

FIRST NATIONS EARLY CHILDHOOD DEVELOPMENT COUNCIL

2013/14 ANNUAL REPORT





**First Nations
Early Childhood
Development Council**

#113 - 100 Park Royal South
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FNECDC.CA

OUR VALUES & BELIEFS

- First Nations children are sacred gifts from the Creator
- Each child is born with gifts
- Children are the present and future of our families, communities and Nations
- Caring for children is a sacred and shared responsibility
- Parents and families are recognized as the first teachers and caregivers of their children

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MESSAGE FROM THE CHAIR



On behalf of the First Nations Early Childhood Development Council (FNECDC), I am very pleased to present our 2013/2014 Annual Report, which describes our ongoing efforts to strengthen early childhood development opportunities for First Nations learners in British Columbia.

The past year has been a very exciting one for the FNECDC, as we have taken on a number of new challenges and continued to work with our partners to ensure that the perspectives and needs of our early childhood providers and children are widely understood and addressed.

I would like to thank everyone who has helped the FNECDC to grow and achieve our ongoing success. The First Nations Education Steering Committee (FNESC) has provided much-appreciated assistance through its administrative support, and our staff and consultants have contributed significantly to our efforts. The many First Nations representatives who have participated in our Council's meetings and initiatives are also largely responsible for the progress we have achieved.

To the many communities, programs, and members that have supported the FNECDC since its establishment, we offer our sincere gratitude. We look forward to the year ahead with great anticipation of more positive efforts to come.

A handwritten signature in blue ink that reads "P. Lewis". The signature is written in a cursive style and is followed by a long, thin diagonal line that extends to the right.

Pamela Lee Lewis
FNECDC Chair

MANDATE

PURPOSE OF THE FNECDC

The purpose of the First Nations Early Childhood Development Council (FNECDC) is to provide information and advice to First Nations leadership and communities to support strong advocacy for FNECDC, and to cooperate, coordinate and collaborate to improve First Nations early childhood programming in British Columbia (BC). The FNECDC strives to promote success for First Nations children through the design, articulation and promotion of a comprehensive plan and agenda to support all First Nations children from birth to 6 years of age.

The FNECDC supports First Nations both on and off reserve, always respecting the autonomy, decisions and direction of the First Nations communities and leadership.

The FNECDC is not a stand-alone organization; it functions through a collaborative process of dialogue and action that respects the mandate and expertise that each participating member contributes to our work, and involves a two-way dialogue of seeking input from First Nations representatives and seeking approval of all Council decisions by the Nations the FNECDC serves.

MISSION

To develop a coordinated, holistic early childhood system of programs, services, supports and resources designed to support First Nations children, parents, families, communities and Nations through collaborative and integrated approaches to planning, service delivery, governance and administration. The FNECDC is first and foremost accountable to First Nations children, families and communities.

VISION

High quality, identity-based opportunities will be widely available and accessible to all First Nations children and their families. Early childhood development programs and services will nurture all aspects of the holistic development of a resilient child: emotional, physical, cognitive and spiritual. Children will be culturally connected and spiritually rooted in the traditional languages and histories of their families, communities and Nations.



COUNCIL UPDATE

The FNECDC met numerous times throughout 2013/2014, including in-person meetings, core group meetings, and conference calls. In all of its discussions, Council members considered how to continue advancing the goals outlined in the BC First Nations Early Childhood Development Framework (“the Framework”).

The Framework was created in consultation with First Nations communities across BC and represents the fundamental principles that guide all efforts of the FNECDC. The Framework describes the concerns and objectives identified by First Nations communities, including three major goals that form the basis of the FNECDC vision:

1. Increased availability, accessibility and participation in ECD programs;
2. Enhanced quality of ECD programs; and
3. Improved integration and collaboration at all levels.

