

Future Focused!

ANNUAL REPORT 2022-2023

PLASP Land Acknowledgement

We acknowledge the land on which we gather, and on which the Region of Peel and City of Toronto operates, is part of the Treaty Lands and Territory of the Mississaugas of the Credit. For thousands of years, Indigenous peoples inhabited and cared for this land, and continue to do so today. In particular we acknowledge the territory of the Anishinabek, Huron-Wendat, Haudenosaunee and Ojibway/Chippewa peoples; the land that is home to many diverse First Nations, Inuit and Metis people; and most recently, the territory of the Mississaugas of the Credit First Nation who are direct descendants of the Mississaugas of the Credit.

We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit.

We are grateful to have the opportunity to work on this land, and by doing so, give our respect to its first inhabitants.



Future Focused!

Future focused - supporting our staff, families and the community

In this post-pandemic world, PLASP is focused on understanding the future trends that will shape child care in general – and our organization in particular. The pandemic shone a spotlight on the vital importance of early learning services for children and families in our country. Child care is recognized as an essential service and that recognition gives us an opportunity to shape public perception and government policy.

At the same time, Canada faces a shortage of qualified early childhood education workers and we see a significant need for initiatives that support child care workers and providers. In response, PLASP continues to implement new initiatives, such as training programs and support systems that prioritize recruitment and retention of high-quality staff.

As one of Canada's largest licensed non-profit child care providers, PLASP has remained committed to supporting staff and providing high-quality programs for families. PLASP is future focused and poised for future success.

The Canada-Wide Early Learning and Child Care System

With the launch of the Canada-Wide Early Learning and Child Care System this past year between the federal and Ontario governments, families with children under the age of six years old across Canada are able to access high-quality child care programs at affordable rates. By September 2025, the average parent fees will be \$10/day.

PLASP joined the agreement in October 2022 and were able to begin reducing fees for families immediately. As we continue to implement the Canada-Wide Early Learning and Child Care System, PLASP has been very responsive and active in working with various levels of government by providing feedback and working with them to shape the direction for child care across Ontario.



Renewed strategic plan charts road map to future success

In 2022-23, PLASP undertook a major review of our strategic plan with a focus on setting goals that support our staff, families and the community. With feedback from hundreds of staff, parents, volunteers and students, it affirmed that our vision, mission and priorities continue to be valid today and will lead us well into the future. With the wellbeing of children at the centre of everything we do, PLASP is positioned to fulfill the vision of being a world-class early learning and child care organization. We are committed to providing the best services to our families and community.

The goals set for the next three years fall into our four strategic priorities - People, Programs, Partnerships and Resources. Under each of these four priorities, are new projects and goals that will guide us through to 2026 and help shape the organization for years to come.

PLASP continues to focus on diversity, equity and inclusion

PLASP's commitment to diversity, equity and inclusion remains a vital part of PLASP strategic values. Over the past year, we have made significant strides in our DEI endeavours, thanks to the unwavering cooperation and support of our dedicated staff. PLASP worked with Dr. Leeno Karumanchery and his MESH Diversity team to provide training for all staff with an in-depth training program for the leadership team. In addition, we developed our DEI vision, a guiding light

that embodies our collective commitment to inclusion and diversity. Furthermore, we've identified 5 Key Strategic Goals to help us realize our vision. This important work continues to impact change as PLASP takes a leading role in providing welcoming environments for all.

Partnership with families and community is key to future success

We continue to strengthen relationships of trust and partnership with PLASP families. We're also focused on the relationships with our valued community partners, including our school boards, various levels of government, and community agencies that serve children and caregivers. We know that partnership is vital to our success – today and in the future.



Lynn Hiebert
Chief Executive Officer



Paul Street
Chair



TABLE OF CONTENTS

CONNECT WITH US/CONTACT INFORMATION

PROGRAMS AND EVENTS

ANNUAL PARENT MEETING AND PLASP AWARDS

STRATEGIC DIRECTION

DIVERSITY, EQUITY AND INCLUSION (DEI)

CANADA-WIDE EARLY LEARNING AND CHILD CARE AGREEMENT

STAFF HIGHLIGHTS

OUR TEAM

COMMUNITY PARTNERS

Contact Information

For information about our programs, please visit our website, send us an email or call the PLASP Head Office if you have a general question. For specific program inquiries, please speak with the PLASP staff at your school.

Phone 905.890.1711

Email childcare@plasp.com

Support Services Centre

647.484.4372

1.888.739.4102

PLASP Head Office

60 Courtneypark Drive West, Unit #5

Mississauga, ON L5W 0B3



Connect with Us!



