



Early Years
Engage

Continuous quality improvement
in Waterloo Region

Celebration 2025

Agenda



Welcome



Year in review



Updates



Group Activity



Q and A



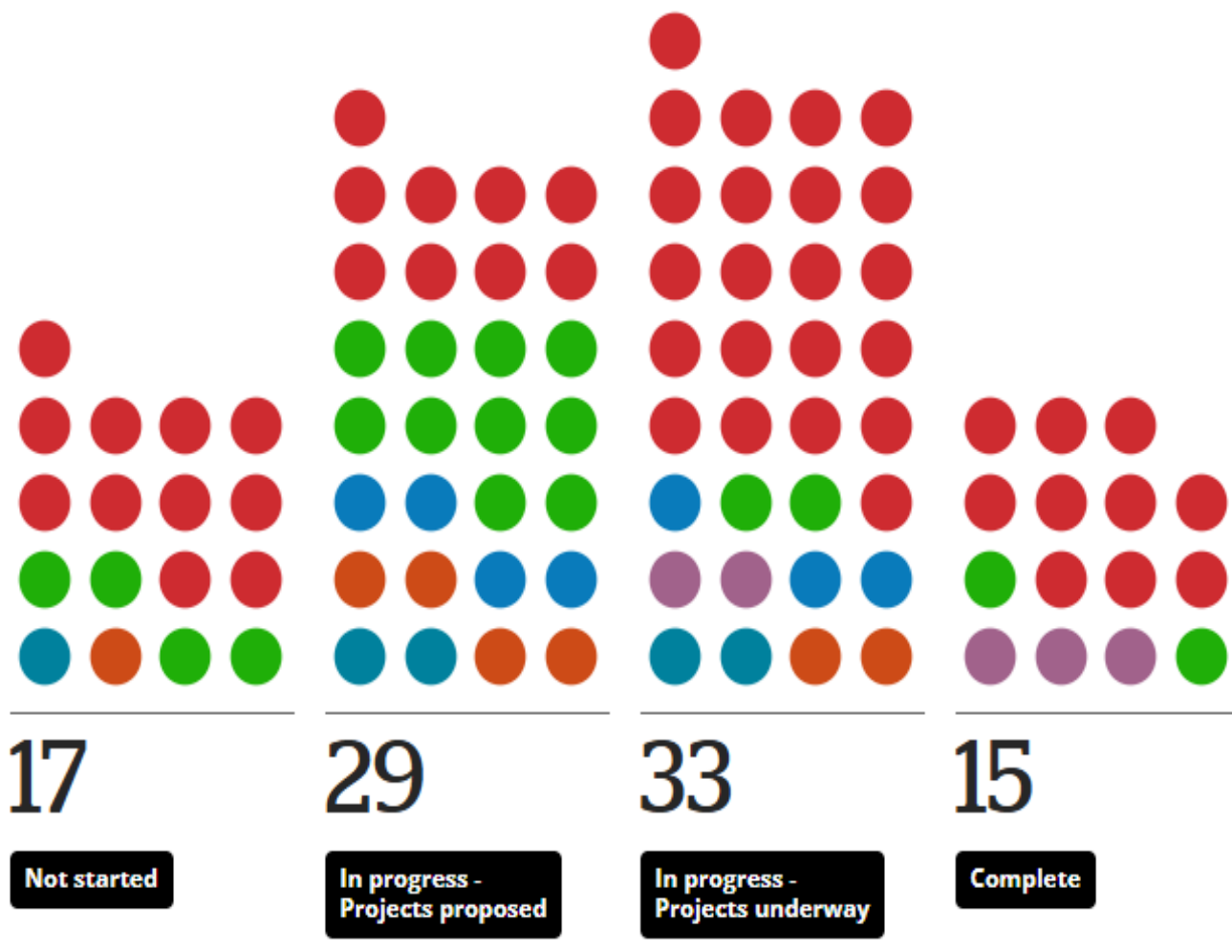
Wrap Up

A large, gnarled tree in full bloom with white flowers and green leaves, set against a clear blue sky and a grassy field with yellow wildflowers.