Since the establishment of the FNECDC, Council members have remained committed to helping First Nations achieve those goals. Specifically, the FNECDC Terms of Reference have been designed to ensure regional representation, and to accommodate the voices of Council members from varying situations and locations. The Council has also made every effort to share information effectively and to undertake research and collaborative discussions to inform community representatives and direct ongoing advocacy efforts. Our research has been very valuable in promoting a greater understanding, including within government agencies, of the key issues related to First Nations ECD and how to develop and promote quality early learning opportunities. The Framework has been updated and is available for circulation.



KEY ACTIVITIES

FIRST NATIONS, MÉTIS AND URBAN ABORIGINAL EARLY CHILDHOOD DEVELOPMENT REINVESTMENT INITIATIVE

For many years, FNECDC members have participated on a Steering Committee that has helped to guide the First Nations, Métis and Urban Aboriginal Early Childhood Development Reinvestment Initiative. The Steering Committee members have dedicated two days each month to ensure adequate representation of First Nations in the use and distribution of the Province of BC's \$5 million Reinvestment Initiative.

These funds have enabled communities to enhance their language promotion initiatives, develop ECD programs, purchase materials for programming, and support children ages 0 – 6 and their families. In fact, in January 2014 the BC Aboriginal Child Care Society (BCACCS) and the FNECDC gathered information about the benefits of the First Nations, Métis & Urban Aboriginal Early Childhood Development Reinvestment Initiative. Through a survey of program participants, over half ranked the top three uses of the funds for: developing language and culture learning resources; purchasing program resources (toys, books, etc.); and providing language and/or cultural instruction.

Unfortunately, the positive involvement of the Steering Committee in determining the use of this critical funding ended in March 2013.

FNECDC INFORMATION SHARING EFFORTS

The FNECDC provides regular newsletters to share information about Council activities, general ECD issues, and relevant and current funding opportunities. The FNECDC also maintains a website, through which the Council shares important announcements and general information: www.fnecdc.ca.

FOLLOW-UP TO 2012/2013 RESEARCH PROJECTS

The FNECDC continues to review and reflect upon the key research projects completed in 2012/2013, in order to follow-up on their important recommendations. Copies of the research project reports are available on the website.

Training and Retention in the First Nations ECE Sector: A Report from the Frontlines. BC Aboriginal Childcare Society.

Licensing First Nation Early Childhood Programs. BC Aboriginal Childcare Society.

Early Childhood Special Needs Resource. Kelly Terbasket.

Discussion Paper on Kindergarten 3 and Kindergarten 4. Sue Sterling.

Human Resources Development Phase II Research. BC Aboriginal Childcare Society.





RESEARCH PROJECTS & INITIATIVES

HUMAN RESOURCE MANAGEMENT BEST PRACTICES TOOLKIT

In the past year, the FNECDC sponsored the development of a Human Resource Management Best Practices Toolkit. The Toolkit will provide valuable guidelines and recommended standards based upon a literature review of existing standards, relevant toolkits and handbooks, and promising practices related to licensing, wages, and other Human Resource policies. Related efforts undertaken in 2013/2014 involved extensive consultations and surveys of First Nations representatives, resulting in the completion of a draft written report based on the input and feedback received. The perspectives gathered directly from First Nations representatives are now being integrated with the literature review and research findings, leading to a final overall report to be released soon.



EARLY CHILDHOOD TRAINING STRATEGY

The FNECDC is in the process of developing a training strategy to increase the number of certified staff working in First Nations licensed child care and Head Start programs. To advance this important work, in 2013/2014 the FNECDC consulted with other stakeholder representatives, including training institutions, to consider policy recommendations related to a training strategy for Early Childhood Educators employed in First Nations licensed child care and Head Start programs. In particular, the FNECDC and representatives of Aboriginal Head Start and ECD programs gathered in Vancouver on August 21, 2013 and participated in numerous additional conference calls to review issues related to certification, licensing and wage grids. These opportunities resulted in valuable discussions of proactive ways to support First Nations ECD staff in becoming certified, with clear guidance on licensing requirements.

The recommendations that arose from the consultations will provide the basis for the new strategy, and include the following.

