

# Child Care Services Newsletter

Fall 2003

## CCSU Phone #s

Calling from out of town? Please call toll free, 1-800-661-0408 and ask for the extension of the person you wish to speak with.

Brad Bell, Manager	
Early Childhood and Prevention	393-7082
Virginia Kettley, Financial Clerk	393-7123
Wendie Howe, CCSU Clerk	667-3492
Cheryl Buchan, Licencing Officer	633-7992
Carol Oberg, Licencing Officer	667-5091
Tammy Reinhart, Licencing Officer	667-3493
Ann Gedrose, A/ Supervisor	667-8851
Fax:	393-6250

You can email us:

[bradley.bell@gov.yk.ca](mailto:bradley.bell@gov.yk.ca)  
[virginia.kettley@gov.yk.ca](mailto:virginia.kettley@gov.yk.ca)  
[wendie.howe@gov.yk.ca](mailto:wendie.howe@gov.yk.ca)  
[cheryl.buchan@gov.yk.ca](mailto:cheryl.buchan@gov.yk.ca)  
[carol.oberg@gov.yk.ca](mailto:carol.oberg@gov.yk.ca)  
[ann.gedrose@gov.yk.ca](mailto:ann.gedrose@gov.yk.ca)  
[tammy.reinhart@gov.yk.ca](mailto:tammy.reinhart@gov.yk.ca)

*Child Care Services Unit  
Yukon Territorial Government  
Box 2703  
Whitehorse, Yukon Y1A 2C6  
Or drop by the fourth floor of the Royal  
Bank Building (corner of 4<sup>th</sup> and Main)*

Office Hours: Child Care Services is open Monday through Friday 8:30 – 5:00.

CCSU will be closed for our regular unit meeting Thursdays 9:00 am until noon unless this falls on the last day of a month, in which case the office will be open to distribute cheques.

## CHILD CARE SERVICES UNIT

...who we are and what we do...

We support and protect Yukon families, children, and the child care programs that care for them through;

- 1) Licensing
- 2) Monitoring
- 3) Funding, and
- 4) Consulting

We believe families need peace of mind and they can have this by knowing their children are safe to learn, grow, and reach their full potential.

To help with a child's well-being, Child Care Services Unit has a number of child care licencing officers who license and monitor child care programs throughout the Yukon.. To provide licensed care in the Yukon the licensee must follow the *Child Care Act*, the Regulatory Guidelines, the Family Day Home Program Regulations, the School Age Program Regulations and/or the Child Care Centre Program Regulations. These Regulations address a variety of areas to help ensure a safe, healthy, and well-balanced program is being provided to Yukon children and families..

Our subsidy program can assist parents with the costs of enrolling a child into a licensed child care program.

Our Direct Operating Grant is provided to licensed facilities to assist with the costs of running their programs. It is meant to increase quality and to keep costs for parents at a lower level.

Our Supported Child Care fund is used to help with the extra costs of including children whose needs are special. Children may qualify for this assistance if they have any of the following special needs that may prevent age appropriate participation in a child care program: physical disability, global developmental delay, severe and debilitating language disorder, severe and debilitating behavior disorder.

Our Capital Development fund is available to Child Care Centres who require emergency funding for health and safety concerns that may arise.

In December of 2003, Child Care Services will move to 9010 Quartz Road along with Healthy Families and Public Health.

## Exciting News!!

The Resources Files at Child Care Services Unit are sorted, filed and ready to be used again!

These files contain a wealth of information on everything from policies and guidelines, to programming ideas, from managing behaviours to health and safety, and from play-spaces to administrative topics and professionalism.

Stop by anytime the office is open to look through the files, grab some information and find an answer to your question or a new idea for your centre or dayhome.

## Staffing Update

In case you haven't heard, it is now official! Debbie Mauch, formerly Supervisor of the Child Care Services Unit, has accepted a position as Supervisor at Healthy Families. We wish Debbie all the best in her new position.