Land Acknowledgement

● Child Welfare ● Education ● Language and Culture ● Health ● Justice ● Reconciliation

👉 Use the circles to explore each call to action in detail



Welcome

"The Reflection in Me"

<https://www.youtube.com/watch?v=D900XCu5XMg>



Early Years Engage Overview

- Continuous Quality Improvement Cycle Data
- Early Years Engage Continuous Quality Improvement Survey 2024-2025: Feedback Summary
- Capacity Building Conversation Series: *Illuminating Care* Book Study: Feedback Summary

CQI Plan Pedagogical Commitments	
Responsive Relationships	32
Environment as the Third Teacher	27
Pedagogical Documentation	21
Educators as Co-Learners	18
Reflective Practice and Collaborative Inquiry	14
Learning through Exploration, Play and Inquiry	12

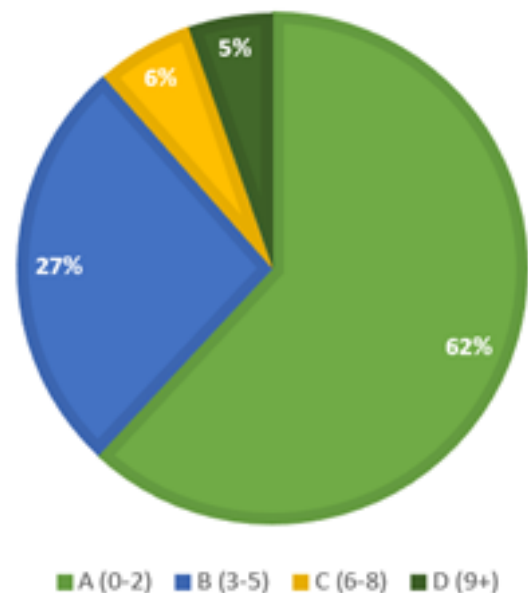


Thank you to
1,741 Early Years Professionals
 for your commitment to the
 2024-2025 EYE CQI Plan Cycle

"I found that it was helpful to see that I am not the only one with questions and it was nice to network."

"Just a nice chance to connect and see what others are doing and share ideas"

Staffing Stability From November 2023– June 2024 CQI Plans
 Values indicate number of changes



CQI Plan Participation by Credential			
Credential	Oct 2022	Nov 2023	Nov 2024
RECE	939	1082	1145
Non RECE	275	412	435
Student/Apprentice	43	70	101
Otherwise Approved	64	56	60
Total	1321	1620	1741

Block Meetings
 Fall 2024 & Spring 2025

	Fall 2024	Spring 2025
Management	80%	77%
Educators	19%	10%

EYE Celebrations Summer 2024

"It's a chance to restart the process after a break from the formal aspects of EYE. I also find the celebratory vibe to be uplifting and reaffirming."

"I do wish we could look further into involving in ratio educators as they are backbone of the work we are doing."

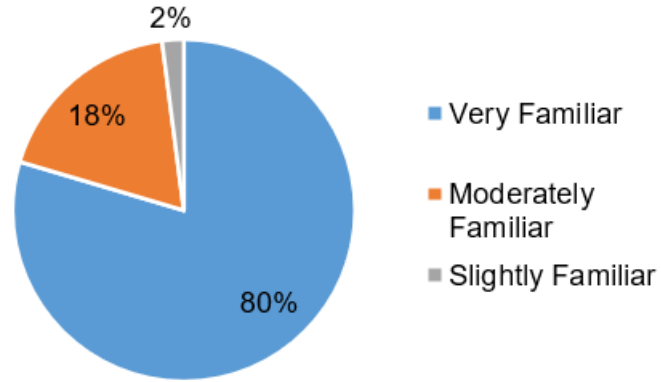
"Connecting with other professionals and acknowledging our communities success is valuable"

"As an educator I found it very beneficial attending today, ...learned more about CQI...This is going to help me support my team with questions as they navigate this..."

