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1	Seabird Island Band	April - June 2023				
2	Early Childhood Education Department					
3	Strategic Objective	Goal	Operating Objective	Action Item	Action Item	3rd Quarter
4						
5	Leadership	Self-Government based on the cultural and traditional identity of SIB.	Governance structure reflective of our culture and traditions	Ensure SIB Cultural teacher involved with daily activities through all ECE programs	Ensure SIB Cultural teacher involved with daily activities through all ECE programs.	Cultural Liason Teacher comes to centre almost daily to provide 4's Preschool children with culturally based lessons including Halq'émeylem language lessons, local plant/animal/medicine lessons, and more. Head Start assistant has been coming to provide daycare children and 3's Preschool children with culturally based circles that include Halq'émeylem language, drumming and other culturally appropriate teachings. Staff members include Cultural activites and foods in their daily interactions with children that include language, drumming, songs, art, and snack items such as bannock and other traditional foods.ltural
6				Incorporating the cultural calendar into the daily activities.	Incorporating the cultural calendar into the daily activities.	Include parents with newsletters incorporating SIB cultural and language. Updates to program posted regularly to Facebook group.
7				Ensure policy and processes reflect the current practices		Meetings (virtual or in person) with staff, director, and elders to ensure inclusion.
8				Standardized templates for all communication		Newsletters / cultural calendar / ensure same messaging to all age groups / parents etc.
9			An efficient and accountable administration reflective of our culture and traditions	Ensure effective collaboration avenues are available between programs	Ensure policy and processes reflect the current practices.	More staff meetings (virtual or in person)
10						BEAR bus is back on the road and has been to many areas with visits. There have been new children and caregivers attending which has been very nice. It is always a pleasure when children do not want to leave and are excited about having BEAR back for another visit.The Canyon is off the schedule for the winter months as road conditions are very unpredible.
11						As Covid protocols have relaxed staff are able to visit more communities and children to provide support, resources, and more at Seabird and in other communities. We continue to receive new referrals and have been building relationships with new children, families and centres along the way.
12						Regular FVCD, OT/PT and CYMCH Clinics hosted at Seabird Island ECD for community members and others.
13					Ensure effective collaboration avenues are available between programs.	Someone So Small group is operating in four communities successfully. Programs have been reestablished in Shxw'Owhamel and Chawathil First Nations.
14				Re-establish the philosophy's engrained in ECD to ensure all staff have the same Vision / core values / goals		More staff meetings and Culturally based training for staff. BCACCS and other Indigenous organizations offer culturally based training for all staff at a reasonable cost and sometimes with no cost to participants).
15				Develop individual staff workplans / capacity development plans reflective of their job descriptions	Re-establishing the philosphy's engrained in ECD to ensure all staff have the same Vision/Core Values/Goals	Program planning for staff and meetings between staff and director/supervisors.
16				Annual / Bi-Annual "meet and greet" with Teachers / Staff to ensure communication protocols aligned	ECD Programs (Departments) develop their core values/vision/goals independently	Each program plans in advance for the coming months/year.
17						Staff have completed their HR training at the request of HR and Seabird Island Band.

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18						Some staff have taken workshops such as Every Child is a Gift Spring Conference, Many Voices/One Mind Workshop, Play Based Learning, Transforming Transitions, and Car Seat Training.
19						Several staff members attended an on-site Transforming Transitions Workshop at no cost, with Mission Community Services.
20			Personalized engagement strategies	Develop and Implement Terms of Reference for a ECD Parent Advisory Committee (s) to gather input.	Develop and Implement Terms of Reference for an ECD parent Advisory Committee(s) to gather input	Head Start programs wrapped up for the summer on June 22nd with a fieldtrip to the Vancouver Aquarium.
21				Implement Parent / Family nights (Family Networking Nights) for all programs / departments (monthly / seasonally)	Implement parent/Family nights (Family Networking Nights) for all programs/departments (monthly/seasoning).	Families attend Someone So Small group at Seabird and other locations. Family nights have resumed and participants enjoyed Drum Making with Darren and Carmen Charlie. Seabird Head Start program resumed in the spring and closed for the summer on June 22nd.
22						Children in programs enjoyed visits with the dental office, firehall and The Reptile Room.
23						Families joined BEAR and SSS for a fieldtrip to the Greater Vancouver Zoo.
24						Children in programs have participated in fieldtrips to local parks, the Greater Vancouver Zoo, the Vancouver Aquarium, Play Abby and other locations.
25			Create community cohesion	Develop marketing plan to utilize the community newsletter, social media to "market" opportunities to engage with ECD programs / departments		Seabird Island ECD Department uses their Facebook page to post upcoming events, cultural awareness posts, and other posts directly related to childcare, child raising, behavioral awareness and more. Parents are checking posts regularly and even posting personal photos from Drive thru Christmas and other activities.
26						AIDP supported several families with preschool registration. Increased visits with families with health and safety measures.
27						Supported Child Development Programs have had a lot of children away in programs, it is hard to staff centers when there is no notice of the children being away.
28						OOSC is running at full capacity. Daycare has had a children withdraw and some transition to Preschool but some infants and toddlers have transitions into 3-5's program and spaces have opened up to allow new children to attend.
29						Easter goodies were provided for all children in programs, which included an Easter egg hunt, small toys and tasty treats.
30						Seabird Island Festival was a huge success! The ECD department oversaw the Children's tent and provided games, colouring sheets, temporary tattoos, face painting and bouncy castles.
31						All families registered for Daycare programs at Seabird were given a fleece afghan printed with the Seabird Island ECD logo and a logo printed travel cup.
32						Ey Qwal & SCD-AIDP partnership continues and case manager roles were established at a joint caseload review meeting on November 15th.