## Your Questions

*Q: I enjoy having a cup of coffee while I'm working with the children. But recently someone told me we can't do that. If I'm using a lidded mug, what's the problem?*

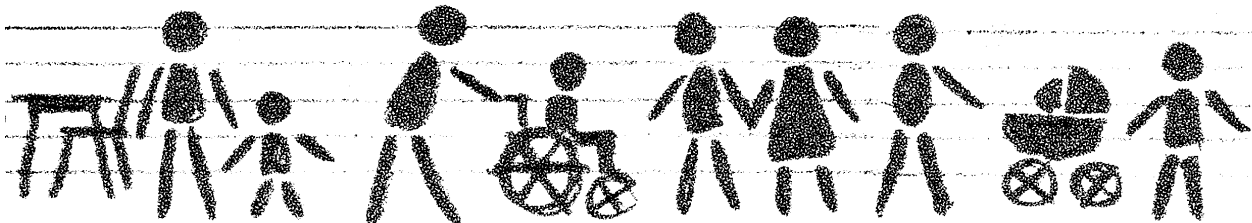
A: The regulations state that foods and beverages hot enough to cause burns are not to be in areas where children are present. Even lidded mugs can spill, causing burns for staff or children. We recommend that everyone -- staff and children -- drink plenty of water throughout the day. For the safety of the children, enjoy the hot beverages during your break and away from the children's play areas.

*Q: One of my subsidy parents has moved and it is more convenient for her to use another day home. I don't need a month's notice since I've got someone on my waiting list. Shouldn't I just write a cheque to the other day home operator to give her that subsidy money?*

A: No, please use an adjustment form to reimburse the billing so CCSU will have record of it and then CCSU is able to pay the new facility for that month.

*Q: What's with these new D.O.G. forms for Family Day Homes? Now there are extra columns asking "expected attendance" and "actual attendance" and "comments" This is starting to look like a lot of extra work.*

A: The new forms provide space for the information day home operators ask questions about most often. The "expected attendance" is just that – how many days out of the month (or hours) you and the parent have agreed on. "Actual attendance" is just that – how many days (or hours) the child actually attended. If there is a difference between these, the "comments" column gives you space to note the reason, such as: holidays, illness, stayed home for Grandparent's visit, withdrawn without notice, etc. So many of you have phoned us with these types of details that we have now provided space for you to include this on the form and save yourself the phone call.



## *Working Group*

The Yukon government is committed to ensuring quality accessible, affordable child care services, training of child care workers, and maintaining quality standards for Yukon families and their children.

To help them meet this commitment, the child care community has formed a working group to develop a comprehensive plan for the future of child care in the Yukon.

The group represents various stakeholders from within the child care community and each representative is responsible for bringing their group's issues, ideas, thoughts, and concerns to the working group. Everyone's input is valuable. If you have some input to share with your representative, please contact one of the following.

<b>Representing:</b>	<b>Name:</b>	<b>Contact Number:</b>
Yukon Child Care Association	Jasbir Randhawa	667-4013
Society for Yukon Family Dayhome	Karen Macklon	668-6349
Yukon Child Care Board	Leona Corniere	667-2934 (h) 456-8180 (w)
Yukon Child Care Board	Inge Sumanik	633—5047
Yukon Child Care Board	Heather Alton	668-7453 (h) 667-5142 (w)
Family Day Home Provider	Judith Steele	633-5085
Front Line Child Care Staff	Cyndi Desharnais	668-5130 (w)
Rural Child Care Provider	Patty Wiseman	390-2741
H & SS Representative	Brad Bell	393-7082
H & SS Representative	Tammy Reinhart	667-3492
Council of Yukon First Nations	Kelly Morris	399-2130
Private Day Care	Judi Wengzynowski	668-3830
Non-Profit Day Care	Val Henderson	668-8860
Parent Representative – Old Crow	Dorothy Thomas	<a href="mailto:DRfrost@yknet.ca">DRfrost@yknet.ca</a> 966-6077
Yukon Child Care Association	Kismet Lowrie	
Yukon Family Day Homes	Laurel Lewis	
Minister's representative	Warren Holland	

## Canada's New Wind Chill Index

Canada now has a new wind chill index! The new index is more accurate, easier to understand and reflects the needs of Canadians. The new index is expressed in temperature-like units, the format preferred by most Canadians. The index likens the way your skin feels to the temperature on a calm day. For example, if the outside temperature is -10°C and the wind chill is -20, it means that your face will feel as cold as it would on a calm day when the temperature is -20°C.