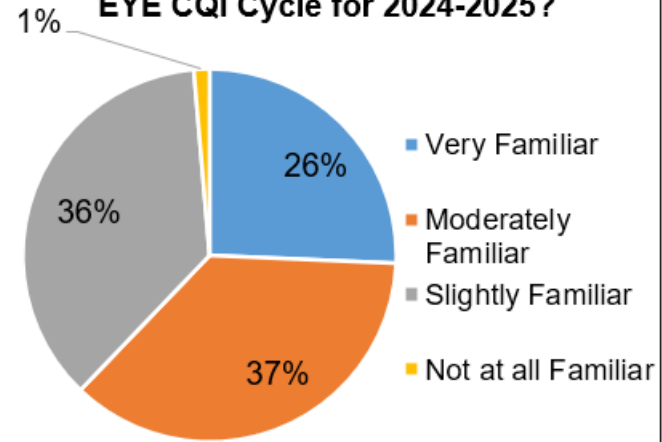
"I would have liked to have had more collaborative conversations among the educators participating in the meeting."

"...not everyone gives input some I find are just there to listen and attend. Nothing new for me to take away."

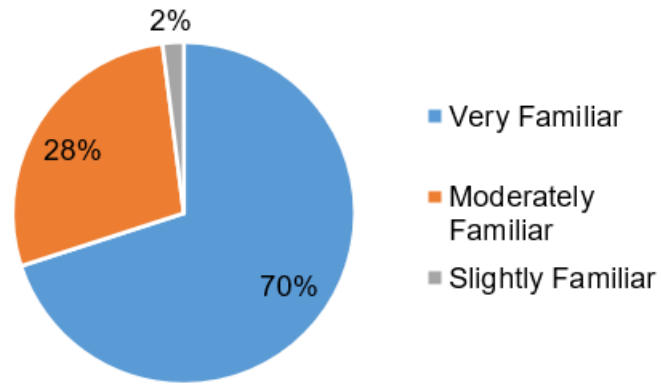
How Familiar is Management with EYE CQI Cycle for 2024-2025?



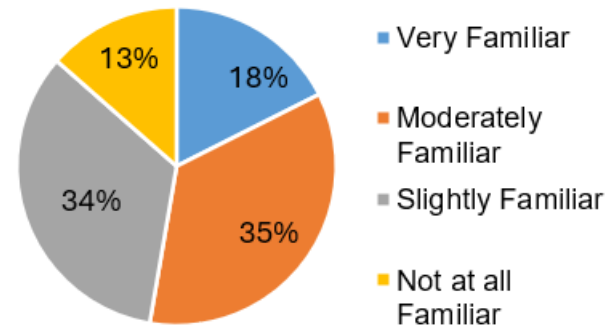
How Familiar are Educators with EYE CQI Cycle for 2024-2025?



