



**Waterloo Region
District School Board**

Building a Seamless Experience – Educator Leadership

Melissa Hilton



Territorial Land Acknowledgement



**THE HEALING OF
THE SEVEN
GENERATIONS**





Agenda

- From patchwork care to an integrated system
- How Extended Day supports children, families, and schools
- Quality, safety, inclusion, and future sustainability



The Context: 2009

- Patchwork system of school-age care
- Less than 9% of students had access
- Access depended on neighborhood

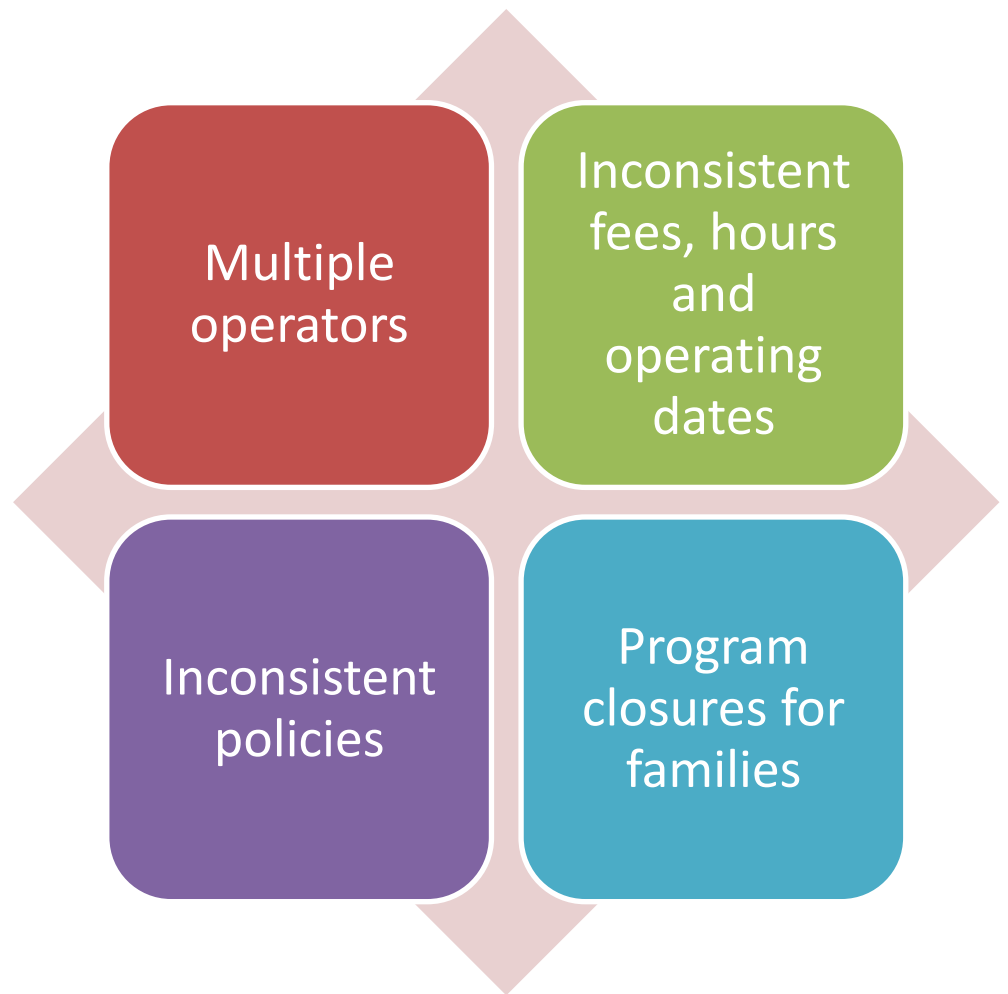
Challenges for Families



Challenges for Providers



Challenges for School Boards



With **Our Best Future** in Mind

Implementing Early Learning in Ontario



In the background of the slide, there is faint, repeating text that reads: "In Spring we play baseball. In Spring we can fly a kite. In Spring we have fun. In Spring we see plants grow. In Spring we play baseball." This text is written in a cursive-like font and is partially obscured by the collage of photos.

