

# Little Lambs Home Daycare

## Training and Development Policy for Home Visitors and Providers

It is the policy of Little Lambs Home Daycare that all employees, ECE Home Visitors and Home Child Care Providers continue to grow as professional individuals with guidance and support. Due to the nature of early childhood education Little Lambs is committed to the practice of lifelong learning. It is our goal to be an example of what home child care can and should be.

The policies and procedures relating to the staff and provider training and development must be reviewed with home child care providers, volunteers and students, persons who are ordinarily residents of the premises or regularly at the premises, home child care visitors and employees of Little Lambs Home Daycare. These policies are implemented and monitored for compliance and contraventions in accordance with O.Reg 137/15

### **Individual Needs,**

Little Lambs understands that there are unique professional learning needs of home child care visitors and providers. It is also understood that the needs of the group may evolve over time as individuals become more experienced and gain new skills and interests. It is the goal of Little Lambs to grow and evolve with the needs of our home visitors and providers.

### **Training Modules**

In an effort to practice environmental stewardship Little Lambs Home Daycare has created online training modules. These training modules can be accessed through “providers page” a password protected page on our website. [www.littlelambshdc.com](http://www.littlelambshdc.com)

The date/time/name of trainee who completes each module will be saved on the website and documented in the personal files at Little Lambs Home Daycare office. Little Lambs will assist those who need guidance with computer training if needed. If the person required to access the “providers page” does not have access to the internet then Little Lambs encourages that person to use their public library.

*Note: all policies and procedures, forms and resources can be found on this page as downloadable links.*

## Provider Orientation

- Providers are required to have a valid first aid and CPR (infant) certificate before they may sign a contract with Little Lambs Home Daycare.
- Upon signing a service contract and before any child is placed in the home child care premises the provider must access the “providers page” and complete required training.

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- Policies and procedures
- Meal planning
- Developing daily routines

## ECE Home Visitor Orientation

- Before signing an employment contract home visitors are required to have a valid first aid and CPR (infant) certificate. They must also be in good standing with the College of Early Childhood Educators.
- upon signing employment contract and before visiting any premises where childcare is provided the ECE home visitor must access the “providers page” and complete required training.
  - Policies and procedures
  - ECE home visitor responsibilities and expectations

## Continuing Professional Learning

**Requirement:** providers and home visitors must complete at least 12 hours of professional development per year. Continuing professional learning hosted/facilitated by Little Lambs Home Daycare will be at no cost to the home visitor or providers. Outside training will be accepted if a certificate of completion or a signed letter by the home visitor/provider and facilitating instructor with date/topic of training is presented to Little Lambs home daycare as proof of completion. Providers/home visitors will not receive remuneration from Little Lambs Home Daycare for their participation in continuing professional learning.

Little Lambs is committed to offering learning opportunities that meet the needs of our home visitors and providers. It is Little Lambs Policy to survey our Providers and Home Visitors each summer (June-July) to better understand what the current needs/interest are. Little Lambs will use the results of the survey to either develop training or seek potential training opportunities for our home visitors and providers.

Possible training topics include but are not limited to:

- Small business accounting
- Health and safety
- Nutrition/Meal Planning: child focussed
- Child development: infant-preschool
- Reggio Emilia-100 languages of children
- Sensory play/Loose Parts workshop
- Outdoor classrooms: connecting to nature and learning the natural way
- “How Does Learning Happen” Ontario’s Pedagogy for the Early Years: how to apply this document to your daily practice

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- Mental Health Workshop: Being a home childcare provider can be isolating and demanding. Maintaining good mental health will not only support your daily practice as a provider but lessens the likelihood of “burnout”
- Car seat clinic with local police services
- And more...

## External Training/Development Opportunities

There are many avenues to pursue greater knowledge. Providers and Home visitors are encouraged to access:

- The college of Early Childhood Educators <https://www.college-ece.ca/en>
- Ontario's Early Years Portal <http://www.earlyyears.edu.gov.on.ca/EYPortal>
- Association of Early Childhood Educators Ontario <http://www.aeceo.ca/>
- BC Council for Families (the early years) <https://www.bccf.ca/>
- The internet is a fantastic resource for information. Other countries such as Sweden, Switzerland, Australia and Finland have fantastic literature and studies for Early Childhood Education. Providers and Home Visitors are reminded to pay attention to where they are getting information from and to ensure it is a credible source.
- Locally: Hastings County and Family Space offer training opportunities as well

## Qualifications Upgrades,

Early Childhood Educators Qualifications Upgrade Program and Leadership Education Grant are fantastic opportunities for home child care providers and visitors. Little Lambs will support our home visitors and providers with applying for these programs.

<http://www.ecegrants.on.ca/ece-qualifications-upgrade-program/>