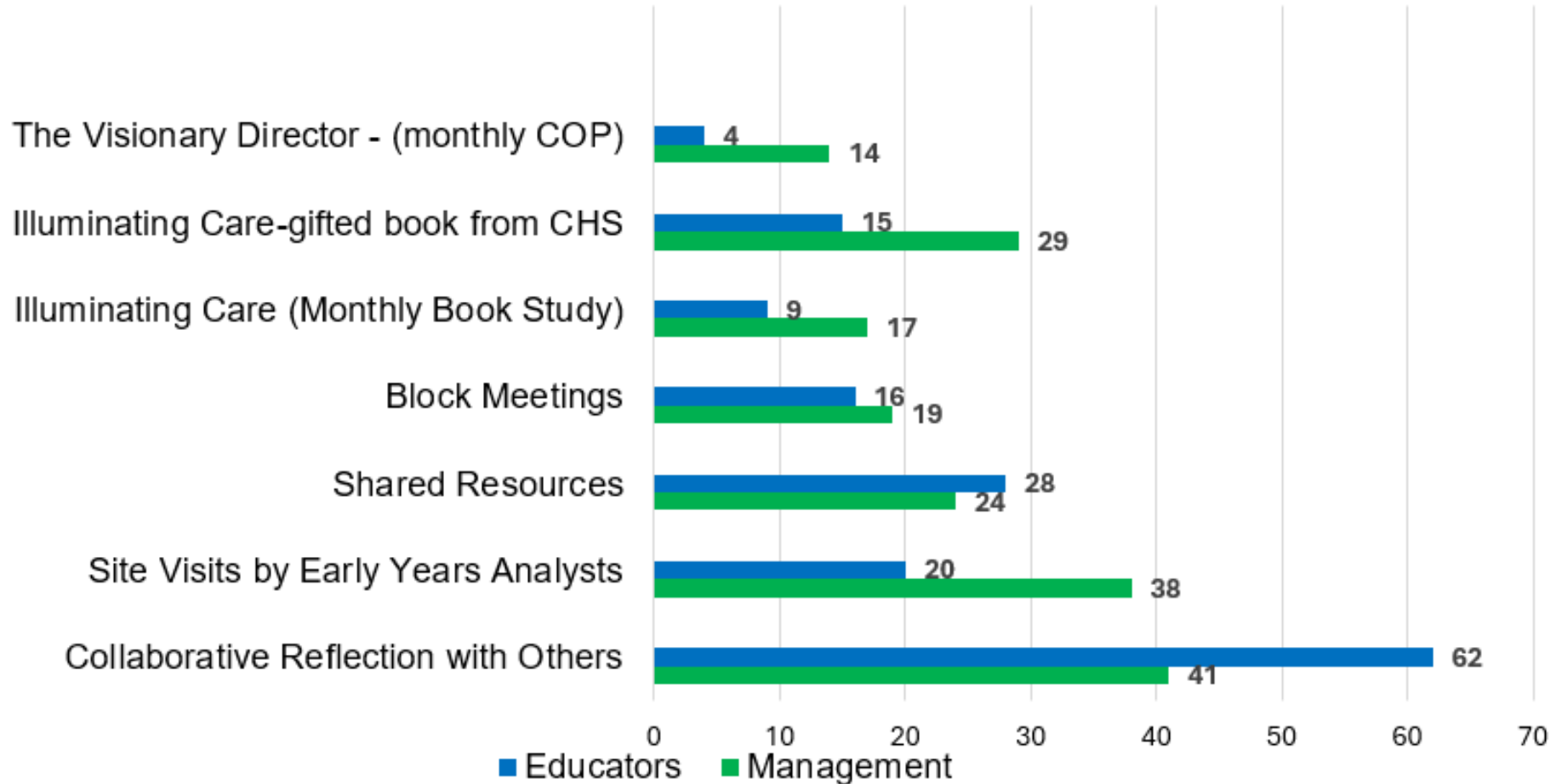
How Familiar is Management with the EYE CQI Plan for 2024-2025?



