

ANNUAL REPORT 2020



PLASP
Child Care Services

Table of Contents

03	President and CEO Message
05	Programs and EarlyON Expansion
06	People
07	Partnerships and Events
08	Labour Action and COVID-19
09	Strategic Direction and Financial Overview
10	Team
11	Sponsors



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
Fax:
905.890.6947
Email:
childcare@plasp.com

PLASP Head Office
[60 Courtneypark Drive West,](#)
[Unit #5](#)
Mississauga, ON
L5W 0B3

Support Services Hotline
647.484.4372
1.888.739.4102 (long distance)

Connect with Us!



PLASPChildCareServices



@PLASP_CCS



/PLASPCCS



PLASP Blog



plasp.com



@PLASP_CCS

President and CEO Message

Family Matters

Family is a link to our past, bridge to our future. Alex Haley

As PLASP completes its 45th year, we are experiencing an unprecedented time. We began the school year with labour disruptions. The global pandemic then closed all schools and child care in Ontario – and much of the world – from March break to the end of the school year.

It would be easy for these challenging events to overwhelm and define how we reflect on the 2019/20 year. But that's not the PLASP way. Our assessment of this past year continues to be focused and rooted in the strength that the PLASP family provides.

Families are at the centre of our strategic plan

We launched a new strategic plan for 2019/22. Our strategic plan identifies goals in four key areas 1. People 2. Programs 3. Partnerships and 4. Resources to continue to realize our vision of being a world class learning and child care provider.

Our most important partner, is our parents. We recognize and respect that parents are experts about their own children. Therefore we believe in regular engagement with families to help us to support their children's well-being.

We make sure that at the centre of everything we do is our commitment to families by making available reliable, affordable, safe, high-quality programs for children where they thrive and want to be in order to enable parents to have the peace of mind they require to proceed throughout their day where they need to be.

Expanding our services for PLASP families

During this past year, we continued to expand the way we serve children and families. In September 2019, we opened before and after school programs in four new locations and during the year expanded our EarlyON programs.

Continued...



Support for families during the pandemic

While we could not provide services in person while our programs were closed by the Ministry of Education during the COVID-19 pandemic, we continued to provide support for our families through daily blogs of home-based learning activities.

During the closure, we also planned for the safe reopening of our centres and before and after school programs. The health and safety measures that we are taking are in careful compliance with the directives of the Ministry of Education and the Ontario Medical Officer of Health. And, we have been delighted to see the return of children and families.

While we know this pandemic is not yet over and people in Ontario continue to face many challenges, we want to ensure our families that we are here and we will continue to be available, as we journey through these uncertain times together.



Inclusion for all families

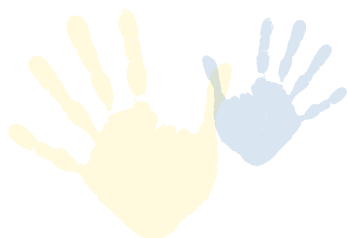
This year has also brought an opportunity for many of us to reflect on what remains to be done to create an equitable society and the urgency of that work.

PLASP is committed to diversity, equity and inclusion. Our commitment is embedded throughout our strategic plan. We recognize that there is much that we must do to make our commitment a reality for all PLASP children and families.

To be an inclusive organization, we need to understand and confront the deep-rooted existence of racism in our institutions, organizations and communities. We need to focus on learning how to identify and address implicit biases, and dismantle systemic discrimination that oppresses and excludes members of our society from full participation.

As a family, we must speak honestly and openly about these challenging issues. The courageous conversations we need to have about anti-Black racism and oppression and the realizing of a promise of equity and inclusion can only happen in a safe environment, where there is a foundation of trust. PLASP is committed to ensuring that foundation and to having those conversations, which are necessary for the good of all members of our family.

Working together, as a PLASP community, we are confident we can conquer all of the challenges that we face.



A stylized, handwritten signature in black ink.

Nadya Tymochenko
President



A stylized, handwritten signature in black ink.