[PLASPChildCareServices](https://www.facebook.com/PLASPChildCareServices)



[PLASP Blog](#)



[@PLASP_CCS](https://twitter.com/PLASP_CCS)



[@plasp.com](https://www.plasp.com)



[/PLASPCCS](https://www.youtube.com/PLASPCCS)



[@PLASP_CCS](https://www.instagram.com/PLASP_CCS)

Our Program Locations

SCHOOL LIST





Programs and
Events!

Program Information



237

Total
Locations

1,158

Total
Programs

232

School Age
Locations

12,966

Children
Served

150

Kindergarten
Locations

9,857

Families
Served

32

Early Childhood
Education Child
Care Centres

1,158

Staff

6

EarlyON
Locations

362

Total Volunteers
and Students on
Placement



School Age Program

7,509

Children in the
Before and After
School Programs

698

Programs
for School
Age Children

214

Before School
Programs

232

After
School
Programs

Early Childhood Education and Child Care Centres

1,627

Children
Served in
our Centres

Kindergarten Program

2,516

Children Served
in our Kindergarten
Programs

331

Programs
for Kindergarten
Age Children

92

Before
School
Programs

150

After
School
Programs

EarlyON Participants

1,549

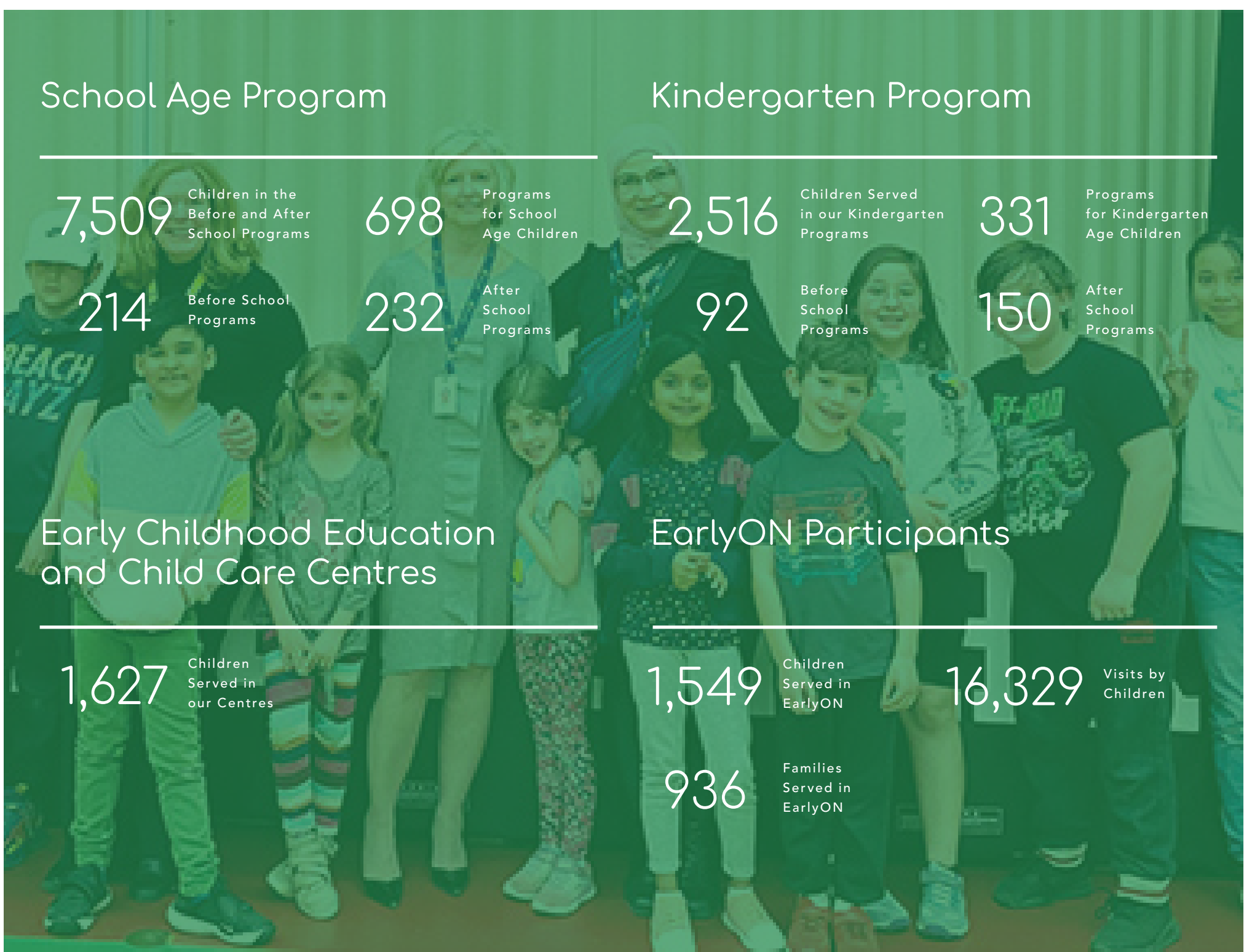
Children
Served in
EarlyON

16,329

Visits by
Children

936

Families
Served in
EarlyON



Annual Parent Meeting

Scientists in School joined PLASP this year and provided parents and community guests with an interactive engaging session that had families conducting science experiments together during the Annual Parent Meeting on Thursday, October 27, 2022.



On Monday, October 24, PLASP shared videos of the annual address from Lynn Hiebert, CEO and Nadya Tymochenko, Chair, along with the Annual Report.

Award Winning

PLASP was selected by the readers of The Brampton Guardian and The Mississauga News as the winner of:

- Platinum for Best Daycare/Childcare in The Mississauga News
- Platinum for Best Daycare/Childcare in The Brampton Guardian





Strategic
Direction

Strategic Direction

PLASP's strategic plan from 2019 – 2023 came to an end in June. The past four years saw significant changes in child care. Throughout the year we reviewed the current strategic plan and set new goals for the next three years that will continue to see PLASP grow and thrive. With feedback from our various stakeholders, (staff, parents, volunteers and students on placement), PLASP vision, mission and priorities remain unchanged. Our priorities continue to focus on People, Partnerships, Programs and Resources.

The final plan was passed by PLASP's board of directors in June 2023. This plan will take us through until June 2026 and set up the organization for stability and success for years to come.



Vision

To be a world class early learning provider

Mission