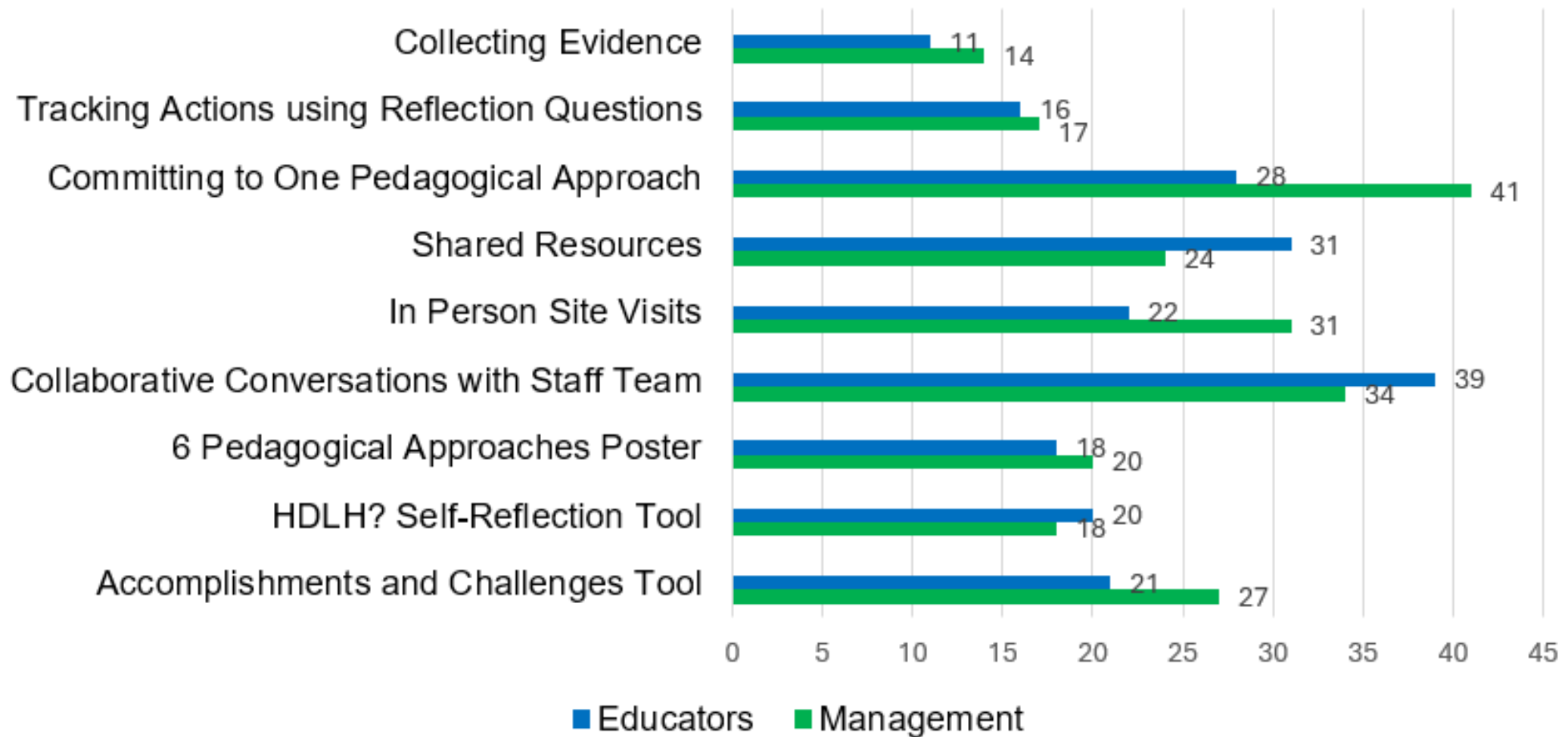
How Familiar are Educators with the EYE CQI Plan for 2024-2025?



What did Management and Educators like about the EYE CQI Cycle for 2024-2025?



What did Management and Educators like about the CQI Plan 2024-2025?



What would you like changed, added or removed from the CQI Plan?

"Do we need to answer all the prompting questions when reflecting on our activities? Some reflections may not include wonderings or questions." - Management

"Take out repetitive sections, keep the plan fresh. Make the plan less rigid, allow flexibility to follow children's interests and ideas." -Educator

"We still find the questions a bit cumbersome to answer and cause additional work for educators that can cause additional stress which takes away from the focus and impact of the approach." -Management

"Focus on care - which involves all approaches. Shifts the thinking of educators toward families/children & of themselves." -Management

"Have a more accessible way to see the plan. I am unsure where it can be accessed." -Educator

"Collecting the evidence can be a challenge." -Management

"More general information about the program. A greater variety of resources provided." -Educator

How has your engagement in the CQI Plan 2024-2025 impacted your program or changed the way you do/think about your work?

"Overall, the CQI Plan helped reinforce a culture of collaboration, reflection, and responsiveness across our program."

-Management

"The program has been a great reflective tool to understanding the underlying workings of the different pedagogical approaches and how they are embedded and reflected throughout our program."

-Management

"We were all focused on one action item (outdoor education & environments) which allowed us to deliver very intentional and meaningful programming to the children in our care."

-Educator

"Deeper thinking and reflection."

-Educator

"Due to our specific approach, I feel I have a deeper understanding and appreciation of all the ways that I can be a co-learner as an educator."

-Educator

"It has created more meaningful reflections and more opportunities to connect with our families."

-Management

"It has impacted the engagement we have with the families and the intention we put into our provocations."

-Educator

Capacity Building Conversation Series:

Illuminating Care Book Study: Feedback Summary

From January to June 2025, members of the Early Years community met monthly for the *Illuminating Care* Book Study. Below is a summary of feedback from 32 participants.

97% of respondents shared that the *Illuminating Care* Book Study was a valuable use of their time.

“A great opportunity to collaborate with other individuals in the sector.”

“Great opportunity to reflect and consider care as learning.”

94% of respondents shared that the *Illuminating Care* Book Study built their capacity.

