Program Statement Implementation

Implementation Commitment

The YMCA is committed to supporting children to grow to their fullest potential in a safe, caring and nurturing environment. The program statement describes YMCA specific goals for children’s learning and development, and the approaches that will be implemented.

The YMCA has a well-established, research based approach to early learning. Our curriculum, YMCA Playing to Learn has been successfully implemented in all programs for children 0-6 since 2007. YMCA Playing to Learn 2nd Edition was published in 2015. This edition incorporates new research, best practices, knowledge and experience. There is more information on infants and toddlers and it has greater focus on the social and emotional development of young children. The YMCA launched our school age curriculum, A Place to Connect for children 5-12 in 2014. Both YMCA curricula are aligned with How Does Learning Happen? Ontario’s Pedagogy for the Early Years.

Monitoring Practices

The YMCA implements a wide range of monitoring practices to ensure the goals and approaches described in the program statement are implemented. Monitoring Practices include:

- Setting family communication standards for staff to follow
- Annual third party curriculum assessments for each child care centre.
- Providing coaching and guidance for staff to engage in ongoing reflective practice and collaborative inquiry with the staff teams.
- Tracking all mandatory and supplemental training completed by each staff.
- Third party parent surveys.

Roles and Responsibilities

YMCA Management will:

- Conduct a comprehensive annual review of the YMCA Program Statement including the goals and approaches. Information gathered through the various monitoring practices will be integrated. A signed record will be kept of the review.
- Ensure third party curriculum assessments occur at each centre on an annual basis and use the results for planning.
- Ensure third party parent survey is conducted annually and ensure feedback is integrated into the program.
- Respond immediately to any concerns or commissions of prohibited practices observed or reported in consultation with Human Resources and appropriate authorities (as needed).
Supervisors will:

- Ensure all new staff, students and volunteers are oriented to the YMCA Program Statement before they interact with children. A sign off sheet signed by the staff, student, or volunteer and the person who led the review indicating the date of orientation will be kept.

- Review the YMCA Program Statement with all staff, students, and volunteers on an annual basis or any time there is substantive changes to the program statement. A sign off sheet signed by the staff, student, or volunteer and the person who led the review indicating the date of orientation will be kept.

- Provide coaching and guidance for staff to engage in ongoing reflective practice and collaborative inquiry with the staff teams through documentation, huddles, staff meetings.

- **Performance Management** will be conducted with each staff, student and volunteer following the format and cycle accepted by Human Resources (staff/volunteer) or the post-secondary institution (student). Performance Improvement Plans are documented as required throughout the annual cycle.

- Discuss curriculum, Ministry of Education licensing, and quality assessments, and parent survey results with staff teams and develop a plan of action to be implemented and shared with YMCA management.

- Provide staff with opportunities to attend all mandatory and supplemental training. Track all training completed by each staff.

- Support program team to make referrals and provided resources based on children’s and families requirements.

- Monitor all staff, students and volunteers for compliance with the approaches set out in the program statement and the commission of any prohibited practices through a combination of observation; reports from colleagues, parents, and community partners; and program plans and documentation.

- Immediately report any concerns or commission of any prohibited practices to YMCA management. Report to stakeholders including Ministry of Education, municipal children’s services, child protection agencies, and professional colleges within established guidelines.

Educators will:

- Engage in ongoing reflective practice and collaborative inquiry with the staff team.

- Participate fully in all discussions of curriculum, Ministry of Education licensing, and quality assessments, and parent survey results with team and assist in developing a plan of action to be implemented and shared with YMCA management.

- Attend and fully participate in mandatory and supplemental training.

- Make referrals and provided resources based on families requirements.

- Immediately report any concerns or commission of any prohibited practices to YMCA supervisor and/or management. Report to child protection agencies within established guidelines.
**Prohibited Practices**

Young children benefit from an affirming approach that encourages positive interactions with other children and with adults, rather than from a negative or punitive approach intended to manage unwanted behavior.

Research from diverse fields of study show that children who attend programs where they experience warm, supportive relationships are happier, less anxious and more motivated to learn than those who do not. Experiencing positive relationships in early childhood also has significant long term impact on physical and mental health, and success in school and beyond.

The YMCA Program Statement sets out approaches that support positive interactions between children, families, staff and the community.

The following prohibited practices are not permitted:

- Corporal punishment
- Deliberately use of harsh or degrading measures on a child that would humiliate the child or undermine his or her self-respect
- Depriving a child of basic needs including food, shelter, clothing, bedding
- Locking the exits of a centre or using a locked or lockable room or structure to confine a child when separating them from other children
- Any form of abuse - physical, sexual, emotional and/or neglect

**Measures Used to Deal with Contravention of Policies and Practices**

Any reports involving breach of the above prohibited practices are taken seriously and will be dealt with by YMCA management. Individuals who violate the prohibited practices and this procedure are subject to disciplinary or corrective action up to and including termination of employment, volunteer or student assignment.

The YMCA understands and complies with all established guidelines for reporting to the Ministry of Education, municipal children’s services, child protection agencies, and professional colleagues.