- FNECDC should sponsor an economic analysis to determine the potential effects of implementing a living wage standard for certified staff employed in First Nations licensed child care and Head Start programs.
- FNECDC should enter into discussions with the Ministry of Children and Family Development on the topic of developing a set of minimum standards to be used in evaluating ECD training institutions that currently have or are seeking an approved "First Nations" designation.

RESEARCH PROJECTS & INITIATIVES (CONT'D)

- British Columbia and Canada should allocate funding to support local and regional professional development opportunities for all staff of First Nations ECD programs, in particular on the topics of working with exceptional children and human resource management.
- FNECDC should investigate and document wage parity with professionals who have similar roles and responsibilities.
- FNECDC stakeholders should use wage parity information, existing wage grids, and draft guiding principles to inform the development of a First Nations Early Childhood Development wage grid that reflects the job levels already identified, as well as acceptable, appropriate and realistic wage levels.

The recommendations and strategy that have been developed will assist workers, managers and First Nations in collectively moving forward with much-needed training that will increase the number of certified staff members working effectively in First Nations early childhood centres.



MEMBERSHIP

FIRST NATIONS LEADERSHIP

BC Assembly of First Nations
 First Nations Summit
 Union of BC Indian Chiefs

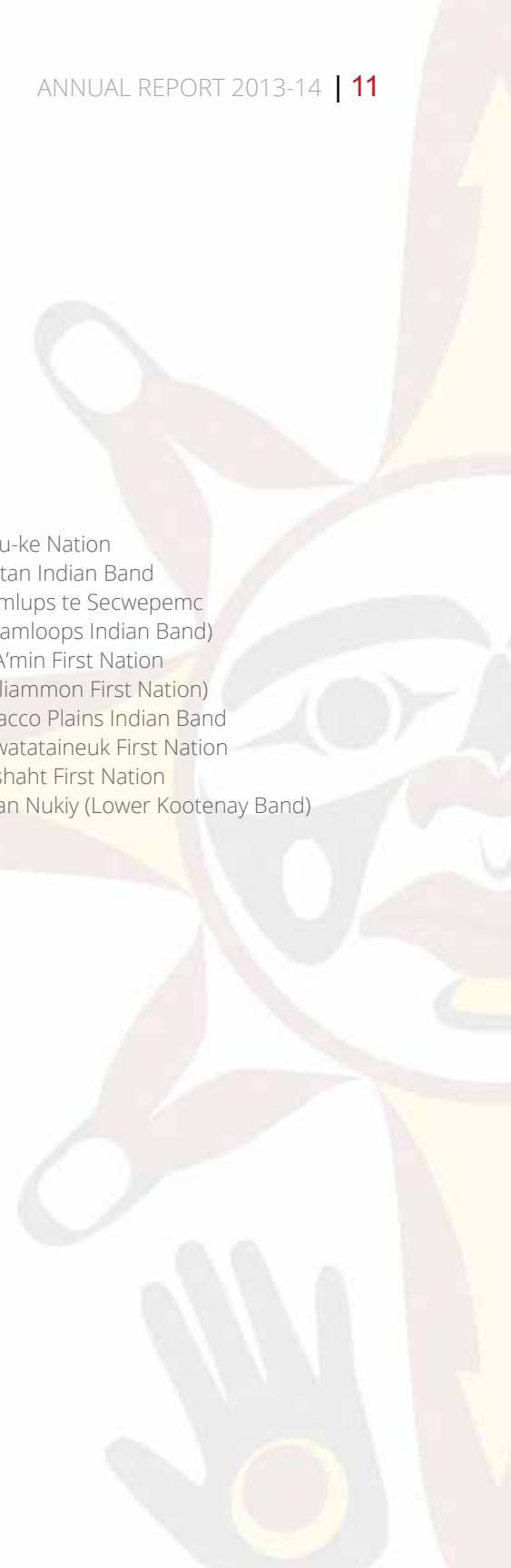
FIRST NATIONS ORGANIZATIONS

BC Aboriginal Child Care Society
 Carrier Sekani Family Services
 Central Interior Partners in Aboriginal
 Human Resources
 First Nations Chiefs' Health Committee
 First Nations Child and Family Wellness
 Council
 First Nations Education Steering
 Committee
 First Nations Health Council
 First Nations Schools Association
 First Peoples Heritage, Language & Culture
 Council
 Native Brotherhood of BC
 North East Native Advancing Society
 Nuuchah-nulth Tribal Council
 Skeena Native Development Society