“Helps me start conversations with staff about areas (transitions) that they rush through.”

“It helps me focus on mentoring staff to feel empowered about the importance of care.”

Impacts to Practice: Learnings from the Book Study

*"Take your time -
take away the
pressure."*

*"Sharing
reflections with
my team."*

*"Self-care
balance for
myself and
team."*

*"Slow down
during the care
pieces of the
day."*

*"Using the lamps
of care in the
centre with
educators and
families."*

*"Care as a
practice -
keeping care in
the forefront."*

*"Not rushing
through the daily
routines that take
place in our
program."*

*"Take the small
moments and
turn them into big
moments."*

*"Re-learning the
importance of care in
all aspects,
especially for
myself."*

Infusing Pedagogy of Care into Early Years Engage

"Implementing care philosophy as a goal for the next cycle."

"Have it as an option of an area of focus on the CQI, incorporate it into the self-reflection tool."

"It can be infused in any of the areas. If we use creative and reflective thinking, we find ways to use the lamps of care in any of the 6."

"Care should be infused/a part of our commitment. How are care practices used as we work towards our goals?"

"It fits well with many pedagogical approaches e.g. Responsive Relationships, reflective practice and collaborative inquiry, environment as the third teacher."

Early Years Engage Updates

Changes to CQI Plan

NEW- Early Years Engage Cycle Info Graph

Quality Initiatives

Partnerships

Website & Resources



Early Years Engage – Continuous Quality Improvement Plan (CQIP) 2025-2026

Program Name: [Click or tap here to enter text.](#)

Date: [Click or tap to enter a date.](#)



The 2025-2026 Continuous Quality Improvement Plan (CQI), continues to focus on the How Does Learning Happen? Ontario's Pedagogy for the Early Years six pedagogical approaches, and the system priorities identified in the Region of Waterloo Children's Services - Early Years and Child Care Service System Plan 2022-2026 as the sector undergoes transformational changes.

The Early Years Engage – CQI Plan is designed to strengthen the quality of the early years system by ensuring all programs are grounded in the six pedagogical approaches to:

- increase your knowledge
- strengthen your practice
- support the four foundations

Part 1 Begins: July 1, 2025

Due: November 30, 2025



As a team, using the CQI Plan below, make a commitment to one pedagogical approach from How Does Learning Happen?

Pedagogical Approach [Choose an item.](#)

Why was this approach important to the teams practice? [Click or tap here to enter text.](#)





New: As your team reflects on actions to support your pedagogical commitment, you are invited to use the following initiatives that have been rolled out in our community:

- Infant and Early Years Mental Health
- Rainbow Families Book Bundles
- Illuminating Care
- Creating a Culture of Reflective Practice
- Equity and Inclusion Policy and Commitment

To support documenting your actions, reflect on the following questions:

- What action (learning activity/experience) did the team take?
- How might you integrate this learning into your program/practice? (next steps; new action or deeper dive?)
- What are you still curious about?

*Copy and paste additional reflections as needed

Reflections: Click or tap here to enter text.



Reflections: Click or tap here to enter text.

Reflections: Click or tap here to enter text.

Staff list (*all staff including casual and enhanced staff)

Name (First and Last)	Credentials	Role
	Choose an item.	Choose an item.
	Choose an item.	Choose an item.
	Choose an item.	Choose an item.
	Choose an item.	Choose an item.
	Choose an item.	Choose an item.
	Choose an item.	Choose an item.
	Choose an item.	Choose an item.
	Choose an item.	Choose an item.

*Need to add more names? Copy the last row, create a new row in the chart and paste, the drop-downs will stay.

Submission information

Part 1 is due November 30, 2025

Part 1 Submission should include:

- Reflection to the **Why** question
- The completed chart with all centre staff
- Any **reflections** on the **actions taken**, up to this point



Submit as WORD Document



Reminder: Your submission must be sent to qualityinitiatives@regionofwaterloo.ca

Part 1 Ends

Part 2 Begins

This work continues to June 30

Supporting evidence can be collected (digitally or hard copies) to capture highlights of the actions taken; documentation, learning stories, artwork, photographs, responses to reflective questions, staff meeting minutes, conversations and testimonials etc. Share and celebrate this evidence with others (including your Early Years Analyst, families and others).