Opportunity to integrate child care and education

Charles Pascales Vision: With our Best Future in Mind

2010–2014 Pilot & Vision

Dedicated
leadership

```
graph TD; A[Dedicated leadership] --> B[Strong partnerships]; B --> C[Pilot in high demand areas]; C --> D[Expanding programs];
```

Strong
partnerships

Pilot in high
demand areas

Expanding
programs

The Extended Day Model @WRDSB

- Hybrid model
- Third-party programs continue in some schools
- Board and child care partners collaborate
- In 100% of schools



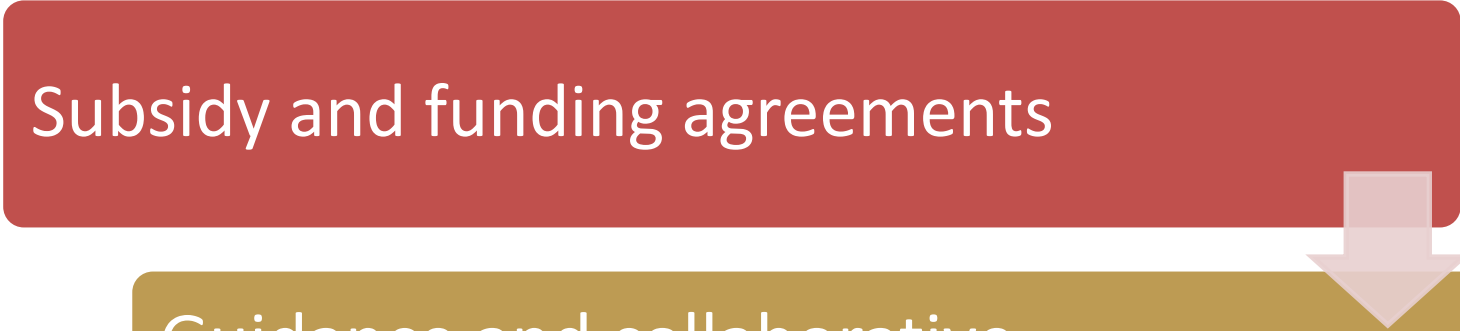
Intentional Program Design

- Designated Early Childhood Educators (DECEs)
- Benefits to the ECE Profession
- Benefits to Children & Families