Lynn Hiebert
Chief Executive Officer

Programs

PLASP returned to the 2019/20 school year operating programs in 241 school locations.

In September, PLASP opened school age and kindergarten programs at three schools in Toronto and a new school in Brampton. PLASP also opened two new early learning and child care centres, one in Caledon at St. Evan and our first in Toronto at St. Clement.



PLASP continued to operate the EarlyON at Shelter Bay P.S. providing services to 239 children throughout the year.

School Lists

Overall PLASP Program Information

- 236 School Age Locations
- 213 Full Day Kindergarten Locations
- 28 Early Childhood Education Child Care Centres

School Age - Program Facts

- 998 Programs
- 225 Before School Programs
- 236 After School Programs

Kindergarten – Program Facts

- 527 Programs
- 182 Before School Programs
- 213 After School Programs

- 17,528 children served
- 13,474 families served
- 1,684 programs
- 241 locations

EarlyON Expansion

Building on our successful operation of the EarlyON location at Shelter Bay P.S., in the spring of 2020 PLASP submitted a proposal to operate additional EarlyON locations in Peel. PLASP was successful in being awarded four EarlyON sites, located at Floradale P.S., Munden Park P.S., and Lancaster P.S. in Mississauga and Aloma P.S. in Brampton. These new locations along with the new location at Pte. Buckam Singh P.S. will be open to families during the 2020/21 school year.



People

Staff

PLASP had 1,536 staff providing high quality programs and administrative support to families in the 2019/20 school year.

Training has always been a priority for PLASP and staff were provided with many opportunities. The year began with our Back to School Area Meetings where all staff were to attend a meeting at the Mississauga Convention Centre or the head office on Monday, August 26, 2019, welcoming them back to the start of another school year.

On December 4 and 5, 2019, Regional Meetings were held for all staff with Dr. Jean Clinton speaking, continuing on her presentation from the Annual Parent and Community Meeting.

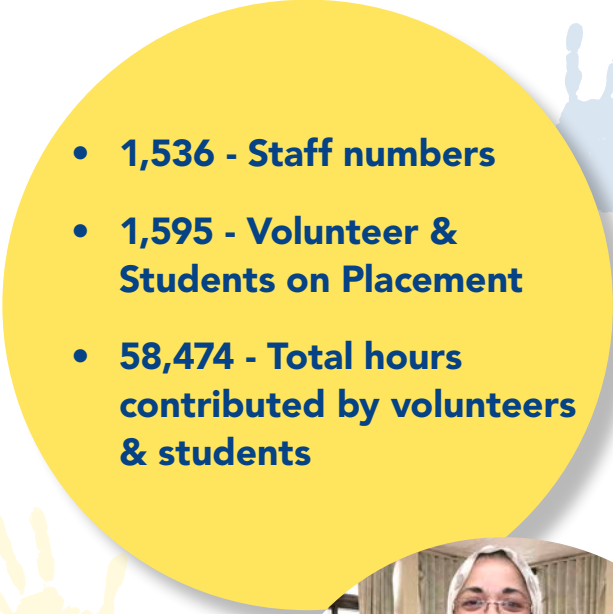
Throughout the year courses available to staff included:

- HighScope
- Leadership Forum
- Psych
- CPI Train the Trainer and Training Course
- Inclusion Conference
- Leadership Forum
- BDO Training
- Administrative Conference
- HRP Conference
- Legal Day Check Up
- Anaphylaxis training
- IT security trainings

In addition to these courses, all new field staff completed their required training as part of their position with PLASP.

It was also a year filled with many challenges for staff. CUPE and teacher strikes occurred in the fall and winter. In the spring, COVID-19 closing schools with field staff going on leave. The team from the head office continued to support families remotely and planned for the re-opening of programs.



- 
- **1,536 - Staff numbers**
 - **1,595 - Volunteer & Students on Placement**
 - **58,474 - Total hours contributed by volunteers & students**



Partnerships

Events

It was a very busy start to the 2019/20 school year with PLASP holding a series of large events and also participating in several in the community.