### What is Wind Chill?

We call the cooling sensation caused by the combined effect of temperature and wind the wind chill.

### Try this to Learn about Wind Chill!

Get the kids to guess which will be colder, a dry face in front of a fan, or a wet one. (This is why your mom tells you not to go outside with wet hair in the winter!)

Turn on a fan. Stand in front of it. You will feel colder because of the wind cooling your skin, but the temperature in the room has not changed. You cannot make the room any colder, no matter how high you turn up the fan. Similarly, no matter how strong the wind blows, the temperature of the air outside does not change.

Now dab some water on your skin. Stand in front of the fan again. The wet skin will feel much colder. This demonstrates how important it is to stay dry when outdoors in high wind chills.

0 to -10 LOW	<ul style="list-style-type: none"> <li>Slight increase in discomfort</li> </ul>	<ul style="list-style-type: none"> <li>Dress warmly, with the outside temperature in mind</li> </ul>
-10 to -25 MODERATE	<ul style="list-style-type: none"> <li>Uncomfortable</li> <li>Exposed skin feels cold</li> <li>Risk of hypothermia if outside for too long without adequate protection</li> </ul>	<ul style="list-style-type: none"> <li>Dress in layers or warm clothing, with an outer layer that is wind resistant</li> <li>Wear a hat, mittens and scarf</li> <li>Keep active</li> </ul>
-25 to -45 COLD	<ul style="list-style-type: none"> <li>Risk of skin freezing (frostbite)</li> <li>Check face and extremities for numbness or whiteness</li> <li>Risk of hypothermia</li> </ul>	<ul style="list-style-type: none"> <li>Dress in layers of warm clothing that is wind resistant</li> <li>Cover all exposed skin</li> <li>Avoid exposing the skin directly to the wind</li> <li>Keep active</li> </ul>
WARNING LEVEL -45 to -59 EXTREME	<ul style="list-style-type: none"> <li>Exposed skin may freeze in minutes</li> <li>Check face and extremities for numbness or whiteness</li> <li>Serious risk of hypothermia</li> </ul>	<ul style="list-style-type: none"> <li>Be careful</li> <li>Dress warmly in layers of clothing with an outer layer that is wind resistant</li> <li>Cover all exposed skin</li> <li>Limit outdoor activities to short periods</li> <li>Be ready to cut short or cancel outdoor activities</li> <li>Keep active</li> </ul>
-60 and colder EXTREME	<p>DANGER!!!</p> <ul style="list-style-type: none"> <li>Outdoor conditions are hazardous</li> <li>Exposed skin may freeze in less than 2 minutes</li> </ul>	<ul style="list-style-type: none"> <li>Stay indoors!</li> </ul>

Excerpts taken from the  
Environment Canada Web-Site  
<http://www.msc-smc.ec.gc.ca>

☆ **Songs and  
Chants  
for the Whole Day** ☆

**Morning Greeting**

Madison, Madison, \*  
Howdy-do.  
Hello. Good-day.  
How are you?

\*substitute child's name

**Wash-up Time**

Tune: Mulberry Bush

This is the way we  
wash our face  
Scrub our cheeks,  
scrub our ears  
This is the way we  
wash our face,  
Until we're squeaky  
clean.

**Good-bye or  
Bedtime**

Tune: Muffin Man

Now it's time to say  
good-bye,  
Say good-bye, say  
good-bye.  
Now it's time to say  
good-bye  
I'll see you in the  
morning.

## Hiring and Termination Practices in the Yukon

### Hiring Process:

There is a vast array of questions that can and should be asked during the interview process. As an employer, you can ask questions about previous work history, scenarios, suitability to the work environment and many others. There are sample interview questions on file at CCSU.

### ALWAYS REMEMBER TO CHECK REFERENCES!

### Discrimination in the Hiring Process:

As an employer you cannot ask questions that are discriminatory in nature. You cannot discriminate on ancestry, national origin, ethnic or linguistic background, religion or creed, age, sex, including pregnancy, sexual orientation, physical or mental disability, political belief, marital or family status.

### It is not discrimination if treatment is based on:

Reasonable requirements or qualifications for the employment, a criminal record or criminal charges relevant to the employment, sex, so as to respect the privacy of the people to whom accommodations or a service or facility is offered.