FIRST NATIONS COMMUNITIES

?aq'am Community (St. Mary's Indian Band)
 Cowichan Tribes
 Dzawada'enuxw First Nation
 Gingolx Village Government
 Gitanyow Band
 Gitlaxt'aamix Village Government
 (New Aiyansh Village Government)
 Gitsegukla Indian Band
 Gitwangak Band Council
 Haida Nation (Council of the Haida Nation)
 Haisla First Nation
 Hesquiaht First Nation
 Huu-ay-aht First Nations
 Kispiox Band Council
 Kwakiutl First Nation
 Kwantlen First Nation
 Lake Babine Nation
 Laxgalts'ap Village Government
 Lhtako Dene Nation
 Lyackson First Nation
 Mowachaht/Muchalaht First Nation
 Nak'azdli Band
 Saulteau First Nations
 Seabird Island Band
 Skwxwú7mesh Úxwumixw
 (Squamish Nation)
 Snuneymuxw First Nation
 Songhees First Nation
 Soowahlie First Nation
 Stz'uminus First Nation
 Sumas First Nation

T'Sou-ke Nation
 Tahltan Indian Band
 Tk'emlups te Secwepemc
 (Kamloops Indian Band)
 Tla A'min First Nation
 (Sliammon First Nation)
 Tobacco Plains Indian Band
 Tsawatataineuk First Nation
 Tseshaht First Nation
 Yaqan Nukiy (Lower Kootenay Band)



MEETINGS ATTENDED BY THE FNECDC

DATE	MEETING	LOCATION
April 3	Core Group Conference Call	Conference Call
April 19 – 20	First Nations Schools Association Conference	Vancouver
May 7	Core Group Conference Call	Conference Call
May 8	Mosquito Advocacy	Vancouver
July 14 – 15	First Nations Language Conference	Vancouver
July 26	Core Group Conference Call	Conference Call
August 15	Core Group Conference Call	Conference Call
August 21	FNECDC In-Person Meeting	Vancouver
September 18	Core Group Conference Call	Conference Call
September 25	Core Group In-Person Meeting	Richmond
September 25	Core Group Meeting with Ministry of Children and Family Development	Vancouver
October 17-19	BCACCS Conference	Vancouver

DATE	MEETING	LOCATION
November 1	Core Group Conference Call	Conference Call
November 12-13	Professional Learning Community for K4 Working Group Hosted by the First Nations Schools Association	Vancouver
November 20	Core Group Conference Call with Ministry of Children and Family Development	Conference Call
November 26	Core Group Conference Call with Ministry of Children and Family Development	Conference Call
December 12-14	FNESC Conference	Vancouver
January 31	Core Group Conference Call	Conference Call
February 7	Meeting with Aboriginal Affairs and Northern Development Canada	Vancouver
February 17	Core Group Conference Call	Conference Call
March 13	Core Group Conference Call	Conference Call
March 31	FNSA Early Learner Transitions Workshop	Vancouver

2013/14 BUDGET & SPENDING

FIRST NATIONS EARLY CHILDHOOD DEVELOPMENT
FOR THE YEAR ENDING MARCH 31, 2014

REVENUES	BUDGET	ACTUAL
Aboriginal Affairs and Northern Development Canada	\$85,000	\$85,000
TOTAL REVENUES	\$85,000	\$85,000
EXPENSES	BUDGET	ACTUAL
Research	\$76,775	\$44,403
Administration	6,375	6,375
Program Materials	1,850	1,961
TOTAL EXPENSES	\$85,000	\$52,739
SURPLUS		\$32,261



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