



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

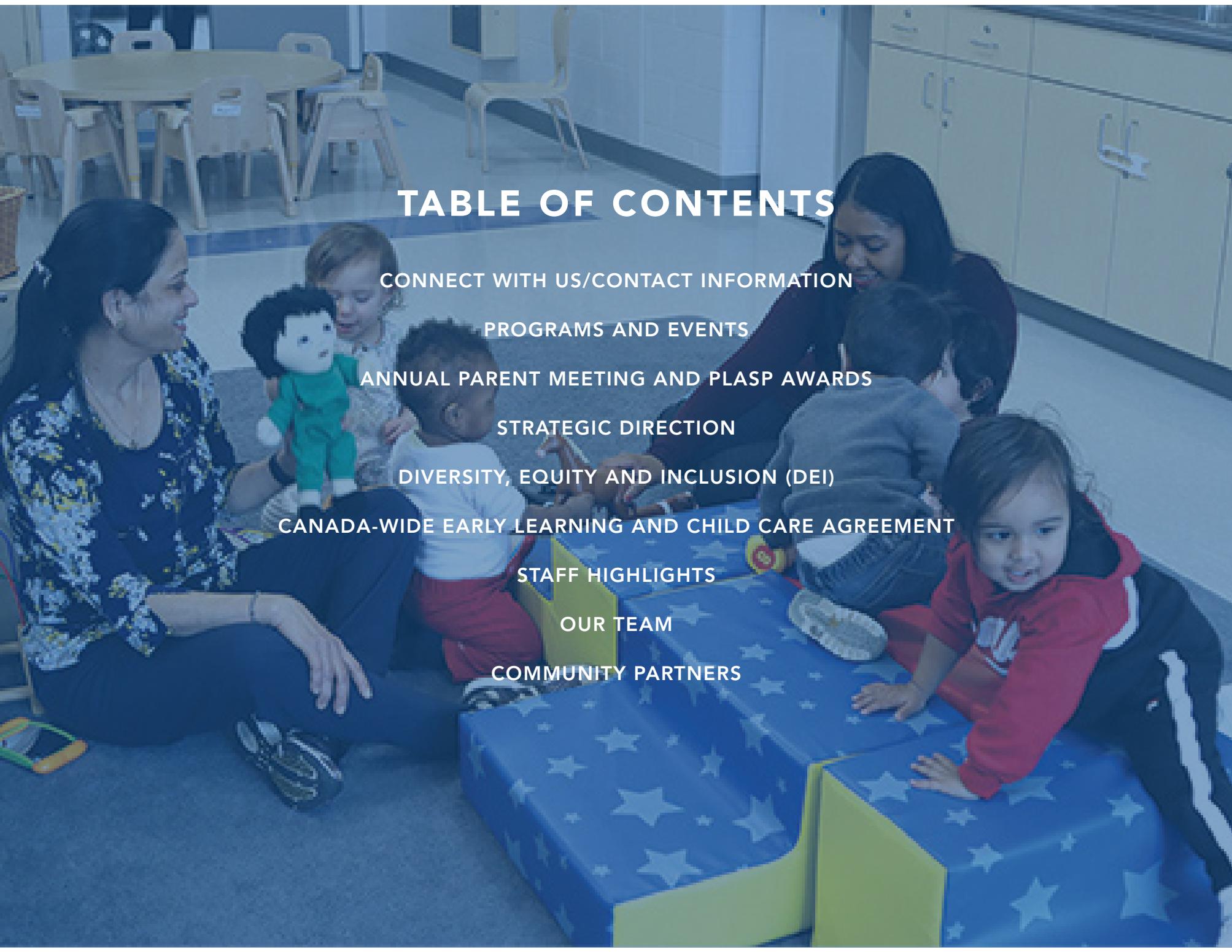


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Contact Information

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



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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

