activities.

### ➤ Financial support for employers

Compensation is made available to employers to help cover the cost of bringing in additional staff when mentors or mentees are involved in *Mentoring Pairs For Child Care* activities.

### ➤ How to apply

To learn more about the *Mentoring Pairs For Child Care* program, or to apply, please visit [www.mentoringpairsforchildcare.org](http://www.mentoringpairsforchildcare.org), or call 905.646.7311, ext. 319.