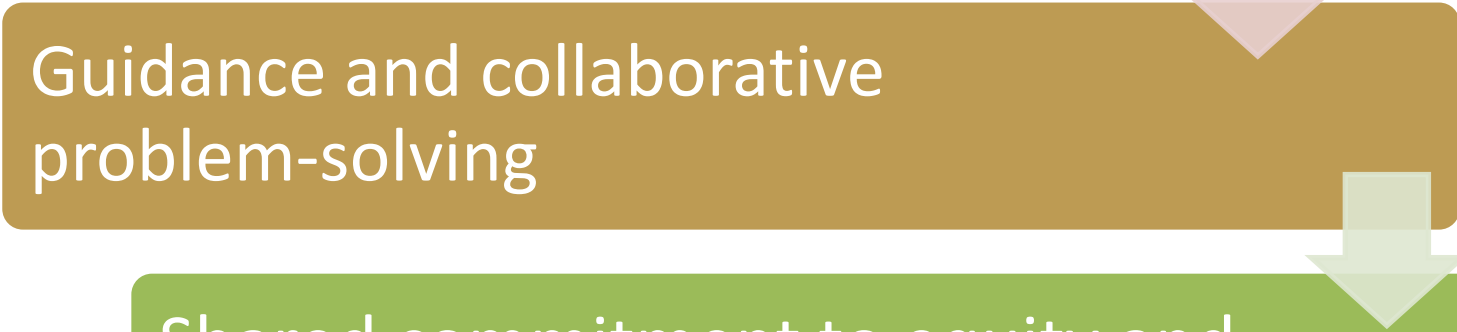


Partnership with SSM

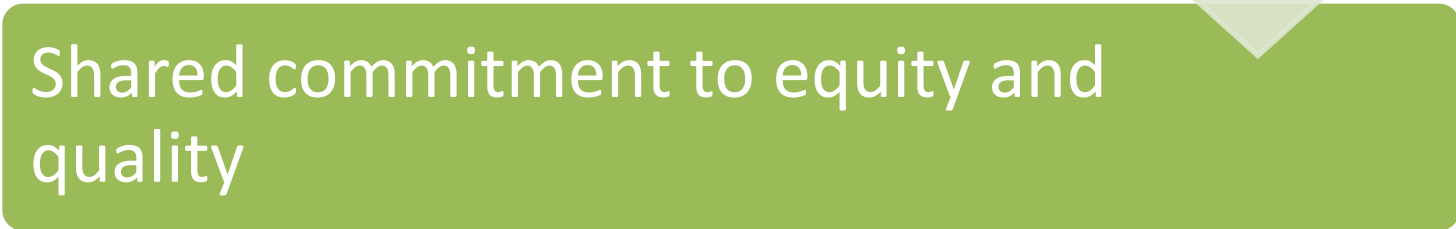
Subsidy and funding agreements



Guidance and collaborative
problem-solving



Shared commitment to equity and
quality



“Be bold. Be courageous. Consider the whole system and generations to come.”