214

Before School
Programs

698

Programs
for School
Age Children

232

After
School
Programs

2,516

Children Served
in our Kindergarten
Programs

331

Programs
for Kindergarten
Age Children

92

Before
School
Programs

150

After
School
Programs

Early Childhood Education and Child Care Centres

1,627

Children
Served in
our Centres

1,549

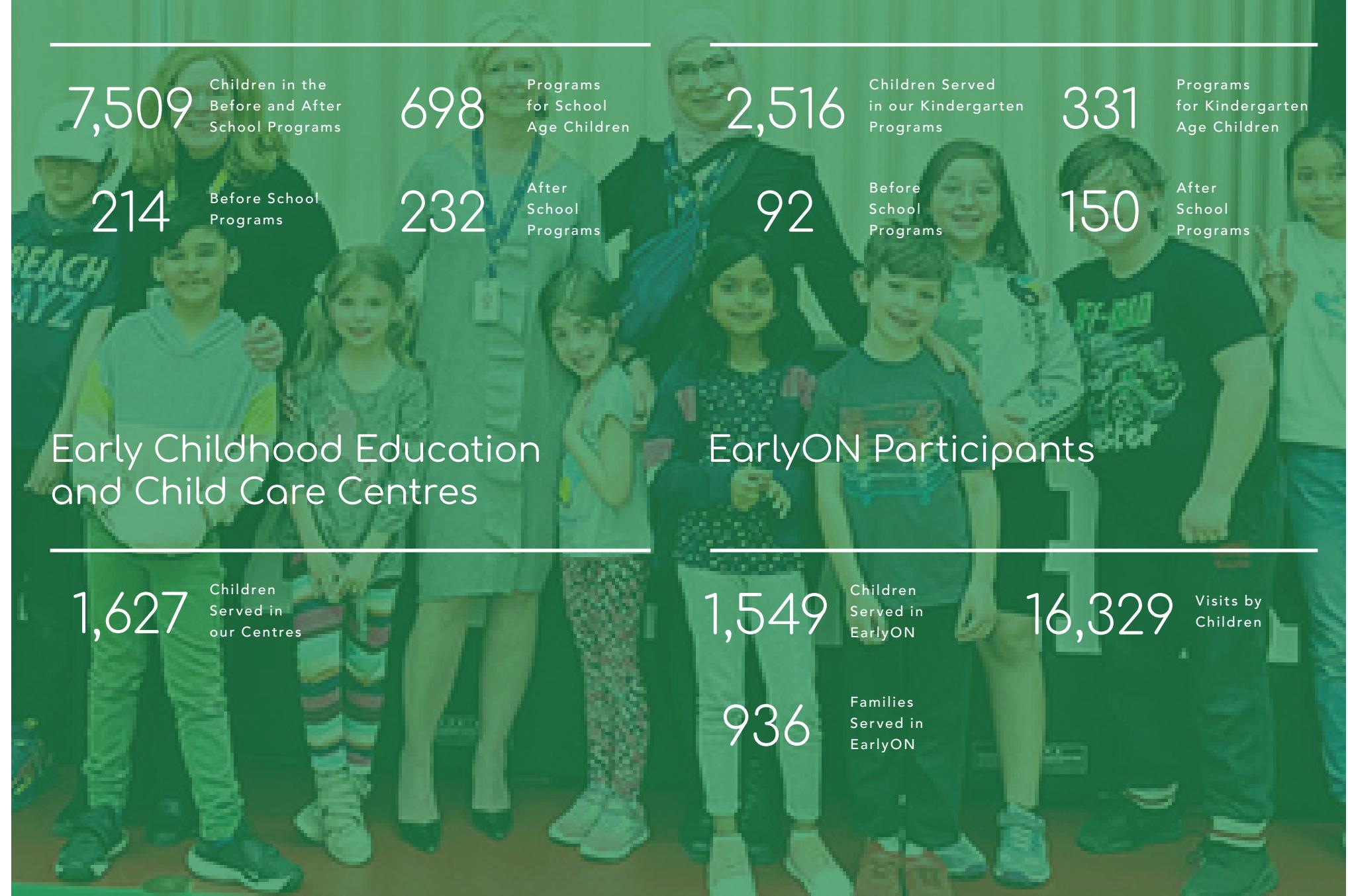
Children
Served in
EarlyON

16,329

Visits by
Children

936

Families
Served in
EarlyON

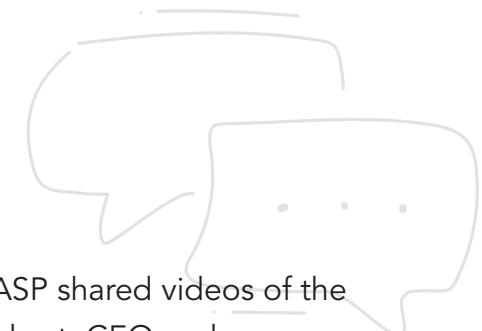


Annual Parent Meeting

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:

- We create an environment where people belong, feel safe and want to be.
- We attract and recruit people who represent the diverse needs and perspectives of our community.
- We remove organizational barriers and create opportunities to engage voices and perspectives that meet the diverse needs of our people.
- We offer professional learning and development that supports the growth of individuals and teams through increased education and awareness.
- Our communications are clear, consistent, inclusive, transparent and empowering.

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.



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.



Our Team
Community Partners

2022-2023 PLASP Board of Directors

Paul Street*	David Neale
Chair	Board Member
Nadya Tymochenko	Terry Mack*
Past Chair	Board Member
Angela Hopewell-Shouldice	Melissa Lujan*
Vice Chair	Board Member
Patrick Lim*	Kelly Tripp*
Treasurer/Secretary Chair Finance Committee	Board Member
Taufic Saliba	Kenneth Jim*
Board Member	Board Member

*Indicates a PLASP Parent (current and past)

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

COMMUNITY PARTNERS

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



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