This evidence may be posted in the following places or wherever you feel is appropriate:

- Program spaces, hallways, staff rooms and outdoors may exhibit the actions taken
- Select actions/evidence can be photographed and saved in your Early Years Engage Portfolio

To support documenting your actions, reflect on the following questions:

- What action (learning activity/experience) did the team take?
- How might you integrate this learning into your program/practice? (next steps; new action or deeper dive?)
- What are you still curious about?

*Copy and paste additional reflections as needed

Reflections: [Click or tap here to enter text.](#)

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Reflections: [Click or tap here to enter text.](#)

Reflective Summary

As June approaches and you are nearing the End of the CQI Cycle, we invite you to engage in reflective practice and collaborative inquiry as a team. Write a reflection that demonstrates the impacts of your program's pedagogical commitment, using the prompts provided below as you reflect on your journey.

So What...

How has your program's chosen Pedagogical Approach impacted children, families, educators, organization and community?

[Click or tap here to enter text.](#)

How did the work on your pedagogical commitment impact one of the other pedagogical approaches?

[Click or tap here to enter text.](#)

Now What...

What learnings, from the CQI Plan might be considered/thought about when moving forward with the next year?

[Click or tap here to enter text.](#)



What actions have you taken through your 2025-2026 CQI journey that foster **reconciliation***, **equity**, **diversity and inclusion** in your program?

**Note: Not applicable to Indigenous-led organizations*

[Click or tap here to enter text.](#)

Staff list (*all staff including casual and enhanced staff)

Name (First and Last)	Credentials	Role
	Choose an item.	Choose an item.
	Choose an item.	Choose an item.
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	Choose an item.	Choose an item.
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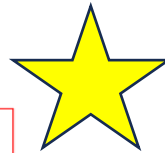
*Need to add more names? Copy the last row, create a new row in the chart and paste, the drop-downs will stay.

Submission information

Part 2 is due June 30, 2026

Part 2 Submission should include:

- **Reflections** on the **actions taken** throughout the year
- The completed **Reflective Summary**
- The completed chart with all centre staff