How We Work Together

Crisis Pilot initiatives

Modular child care centre
pilot on school land

Supervisor mentorship
program

Early Years Engage
initiatives

Post-Pilot: What Changed



Improved access

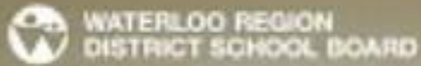


Financially viable

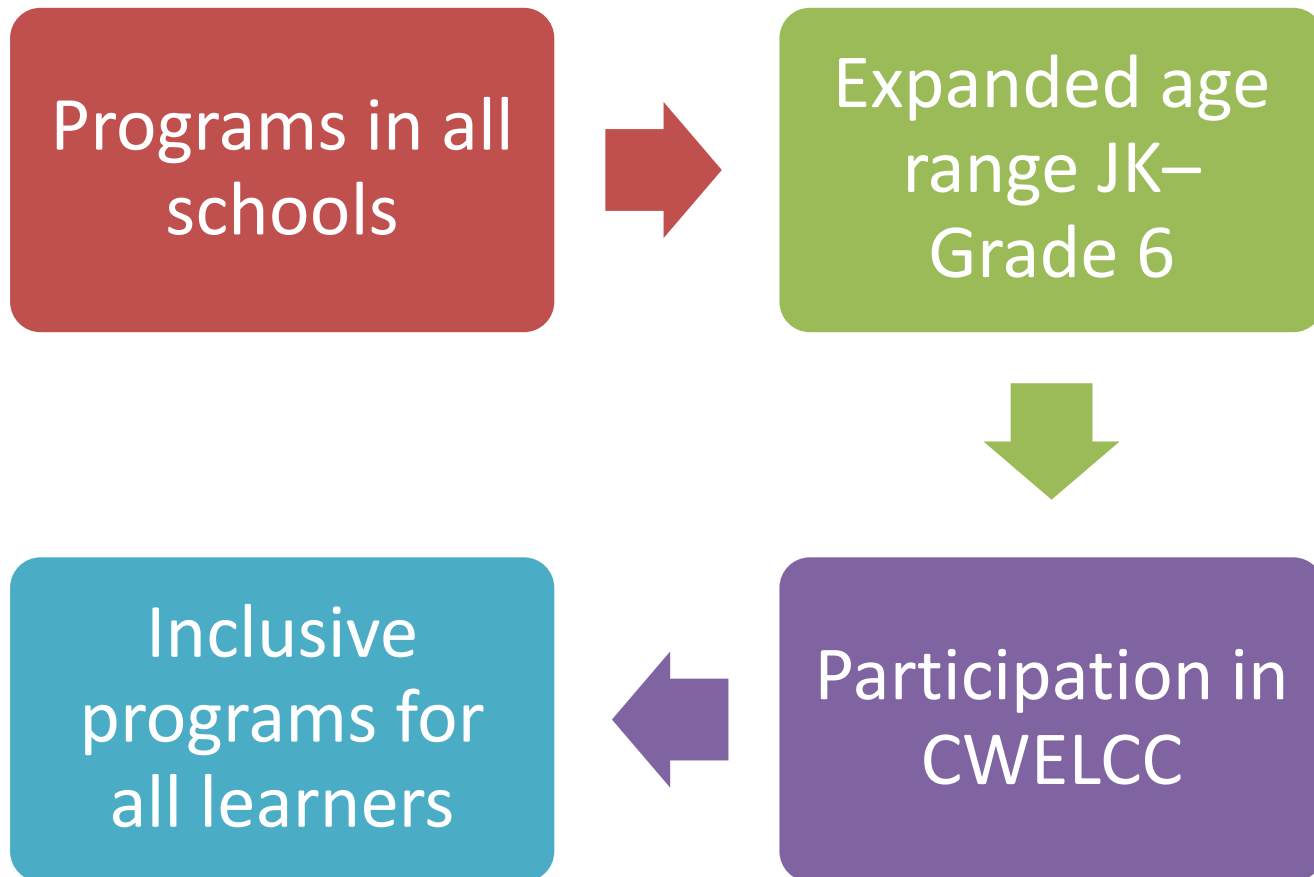


Leveraged board
infrastructure

WRDSB Video

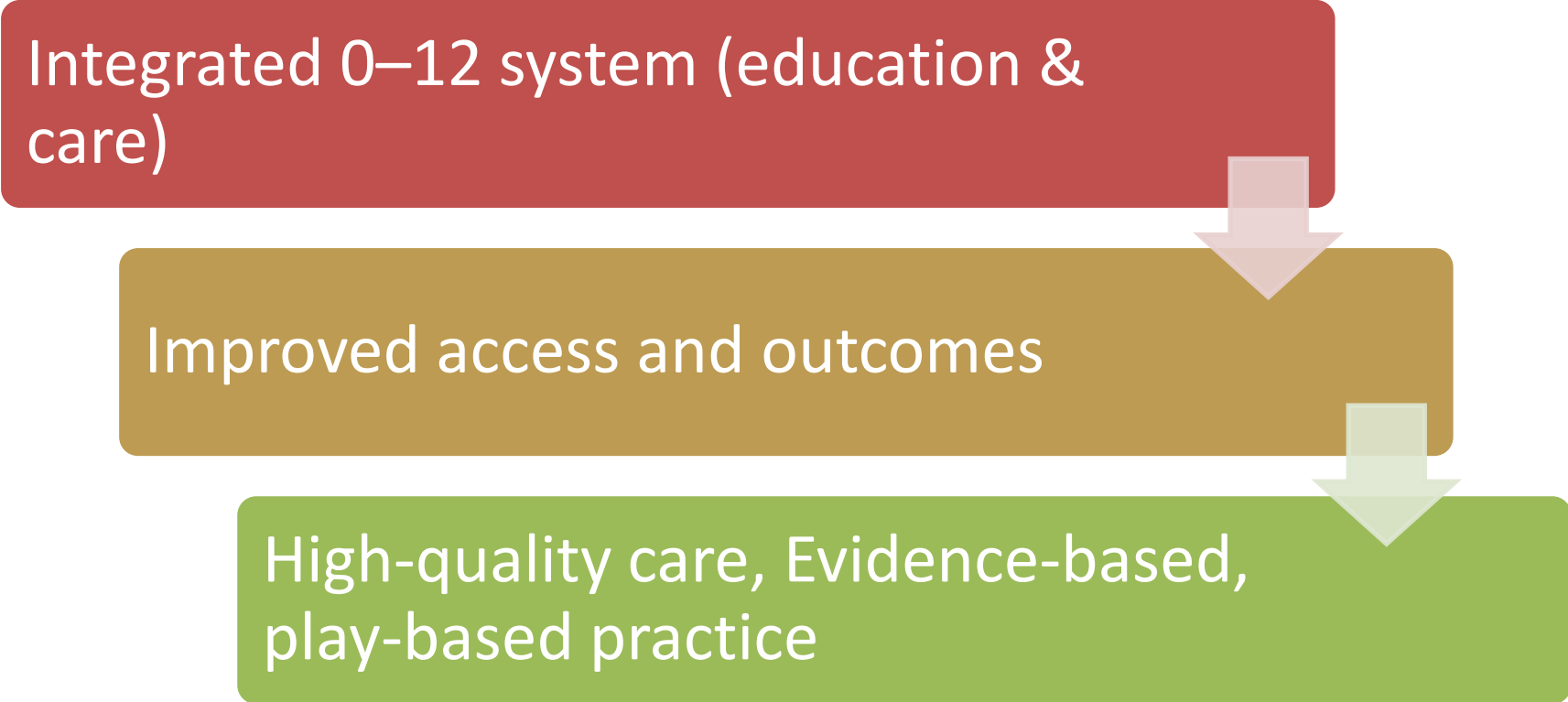


Extended Day Today



System-Level Impact

Integrated 0–12 system (education & care)

