



mentoring pairs for child care



Équipes de mentorat des
services de garde à l'enfance

MPCC Program Overview

July 2009

eccdc
early childhood community development centre

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Overview

Mentoring Pairs for Child Care (MPCC) is a three-year project to design, implement, and evaluate a mentoring program for child care **supervisors in Ontario's licensed child care centres.**

GOAL: to improve the **quality** of licensed child care centres in Ontario by **increasing child care supervisors' application of the Occupational Standards for Child Care Administrators** developed by the Child Care Human Resources Sector Council (CCHRSC, 2005).



The Intended Results

- Reflective supervisors with a renewed commitment to their work, a revitalized career path and a commitment to continuous improvement.
- A supportive community of practice.
- Improved quality of licensed child care centres in Ontario.



Communities

January 2009 to December 2009

- 11 communities and 12 groups in Niagara Region, Thunder Bay, Scarborough, Toronto, York Region, Halton, Peel, Windsor, Ottawa English and French, London, Treaty #3 Territory (Kenora, Fort Frances, Sioux Lookout, Dryden).

January 2010 to December 2010

- 24 communities and 27 groups in all existing plus new: Barrie, Belleville, Etobicoke, Kingston, North Bay, Oshawa, Peterborough, Sarnia, Sault Ste. Marie, Sudbury, Timmins, and Waterloo Region.



How is the program implemented?

- Experienced supervisors are matched with less experienced supervisors to establish mentoring relationships.
- Currently we have 220+ participating supervisors. 10 out of 12 groups have custom matching arrangements (i.e. mentor collegial pairs, mentors with multiple mentees, or a roving mentor).
- 800 participants with over 4,500 eligible LCC supervisors in 2010.



What are the program elements?

Groups are facilitated locally, by 'Animators' hired by the community's post-secondary partner.

- Skills Development Training (3-4 days in Jan)
- Monthly Occupational Standards Study Groups (Feb-Dec; 3 hours monthly, evening)
- Regular Site Visits and Pair Conferencing, Self-reflection, Journaling, Planning and Preparing Reports and/or Presentations (in-between monthly groups; 8-10 hours/month)
- Program Evaluation (online questionnaires in Jan/Feb and Aug/Sept and post-program)

Manual binders with all required materials are provided.



What financial supports are in place for participants and their centres?

- Honoraria for mentors (\$750) and mentees (\$500) to offset expenses and recognize commitment to personal and professional development.
- Honoraria for employers (\$750 and \$550) to help offset replacement costs and recognize commitment to enhancing the quality of care for Ontario's children and families.
- Tuition is paid for the MPCC credit post-diploma program.



What are the expectations?

- Supervisors **attend** the **Skills Development Training** (3-4 days in Jan) and **monthly Occupational Standards Study Groups** (Feb-Dec; 3 hours, evening). They also conduct regular **Site Visits and Pair Conferencing, and undertake Self-reflection, Journaling, Planning and Preparing Reports and/or Presentations** (in-between monthly groups; 8-10 hrs/month).
- Attendance and completion of reports and presentations is **tied to both financial support for both supervisor and centre and credit recognition.**
- Participating **employers must be prepared to arrange staff coverage for the January training and support implementation of Occupational Standards in centre.**



How does online application, selection and matching work?

- Includes professional background, employer consent and child care program licensing status information.
- Opens September 1/09.

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- Mentors must have 5+ years experience as a supervisor with clear license.
- Random lottery process in the event that there are more qualified applicants than spots.
- Matching based on experience, skills, self-identified needs, learning styles, and geographic proximity – prompted by email to complete.
- Any additional custom matching done by Animator once group forms.



What feedback have we received from Mentors?

- A safe environment to share and gain new ideas. This course offered insight and reinforced how important our vision, reflective practice, decision making and management skills really are to Child Care Quality.
- After 16 years as a Child Care Supervisor MPCC is a great refresher and learning experience.
- I'm able to reflect on past experiences and find better ways of dealing with issues.



What feedback have we received from Mentees?

- Although I come from an organization that has all the necessary procedures and policies in place it is refreshing to have a mentor outside, who can lend insight to the day to day issues we see in child care.
- MPCC gave me the opportunity to network with a community that can sometimes be overwhelming. Involvement of many different organizations helps to lend focus to our common goal of quality programming for children.



What feedback have we received from Mentees?

- Great opportunity and reaffirmed for me why we all do the hectic job that we do.
- Thank you to my employer for supporting my participation in MPCC. I don't think I could have got the training that I did from a regular management course. There were 30 supervisors sharing years of experience and ideas. I feel honoured to be a part of the group.



What feedback have we received from College Animators?

- 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.
- The energy in the room was electric at the end of Skills Training. So much positive interaction, shared suggestions, commitment to concepts and overall wonderful enthusiasm. Wow is all I can say. It exceeds anything I would have imagined. Everyone is so impressed and happy to find out others share their struggles and are willing to help them.



What feedback have we received from Others?

- 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. ~ ECE Coordinator
- This is the first time I have seen a training initiative engage such a diverse group of educated and seasoned professionals. There has not been anything at the supervisors level offered that created this much interest and enthusiasm. Everyone has applauded the content and approach taken.
~ MCYS Program Advisor



For more information...

- For further information, please visit our website: www.mentoringpairsforchildcare.org
- For general project inquiries, please contact Julie at 905-646-7311 ext. 318 or email jthompson@eccdc.org
- For questions about the website or online application, contact our Registrar at 905-646-7311 ext. 315 or email ddrouin@eccdc.org
- Online applications open Sept. 1, 2009!