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33						FVDC assessment Clinic at Seabird Island took place in November. Ey Qwal continues to participate through case coordination and speech-language assessments.
34					Ensure APALS Program remains active Develop marketing plan to utilize the community newsletter, social media to "market" opportunities to engage with ECD programs/departments	Program closed for the time being.
35	Membership	Engaged, empowered and self-sufficient Sw'êwqeló:mexw	Sw'êwqeló:mexw guide and are guided by our Snowoyelh[1] reflecting our modern context	Develop protocols / communication to ensure Preschool program is involved in community programs / celebrations	Develop protocols/communication to ensure Preschool program is involved in community programs/celebrations.	Having Cultural Teacher, and others to help bring Cultural awareness and learning into all of our programs here at Seabird.
36			Create a shared understanding of individual and collective rights and responsibilities			Staff meetings between staff and supervisors and also amongs Directors to discuss and implement goals, directives, rights and responsibilities.
37						All ECD departments closed for Good Friday and the following Monday for Easter long weekend.
38			Foster a community culture of participation and engagement			Families attend Someone So Small group at Seabird and other locations. Family nights have resumed and participants enjoyed Drum Making with Darren and Carmen Charlie. Seabird Head Start program resumed in the spring and closed for the summer on June 22nd.
39	Environment	Protect and enhance S'ólh Téméxw[1], including land, water and air consistent with Tómiyeqw	Reduce our environmental footprint	Encourage recycling / composting throughout all programs / departments - child (age appropriate) language - encourage parents as well (i.e. zip lock bags)	Encourage recycling/composting throughout all programs/departments - Child (age appropriate)language- encourage parents as well (ie zip lock bags)	We recycle and reuse objects as much as possible. All paper is shredded.
40				Encourage a planting / harvesting program	Encourage a planting/harvesting program	Seabird Island Head Start program will be creating a vegetable garden to provide fresh and nutritious foods to families.
41				Develop and implement a Garden program the school / green house / community garden - utilize elders (buddy program)	Develop and implement a Garden program the school/green house/ community garden - utilize elders (buddy program)	
42				Utilize traditional foods where possible / ensuring safety protocols are followed	utilize traditional foods where possible/ensuring safety protocols are followed	Head Start program resumed in the spring for Seabird Families and program closed on June 22nd with a fieldtrip to the Vancouver Aquarium
43			Reassert our role as Stewards of the land	Teaching the children their responsibility on keeping care of / treat mother earth (earth / animals) - 7 sacred teachings	Teaching the children their responsibility on keeping care of/treat mother earth (earth/animals) - 7 Sacred Teachings.	7 Sacred Teachings is implemented into program. Children and teachers enjoy nature and learning about our environment and the best ways to take care of our world.
44			Crisis planning regarding environmental pressures and emergencies	Collaboration / communication protocols between all departments in regards to crisis / issues / emergencies	Collaboration/Communication protocols between all departments in regards to crisis/issues/emergencies	COVID protocols being given by government and Seabird Island board of Directors
45	Culture, Healing, Health & Wellness	Ày:mexw – Healthy people, physically, mentally, emotionally and spiritually	Fair, equitable and transparent access to services to support our Sw'êwqeló:mexw	Revisit the policies / procedures around accessing ECD services / programs and funding	Revisit the policies/procedures around accessing ECD services/programs and funding	Regular caseload meeting with MCFD programs. MCFD staff have assisted families with Preschool and Affordable Child Care Benefit applications.
46						Administrative assistant has assisted many families to complete Affordable Child Care Benefits application online.
47				ECD Parent / community information night re ECD services / programs (revisit open house model)	ECD Parent/Community information night re ECD services/programs (revisit open house model)	Families were invited to participate in a drum making event.

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48			Protect, rebuild and revitalize our culture, language and traditions		Collaboration/Communication protocols between all departments in regards to community safety issues.	Infant/Toddler section had mosquito netting installed in their outdoor area so children can play outside without feeding the mosquitos.
49			Improved community safety	Collaboration / communication protocols between all departments in regards to community safety issues		Masks are no longer required when accessing Seabird ECD programs. Staff is sanitizing all surfaces and doing regular handwashing. Staff is staying home when ill and/or not feeling well.
50	Infrastructure	A economically stable community that meets the infrastructure needs for future growth	Address and maintain our infrastructure needs			Plans are started to build an addition onto ECD building. This addition will include more office/classroom space by utilizing areas outside and by upstairs to increase the 2nd level floor space for more offices and storage.
51						Grants generously provided from the First Nation's Health Authority and United Way to cover fees all children in the School's Out Summer Program and the 4's Preschool Summer Program. FNHA has also agreed to provide funding to include fees for all children registered in 3-5's daycare starting in July 2023.
52			Build our economy			Child Care Fee Reduction Initiative implemented by the government covers a large portion of fees for children in our programs.
53						
54			Increased land base			
55						