



## RÉUNION DU RÉSEAU INTERAGIR DU SUD-OUEST

London, Lambton, Chatham-Kent, Grey-Bruce, Windsor, Oxford

Meeting minutes  
Wednesday October 11<sup>th</sup>, 2023  
9:30 to 11:30

### Attendance:

Laure Eldik (City of London), Cara Vanklaveren (Oxford County), Sébastien Laperrière (Collège La Cité), Kathy Johnston (Bruce County), Julie Allard (Conseil scolaire Providence), Nicole Blanchette (La Ribambelle), Ann Lambert (Conseil Scolaire Viamonde), Kelly Emery (Chatham-Kent), Jacky Sanderson et Matt Joosse (County of Lambton), Nathalie Grenier (ministère de l'Éducation), Geneviève Verreault et Elise Robitaille (Association francophone à l'éducation des services à l'enfance de l'Ontario-AFÉSEO).

Subject	Decisions	Follow-up
1. Opening of the session	Julie welcomes everyone and all members present introduce themselves.	
2. Reading of the agenda	Opening of the session. No additions or changes to the agenda. Add Rent and purchase agreement to CSMC presentation.	
3. Conflict of interest declaration	The following AFÉSEO employees will be required to withdraw if decisions are to be made regarding the services offered by AFÉSEO: Elise Robitaille and Genevieve Verreault. Any other individual who acts in multiple capacities must also declare a conflict of interest, as appropriate.	
4. CSMC presentation	<b>CSMC discussions and updates:</b> <ul style="list-style-type: none"><li>- Sarnia will become a designated French service area. This means there will be requirements, templates filled annually, meeting the needs for French language population.</li><li>- Creative, ECE's partnering with collaborating.</li><li>- Because of the unprecedented ECE staff shortages, a Viamonde center in Orangeville has hired anglophone ECE's and the school board is paying for their French learning. The English speaking ECE is paired up with a Francophone ECE. This center works closely with the AFÉSEO and is hiring internationally.</li><li>- The AFÉSEO has a designated a full-time person focusing on international hiring strategies. The strategies include a questionnaire to see if the person is adaptable and they focus on supporting the newcomers and their families.</li></ul>	

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- Nicole Blanchette informs us that La Ribambelle is a designated French organization and therefore could never hire English speaking ECE's. They continue to provide training, receiving funds from municipalities which is used towards hiring French trainers. The minister of Education Mr. Lecce is coming to the center tomorrow to make 2 announcements. Media will be there. Salaries must be increased, must focus on the wage grid and work on retention and hiring.
- To promote retention in the sector, the second phase of "The unsung Hero" will be launched shortly.
- In London and Oxford, the French community center assists staff get their certificate within 3 months. Employees start as an assistant ECE in hopes they get their full training later. This is an introduction program where they learn the basics, and this allows them to pursue a career in the sector it later if they wish.
- Another challenge for French ECE's is that schools and centers are scattered further. They are in rural areas, it costs them more to travel, the added time and costs; there is no incentive for them to work for French centers. Let's bonify indigenous and Francophone ECE's; it takes dedication, by-in and it isn't recognized.
- Another impact is when Francophone daycares are half full, or if a childcare center remains closed in schools, Francophone families will go to English system. The unopened centers have an impact on registrations in French schools.
- It is said that 85% of families are anglophones and there is a lot of interest from the community to register their child in the French school system.
- The policy at Viamonde is they honor the centers own policies. They primarily accept Francophone families in their daycare centers, but they also accept Anglophone families. English speaking families are aware that it isn't a given they will be accepted to the French boards when comes the time to register their child in school.
- French Immersion Catholic and Public boards have full capacities in the before and after school programs but only offer anglophone programs.
- October Fest Rampart had a French event in Pincourt 90 people attended, partnership with Early ON bilingual ON y va ECE's, look to offer full French programs to support the French community.
- When offering professional training municipalities try to offer French training, but there isn't huge enrolments or participation.
- A creative opportunity, struggled on how to put the info out in school boards. La Ribambelle offers training 3 times per year and during these professional development training, they close down all their programs so that everyone (employees and families) can benefit from the training.
- It is noticed that school ECE's do not participate in professional development from their school boards because they don't get paid to attend.

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- PD days differ from one board to another, the school boards have their own training. They provide PD days for their own educators.
- Timing: can municipalities come together to collaborate and provide funding to support French training? Strategies could be paying for travel, synchronising training days so that all are on the same days as English boards (get system wide shutdown) and have a French language breakout. Let's work collaboratively.
- Nicole and her partners (municipality and school board) will pull numbers and dates to propose future francophone trainings and ask employees what their interests are so that we can work collaboratively.
- If the decision is to have training in English, there should be a French facilitator who can get a French table to deliberate in French.
- In London, there is a French community of practice. French language Explore was offered in the French immersion schools and it had a huge success.
- In Lambton "Stepping side by side" is also offered in French as well.
- In Chatham-Kent offer a training on what it is to be an ECE and it is offered in French as well. This training has short videos and material provided in a French language.
- There are 2 InterAgir regional tables who have also created videos on the career which is currently shared with career teachers. These videos are presented to high school children as a career option.
- Add links to videos, share and promote to partnerships with the school boards. Would the boards use the tools? Is there an appetite to promote the career at school levels?

[Le domaine de la petite enfance t'appelle](#)  
[Découvre la profession de la petite enfance](#)

Rent and purchase agreement:

Conversations with school board partners and EarlyON; are childcare operators paying rent?

- La Ribambelle has a lease with both school boards and rent varies. Rent is charged by head, not by square footage. Every quarterly, they pay per attendants.
- Viamonde: When a new operator starts, they pay 0\$ for the first year, then 1\$ per head the following year, and then 5\$ per head the following year. Fees are used toward janitorial fees.
- EarlyON pays by square foot: rent is difficult to pay, they pay extra for evenings and weekends. Depending on the school board. Childcare is per head.

Geneviève Verreault:  
 Gather details information and dates for future collaborative training in French.

Add link to videos made by the InterAgir regional tables.

Add a discussion on partnerships with the boards for the next meeting.

Add Nadine to the invitation:  
[nadinel@chatham-kent.ca](mailto:nadinel@chatham-kent.ca)

**5. Sharing of our activities and our 2023-2024 action plan draft**

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- 2023-2024 Plan

Geneviève Verreault :  
 Edge factor and share videos.

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	ECE's from Francosol will be meeting in all municipalities.	Nicole va partager son plan.
<b>6. Ministry update</b>	<ul style="list-style-type: none"> <li>▪ Present but had to leave before time to share.</li> </ul>	
<b>7. Nouvelles de l'AFÉSEO</b>	<p>Échos du secteur: nouveau bulletin qui sera partagé aux réseaux mensuellement. Un document informatif pour vous mettre à jours sur les projets de l'AFÉSEO travaille. Ce document sera disponible sur la plateforme de formation MAPPE mensuellement.</p> <p>De plus, vous trouverez un document récapitulatif de toutes les rencontres qui ont eu lieu en 2022-2023. Un sommaire de ce que l'InterAgir a fait par région incluant les présences et les absences.</p>	
<b>8. Next meetings</b>	<u>Date of the next meetings for the year:</u> <ul style="list-style-type: none"> <li>▪ December 13, 2023</li> <li>▪ February 14, 2024 (Bilingual)</li> <li>▪ March 13, 2024</li> </ul>	