PLASP Annual Parent and Community Meeting

PLASP's Annual Parent and Community Meeting was held on Monday, October 28, at the International Centre. More than 850 guests enjoyed the keynote presentation from Dr. Jean Clinton, a clinical professor at McMaster University's department of child psychiatry. Dr. Clinton spoke on how preparing children for a healthy, successful future lies in shaping a child's environment – rather than trying to shape the child. Children are not products of nature or nurture alone, as was previously believed in academic circles. "What we now know is that babies are born with trillions of neurons that aren't connected yet," Dr. Clinton said.



At the meeting, PLASP CEO Lynn Hiebert spoke about the organization's award-winning role in creating such rich environments for early learning and growth. Prior to introducing new Board President, Nadya Tymochenko, President Sherry Fodor spoke about PLASP's strategic direction for the next three years, and the organization's expansion to 241 locations across Peel Region and Toronto.

Other presenters who spoke about their partnerships with PLASP included, Mayor Allan Thompson, Town of Caledon; Sharon Hobin, Chair, Dufferin-Peel Catholic District School Board; Daniel Del Bianco, Associate Director of Corporate Services, Dufferin-Peel Catholic District School Board; Stan Cameron, Chair, Peel District School Board; Peter Joshua, Director of Education, Peel District School Board; Shawna Campbell, Superintendent of Education, Toronto Catholic District School Board and Cynthia Grundmann, Senior Policy Advisory and Manager, Early Years and Child Care Services, Toronto District School Board.

Santa Claus Parades

The team at PLASP returned to the Santa Claus parades this year with a Rock N' Roll Diner themed float. Staff and children participated in the Brampton Santa Parade on Saturday, November 16, and the Etobicoke Santa Parade on Saturday, December 7. Although scheduled to participate in the Mississauga Parade on Sunday, December 1, the parade was cancelled due to inclement weather.



Labour Action

Throughout the 2019/20 school year, a series of rotating, province-wide strikes were held by education unions in Ontario, including the Elementary Teachers' Federation of Ontario (ETFO), and the Ontario English Catholic Teachers' Association (OECTA), which represent PLASP's partnering school boards.



Throughout school closures due to strikes, PLASP before and after school programs were closed while early learning and child care centres remained open. PLASP staff and parents at our John Fraser Secondary School centre location were given passes to display in their car windows as they had to cross the picket line during OSSTF (Ontario Secondary School Teachers' Federation) rotating strikes.

Additionally, The Canadian Union of Public Employees (CUPE) announced that they would begin full withdrawal of services across the province on Monday, Oct. 7th, 2019, unless progress was made at the central bargaining table. CUPE members include administrative assistants, food service workers, library technicians, and custodial, maintenance and audio/visual repair staff and play an important safety role within schools. It was determined that student safety could not be ensured during a CUPE strike, and therefore schools and PLASP programs would have been closed to students, however, an agreement was reached on the evening of Sunday, October 6th, and strike action was averted.

Throughout the rotating strikes, PLASP recognized the hardships placed on families and remained committed to monetary compensation at the conclusion of the strikes, which, despite COVID-19 program closures, PLASP was able to deliver to families in the spring of 2020.

**LABOUR
UPDATE**

COVID-19

This year, in mid-March the Ministry of Education upon recommendation from the Minister of Health, ordered the closing of all schools and early learning and child care centers in order to mitigate the spread of COVID-19. The safety of PLASP's children and staff has always and will remain our top priority. During these difficult times, PLASP adhered to these recommendations while working closely with our partnering school boards to make informed decisions. Families were not charged during these closures.



Throughout our time physically apart, PLASP continued to support families through online curriculum and shared resources. Information on mental health services, supports for families with special needs children, and more, were shared on our website and via our social media platforms. PLASP school-aged curriculum activities were posted throughout the week as well as daily EarlyON curriculum specific to children ages 0-6 years-old.

Strategic Direction

PLASP launched the new strategic plan at the start of the 2019/20 school year. This plan will lead PLASP for the next three years. The four strategic priorities focus on People, Programs, Partnerships and Resources.