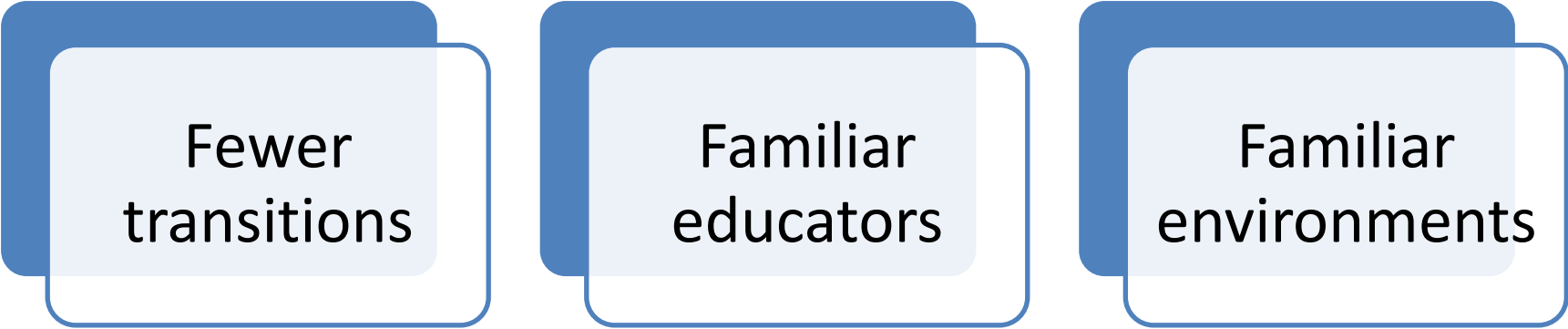


```
graph TD; A[Integrated 0–12 system (education & care)] --> B[Improved access and outcomes]; B --> C[High-quality care, Evidence-based, play-based practice];
```

Improved access and outcomes

High-quality care, Evidence-based, play-based practice

Why the Seamless Day Matters for Children



Fewer
transitions

Familiar
educators

Familiar
environments

Inclusive by Design

Aligned special education supports

Equipment and plans of care

Educational Assistants are familiar to the child and provide support



Health, Safety & Quality

Licensed programs

Public health
inspections

DECE Supervisor
oversight

Safe, welcoming
environments

Supports for Schools

Early years
materials
funding

Board-wide
nutritional
snack
supports

DECE
Supervisor
oversight

Principal
capacity
building

A large red circle on the left side of the slide, partially cut off by the edge.

Supports for Principals

DECE supervisors

Staffing and
supply coverage

Interview and
appraisal support

Supports for DECEs



Licensing training

Resources and
mentorship

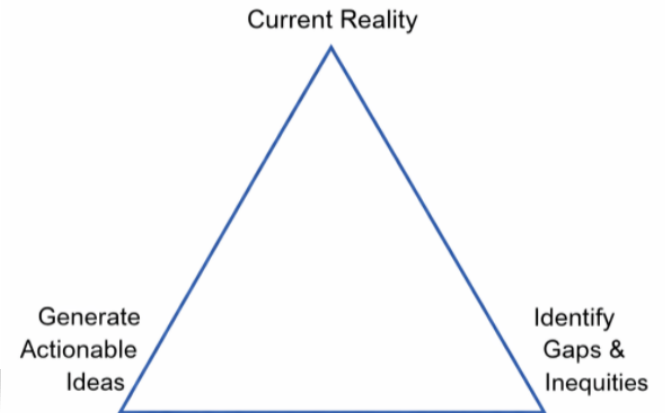
6 paid professional
learning days

Trends in
Waterloo
Region

Third-party
program
closures

Board-
operated
expansion

Key Takeaways



Every child deserves
access to high quality
care

Strong partnerships
and leadership can
enact change that will
impact systems for
generations to come

Thank You & Questions