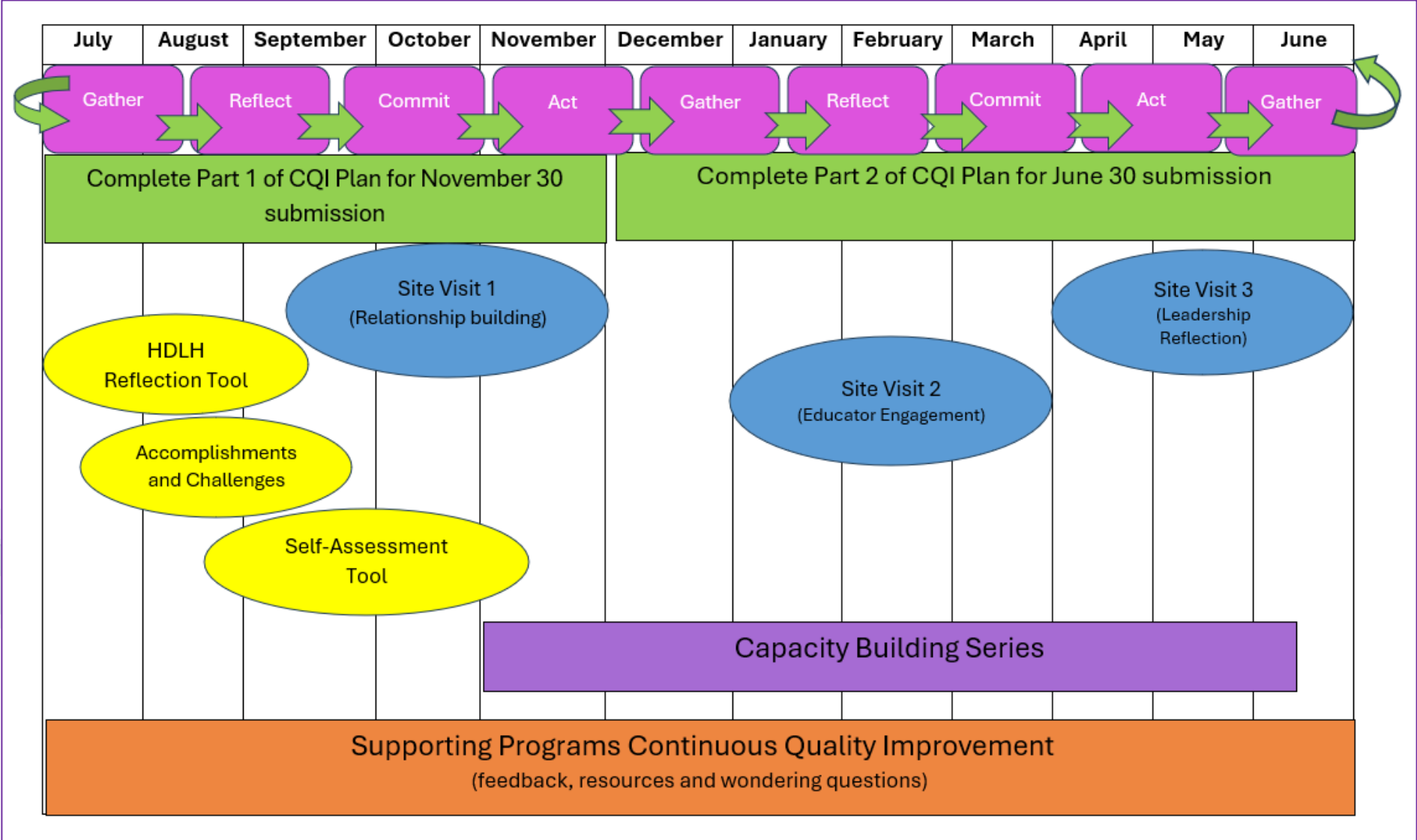


Submit as WORD Document

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Part 2 Ends

Early Years Engage Cycle: 2025-2026



Quality Initiatives

Partnerships





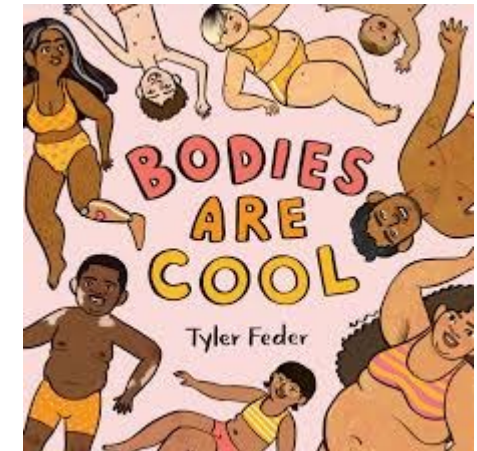
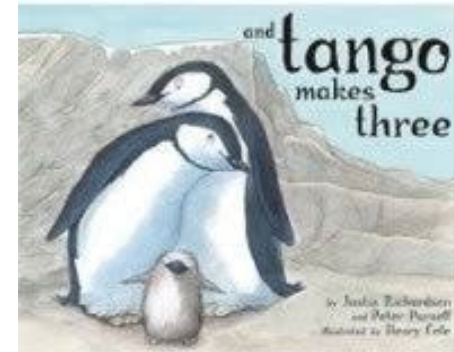
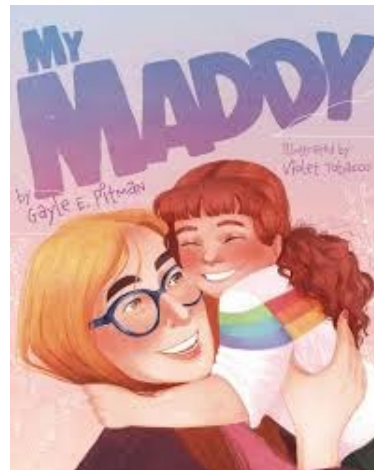
Early Years
Engage

Continuous quality improvement
in Waterloo Region

Website and Resources

<https://www.regionofwaterloo.ca/en/living-here/quality-improvement.aspx>

Group Activity



Questions



Thank you for your commitment to
quality Early Years programs!

*"There is no power for
change greater than a
community discovering
what it cares about."
– Margaret J. Wheatley*