For more information on Human Rights related to Hiring Practices, call the Human Rights Commission, 867-667-6226 or [www.yhrc.yk.ca](http://www.yhrc.yk.ca)

### Termination:

There are many, many circumstances considered just cause for terminating an employee's employment, however, each case is considered on an individual basis. For specific details please call the Labour Standards Office.

### Employed Less than 6 months:

If an employee or employer wishes to end employment, notice is not required if the employee has been employed for less than 6 months.

### Employed More than 6 months:

Immediate dismissal can occur even if the employee has been working for more than 6 months, but only if the employer has just cause. If an employer does not have just cause to terminate an employee's employment, the employee must be given a written notice or wages in lieu of notice. The length of notice depends on the length of employment.

### Wrongful dismissal:

If an employee believes they have been wrongfully dismissed, they should contact Labour Standards with the details of their employment. If the complaint falls within their jurisdiction, the complaint would be investigated.

For information on the Labour Standards Act, contact Labour Services, 867-667-5944 or 1-800-661-0408.

## Upcoming Holidays:

### **Columbus Day - October 14th**

This holiday is in honor of explorer Christopher Columbus, who first came to the New World on October 12, 1492.

### **Canadian Thanksgiving - October 14th**

The origins of Canada's Thanksgiving are closely connected to the traditions of Europe. Long before Europeans settled in North America, festivals of thanks and celebrations of harvest took place in Europe in the month of October. The very first of these Thanksgivings was celebrated in Canada when Martin Frobisher, an explorer from England, arrived in what is now known as Newfoundland in 1578.

### **United Nations Day - October 24**

United Nations Day is observed to celebrate the coming together of the 81 different countries that form the United Nations (UN). The United Nations Day is devoted to making known to the people of the world the aims and achievements of the UN, and to gaining their support for the work of the UN. The United Nations is involved with numerous humanitarian and war-related issues every year.

### **Daylight-Saving Time Ends - October 27th**

That's right, it's time to fall back. Daylight-saving time happens around the world in the wee hours of October 27th. This means you turn all your clocks back an hour and you get an extra hour of snooze time before heading to school on Monday morning!

### **Halloween - October 31st**

It's a night for goblins, witches and ghouls to come out and have a good ol' time. And, it's time for you to bob for apples, carve jack-o-lanterns, dress-up in your scariest garb and head off to the Halloween dance.

### **Day of the Dead - November 1st**

The Mexican holiday has been celebrated for

thousands of years and continues to be one of the bigger festivals of the year. Dia de los Muertos translates to Day of the Dead and is a day to celebrate the lives of lost loved ones. It's also a celebration of the circle of life on this holiday.

### **Guy Fawkes Day - November 5th**

November 5th marks the anniversary of the Gunpowder Plot, a conspiracy led by English Catholic soldier Guy Fawkes, to attempt to blow up the English Parliament and King James I in 1605. Guy Fawkes and his followers were angry that King James I was making it harder and harder for Catholics to practice their religion (by making it illegal,). A letter was sent to Lord Monteagle however, warning him of the fatal plot and the bombing was stopped. Now, every year on November 5th, the averted crisis is celebrated with bonfires and fireworks.

### **Remembrance Day - November 11th**

In 1918, World War I ended on the 11th hour of the 11th day of the 11th month. The entire world celebrated. A truce was signed declaring the "war to end all wars" was finally over. The next year, on November 11, the US called the day Armistice Day, in memory of all the men and women involved in WWI. It evolved into Veterans Day, after WWII, and is a day observed around the world to remember the people who were involved in various wars.

### **Ramadan - November 27th**

Ramadan, the 9<sup>th</sup> month of the Muslim calendar, begins on November 27th. For the entire month, people of the Muslim faith will fast during the daylight hours in an attempt to experience the hunger of the less fortunate. The fasting ends with a three-day celebration, known as the Feast of Fast Breaking.

### **American Thanksgiving - November 28th**

The very first American Thanksgiving took place in 1621 and was a celebration by the English pilgrims that had landed in Plymouth Rock, Massachusetts. It had been a long and trying trip over from England on their ship, the Mayflower, and the pilgrims wanted to celebrate their arrival in the New World with a giant feast.