Supporting families by providing high-quality programs – where children thrive and want to be



Diversity, Equity
and Inclusion

Diversity, Equity and Inclusion

Throughout the 2022-23 year, PLASP continued its commitment to living our core values of diversity, equity and inclusion. Guided by our strategy to **L.E.A.D.** (Learn, Educate, Act and Demonstrate), PLASP partnered with **MESH Diversity Inc.**, to implement a yearlong program for all staff with a specific program for leadership.

We have made great strides in our **DEI (Diversity, Equity, and Inclusion)** endeavours, thanks to the unwavering cooperation and support of our dedicated staff. As part of these efforts, together we developed our DEI vision, a guiding light that embodies our collective commitment to inclusion and diversity. Furthermore, we've identified **5 Key Strategic Goals** to help us realize our vision. The goals below, encapsulate our dedication to fostering a harmonious and inclusive PLASP community:

DEI Vision Statement:

"At PLASP, people thrive! Safety and belonging are the foundation of meaningful diversity, equity and inclusion. We champion and celebrate the unique contributions and diverse perspectives of all individuals, empowering them to be their authentic selves."



Strategic Goals to Support DEI Vision:



At PLASP, we recognize that the work we do is immersed in collective collaboration. With this in mind, all staff were provided the opportunity to give their feedback on PLASP's DEI initiatives.

A young child with short dark hair, wearing a yellow shirt and a blue and grey patterned cardigan, is holding a large purple ball with many small spikes. The child is looking directly at the camera. The background is a solid red color with a faint, dashed white arc on the left side. The title text is overlaid on the bottom right of the image.

Canada-Wide Early Learning and Child Care Agreement

Agreement to System

PLASP were pleased to officially sign on to participate in the Agreement to System in October 2022. Throughout the fall and early winter PLASP reduced fees for parents and also refunded families who qualified to participate in the program who had children under six years old in our child care programs.

Throughout the year PLASP provided feedback to government on the implementation of this program. Parent fees for child care programs, who have children under six, are expected to reduce to \$10 per day by September 2025.





Staff Highlights

Our Amazing Staff

PLASP remains committed to learning and offered staff training throughout the year. We also received funding from the Region of Peel to help attract, support and retain a skilled and committed workforce that delivers stable, high-quality programs for children and families in Peel.