The new plan was shared with staff at the Back to School Area Meetings and with parents and the community during our Annual Parent and Community Meeting in October. A video announcing the new plan was created and shared with staff and online, and all locations were provided with new posters to display.

Throughout the year PLASP continued to move forward with the achievement of goals which are set to be reached by the end of the 2022 school year.



Financial Overview

PLASP reported total revenue of \$54.5 million in the fiscal year ended June 30, 2020.

Revenue decreased 23% compared to the prior fiscal year due to the COVID-19 closure of all centres and programs for the last 15 weeks of the fiscal year. In fiscal 2020, PLASP expenses were reduced by 20% compared to the prior year.

The excess of total revenues over total expenses was 0.8% excluding the one-off benefit from the Canada Emergency Wage Subsidy. Throughout the most recent fiscal year, PLASP continued to maintain a strong financial position.



PLASP Team

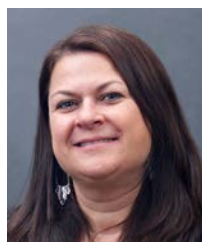
2019/20 PLASP Board of Directors



Nadya Tymochenko
President



Taufic Saliba
Vice President



Sherry Fodor*
Past President



Patrick Johnston*
Treasurer, Chair
and Finance Committee



Angela Hopewell
Board Member



Kashif Khwaja
Board Member



Carla Kisko
Board Member



Patrick Lim
Board Member



Terry Mack
Board Member



David Neale
Board Member

SENIOR MANAGEMENT TEAM

Lynn Hiebert	Chief Executive Officer
Duncan Fletcher	Vice President, Financial Management, Planning and Analysis
Jeff deFreitas	Vice President, Operations
Wayne Edwards	Vice President, Human Resources
Agnes Long	Controller
Leslie Howard	Director, IT

* Represents current/past PLASP parent

Sponsors of PLASP's Annual Parent and Community Meeting, October 2019

Allegra Marketing Print Mail
Applefur Puppetry
Arts Express
Baldwin School Supply Ltd.
Basketique Inc.
Borden Ladner Gervais
Centrilogic
Carisma Florists
Diapers Direct
Food for Tots

G & A Corporate Inc.
Highland Gym Div. of National Sports
Imperial Coffee & Services Inc.
JSL Inc.
Lions Club of Streetsville
Longo's
Louise Kool & Galt Limited
Mason Bennett Johncox Professional Corporation

Metroland
Mississauga Convention Centre
The Magnes Group
Sheridan College Institute of Technology and Advanced Learning
Supreme Basics
Switzer-Carty Transportation
Wintergreen Learning Materials

PLASP Donors

Kimberly Allensen
Claudette Benjamin
Cynthia Chow
Anne Corbin
Jihan El Talmas
Colleen Healy

Diana Jende
Sharon L. Leal
Esther Rambajan
Giuseppina Thomson
Maria Tomaszewska-Sliwa

Community Partners

Association of Early Childhood Educators of Ontario - Peel Branch
Banyan Work Health Solutions Inc.
Brampton Board of Trade
Brampton Caledon Community Living
Child Development Resource Connection Peel (CDRCP)
City of Brampton
City of Mississauga
City of Toronto
Community Living Mississauga
Creative Zone
Dufferin - Peel Catholic District School Board
Erinoak Kids Centre for Treatment and Development
Family Day Care Services
Humber College Institute of Technology and Advanced Learning
Infant and Child Development Services Peel
Mentor College
Ministry of Education
Mississauga Board of Trade
Newcomer Centre of Peel
Peel Children's Aid
Peel Children's Centre
Peel District School Board
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
Toronto Catholic District School Board
Toronto Children's Services
Toronto District School Board
Town of Caledon
United Way of Greater Toronto
University of Guelph-Humber
University of Toronto
YMCA of Greater Toronto





PLASP
Child Care Services

***Supporting families
by providing high-quality,
early learning and child
care programs
– where children thrive
and want to be.***