**Hanukkah - November 30th to December 7th**

Hanukkah, which is the Hebrew word for dedication, honors the victory of the Jews over the Greek Syrians in 165 BC. After their victory, the sons of the family that led the revolt, entered the Holy Temple in Jerusalem and dedicated it to the service of their God. When the Maccabees entered the temple, they found only enough lamp oil to last 1 night, but somehow the oil managed to burn for the 8 days it took to go in search of more oil. Therefore, Hanukkah is observed over 8 days.

**World AIDS Day - December 1st**

By the end of 2001, an estimated 40 million people were living with HIV. December 1st is World AIDS Day and to support those living with AIDS put on a Red Ribbon.

**Winter Solstice - December 22nd**

Winter solstice is the beginning of winter. Because of the earth's tilt, our hemisphere is as far away from the sun as it can be. Therefore, the first day of winter also has the shortest amount of sunlight.

**Christmas Day - December 25th**

Christmas is a Christian holiday that celebrates the birth of Jesus Christ. No one knows the exact date of Christ's birth but in the 4th Century, Pope Julius I chose December 25<sup>th</sup> as the day of celebration. It's a holiday that's celebrated in a variety of ways around the world.

**Boxing Day - December 26th**

The first Boxing Day is believed to have started in the Middle Ages. However, the date and the reason are unknown. Some say it started with the giving of Christmas Boxes, while others think it was named after the tradition of opening charity boxes placed in churches during the Christmas season.

**Kwanzaa - December 26th**

Although some people believe this holiday is a substitute for Christmas it is not a religious or political holiday. This year it is celebrated December 26th. Kwanzaa, which means "first fruit of the harvest" in African, is a time to focus on the traditional African values of family. It also celebrates the principles of unity, self-determination, collective work and

responsibility, cooperative economics, purpose, creativity and faith. It is celebrated by giving hand-made or home-grown gifts.

**New Year's Eve - December 31st**

The celebration of the New Year is the oldest of all holidays. It was first observed in ancient Babylon about 4000 years ago. It wasn't until 153 BC that the Roman senate declared January 1st to be the beginning of the New Year.

For more info, check out [www.kidzworld.com](http://www.kidzworld.com)

**Comedy Break - Laugh at Stress**

Set aside some time for laughter, your body's natural stress-release mechanism.

Rent your favourite comedy video. Tape a TV show that you know makes you laugh and keep it on hand for stress emergencies. Go to the library and borrow a book by an author who can make you laugh. Read the daily comics in the newspaper. Or, phone the funniest person you know!

**Stress Stretch**

When you are under stress, tension accumulates in your neck and jaw. Take a minute to gently and slowly move your head from front to back, side to side, and in a full circle. For your jaw, stretch your mouth open and slowly move your lower jaw from side to side and front to back. (NOTE: If you notice any pain or if you have had any injuries to your back, neck or jaw, check with your doctor first.)

For more tips on how to stay stress free, check out the Canadian Mental Health Web-site at:

<http://www.cmha.ca>

## Activity Ideas from Yukoners

### Conflict Resolution at Fireweed Montessori

During an annual inspection at Fireweed Montessori when viewing the room's new design I noticed a small wooden table with two small chairs situated at the side of the room. On the table was a small United Nations flag. On the wall above the table was a multicultural poster with large letters spelling the word "Peace." My curiosity peaked...I was informed that this table was the conflict resolution table.

The table is set-up for children to work through conflict. At this table each child has the opportunity to share their feelings and share their views on the event. The teacher's role is to facilitate the conversation through mediation. In doing this, the teacher assists children in developing the skills necessary for communicating and understanding differences of opinion and views.

### Snack time at Fireweed Montessori

At the Fireweed Montessori Preschool Program a snack table with enough room for four children is situated in the room near a small shelf where children's snacks are placed. Children independently decide when they are hungry. When the child decides he/she is hungry they wash their hands, and then set the table for snack. Setting up the table involves retrieving a clean place mat and taking their snack from the shelf to the table. After snack the children need to clean up the area and put their snack bags back on the shelf.

Teachers monitor the area to ensure children have healthy snacks and do not dominate the snack table for long periods of time. Through this arrangement of snack time children learn to be respectful of their peers needs and learn to be in tune with their own needs. The children are also able to complete their work without interruptions.