Here are a few of the training opportunities offered to PLASP educators:

- CDRCP Leadership Forum
- Conflict Resolution Training
- Embracing Inclusion at PLASP
- The Four Foundations of Learning
- Health & Safety Training
- HighScope Preschool Conflict Resolution
- HighScope Small Group Time
- Lifelong Learning Conference Registrants 2022
- Lift and Transfer Training
- MESH Training: Diversity Intelligence, Understanding Allyship, Understanding the Minoritized Experience, Visioning Day
- Ontario Principals Council Coaching/ Mentoring Workshop
- Physical Literacy 101 Workshop
- Professional Learning Day (Peel ELCCC)
- Professional Leadership Development
- Program Standards
- Programs At PLASP
- The Reflective Educator
- Self Esteem
- Understanding and Managing Aggressive Behaviour (UMAB)

Back to School

On Monday, August 26, 2022, staff were welcomed to the new school year at PLASP's virtual Back to School meeting during which Dr. Leeno Karumanchery from MESH Diversity engaged staff with a presentation on Diversity, Equity and Inclusion.



Award Winners

Announced during the Back to School meeting were this year's Kathleen M. Stroud and Sylvia Leal Award Winners.

The 2022 Kathleen M. Stroud winner was Barbara Hannan, Relief Resource Program Director (left).

The 2022 Sylvia Leal Leadership Award Winner was Cathy Paolucci, Manager, Marketing and Communications (right).

Regional Meetings

PLASP staff attended the annual Regional Meetings on December 8, 2022, during which Dr. Robyne Hanley-Dafoe presented strategies for resiliency and wellness.

Her presentation drew from her own life experience and was very well received by staff.



A group of five women are posing for a photo. They are all wearing bright yellow t-shirts. In the background, there is a large, colorful sign that reads 'SPLASHPARC' in a playful, bubbly font. The letters are in shades of blue, green, and yellow, and are decorated with pom-poms. The women are arranged in two rows: three are standing in the back and two are sitting or kneeling in the front. They are all smiling and looking towards the camera. The woman in the front center is wearing glasses. The overall atmosphere is cheerful and professional.

Our Team Community Partners

2022-2023 PLASP Board of Directors

Paul Street*
Chair

Nadya Tymochenko
Past Chair

Angela Hopewell-Shouldice
Vice Chair

Patrick Lim*
Treasurer/Secretary
Chair Finance Committee

Taufic Saliba
Board Member

David Neale
Board Member

Terry Mack*
Board Member

Melissa Lujan*
Board Member

Kelly Tripp*
Board Member

Kenneth Jim*
Board Member

Senior Management Team

Lynn Hiebert
Chief Executive Officer

Duncan Fletcher
Vice President
Financial Management, Planning and Analysis

Rosemary Stiglic
Vice President
Operations

Wayne Edwards
Vice President
Human Resources


Agnes Long
Controller

Ali Kiafar
Director
IT

*Indicates a PLASP Parent (current and past)

COMMUNITY PARTNERS

The 519	Malton Neighbourhood Services
Association of Early Childhood Educators of Ontario - Peel Branch	Ministry of Education
Banyan Work Health Solutions Inc.	Mississauga Board of Trade
Brampton Board of Trade	Mississauga Fire Emergency Services
Brampton Caledon Community Living	Mississauga Library
Bridgeway Family Centre	Newcomer Centre of Peel
Caledon Parent-Child Centre	Peel Children's Aid Society
Child Development Resource Connection Peel (CDRCP)	Peel District School Board
The Children's Book Bank	Peel Inclusion Resource Services
City of Brampton	Peel Multicultural Council
City of Mississauga	Peel Police Services
City of Toronto	Peel Regional Paramedic Services
Community Living Mississauga	Polycultural Immigrant and Community Services
Community Living – Toronto	Quality Early Learning Network (QELN)
COSTI Immigrant Services	Regional Diversity Roundtable (RDR)
Creative Zone	Regional Municipality of Peel
Dad Central	Retired Teachers of Ontario
David Suzuki Foundation	Seneca College of Applied Arts and Technology
Dixie Bloor Neighbourhood Centre	Sheridan Institute of Technology and Advanced Learning
Dufferin - Peel Catholic District School Board	Terry Tan Child Centre
Erinoak Kids Centre for Treatment and Development	Toronto Catholic District School Board
EveryMind	Toronto Children's Services
Family Day Care Services	Toronto District School Board
Humber College Institute of Technology and Advanced Learning	Toronto and Region Conservation Authority
The Indigenous Network	Town of Caledon
Infant and Child Development Services Peel	United Way of Greater Toronto
LINC Language Instruction for Newcomers to Canada	University of Guelph-Humber
Loyalist College	University of Toronto
Lumenus Community Services	YMCA of Greater Toronto

A group of children in a classroom, some wearing superhero capes and one in a full Flash costume, standing in front of a display board. The image has a blue tint and white line-art decorations.

Supporting families by providing
high-quality programs – where
children thrive and want to be.