



# Leader of the Year Award

## Nomination Form

### Nominee:

- Must be a current, personal member of MCCA
- Must be classified as an ECE II/III
- Cannot be nominated by anyone they are related to
- Must be currently employed in an MCCA centre member or nursery school
- Must have been employed in a leadership position for more than 5 years, 3 of which are in the current centre or nursery school
- Participates in ECE Professional development, including courses, workshops, seminars, conferences
- Participates in networking events (eg. Directors/ Supervisors support groups)
- Provides an environment that supports children and families in developing to their fullest potential
- Works to promote and position child care as a key community service and profession
- Develops/promotes child and family related activities and programs for the community
- Fosters the development of the Board of Directors/ Parent Advisory Committee to actualize the mission and goals of the organization
- Provides support to centre staff through initiatives which fosters a positive work environment and ongoing professional development
- Actively involved in program management

- Must answer and submit the same questions as the nominator answers
- Previous recipients of this award and MCCA provincial board members are not eligible for nomination

### Nominator:

- Two MCCA members employed in the centre/ nursery school or one member and the President or Chairperson of the Board of Directors
- The Chairperson of the Board of Directors must sign the nomination form
- One letter of support from a member of the Board of Directors
- One letter of support from a parent user of the centre/ nursery school

### Award Recipient will:

- Be presented with a plaque
- Receive 1 complimentary ticket to the conference banquet
- Have name inscribed on a plaque at MCCA
- Will be profiled in the fall issue of *Child Care Bridges* and/or MCCA's website
- Recipient may be profiled on MCCA's social media platforms



# Leader of the Year Award Nomination Form

Name of person nominated: \_\_\_\_\_ MCCA #: \_\_\_\_\_

Address: \_\_\_\_\_

City/Town: \_\_\_\_\_ Prov: MB Postal Code: \_\_\_\_\_

Home Telephone : \_\_\_\_\_ Work Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

Place of Employment: \_\_\_\_\_ Centre MCCA #: \_\_\_\_\_

Number of years employed as a Director/Asst. Director/Supervisor, etc: \_\_\_\_\_ ECE Classification: \_\_\_\_\_

Number of years at current employer: \_\_\_\_\_ Completed level of Ethics training: \_\_\_\_\_

*Each nomination must be accompanied by the names of two MCCA members who are acquainted with the contribution made by the nominee. Both nominators must be employed at the centre or nursery school or one nominator may be the Chairperson/President of the Board of Directors.*

**Nominator 1** - Name: \_\_\_\_\_ MCCA #: \_\_\_\_\_

Address: \_\_\_\_\_

City/Town: \_\_\_\_\_ Prov: MB Postal Code: \_\_\_\_\_

Home Telephone : \_\_\_\_\_ Email: \_\_\_\_\_

Place of Employment \_\_\_\_\_ Work Telephone: \_\_\_\_\_

Signature of Nominator 1

*I hereby agree to as a reference for the nominee*

**Nominator 2** - Name: \_\_\_\_\_ MCCA #: \_\_\_\_\_

Address: \_\_\_\_\_

City/Town: \_\_\_\_\_ Prov: MB Postal Code: \_\_\_\_\_

Home Telephone : \_\_\_\_\_ Email: \_\_\_\_\_

Place of Employment \_\_\_\_\_ Work Telephone: \_\_\_\_\_

Signature of Nominator 2

*I hereby agree to as a reference for the nominee*

**Nominees must agree to be nominated. Therefore they are asked to indicate their agreement by signing below:**

I agree to be nominated for the Leader of the Year Award:

\_\_\_\_\_  
Signature of Nominee Date

\_\_\_\_\_  
Signature of Board Chairperson Date

Please complete the form and return to MCCA by February 20, 2025

To: Selection Committee, Manitoba Child Care Association

2 - 2350 McPhillips Street, Royal Bank Building, Winnipeg, MB R2V 4J6, Fax: 204-589-5613



# Leader of the Year Award

On a separate (type written page(s), please answer the questions below and provide specific examples. The more examples you can provide the better. Please use the same numbering to answer the questions.

Please explain how the nominee:

**1. Provides an environment that supports all children and families in developing to their fullest potential.**

*For example:*

- How are the children's and families' individual needs met to develop to their fullest potential?
- How does the nominee provide a child care environment that is set up to allow for parents to have an influence on their child's environment
- How does the nominee provide a child care environment that is set up to allow for children to have an influence on their environment?

**2. Works to promote and position child care as a key community service and as a profession.**

*For example:*

- Is the nominee involved in any child care advocacy committee or group and have they promoted or participated in any advocacy events/campaigns? If yes, explain what and how.
- How does the nominee promote the centre in the community (partnering and or attending community events, works with the school, donating staff time, participating in the community newsletter, career fairs, etc.)

**3. Develops/promotes child and family related activities and programs for the child care community.**

*For example:*

- What types of activities have been planned and what role has the nominee played? Please explain each activity.
- How does the nominee encourage families to participate in these activities?

**4. Fosters the development of the Board of Directors/Parent Advisory Committee to actualize the mission and the goals of the organization. Nominator should be asking for the Chairperson of the Board to provide this answer.**

*For example:*

- How does the nominee encourage parents to join the Board of Directors.
- What type of Board Orientation does the nominee provide?
- How does the nominee create a environment where board members' ideas are represented and acknowledged?
- How does the nominee keep the board informed regarding the centre, ELCC, MCCA and the child care sector?

**5. Provides support to centre staff through initiatives, which fosters a positive work environment and ongoing professional development .**

*For example:*

- How does the nominee encourage staff to reach their fullest potential (professional development plans, performance reviews, etc)
- What activities or initiatives has the nominee implemented to create a positive work environment?
- Give example of how the nominee has motivated staff to be their best.
- Explain how the nominee has handled conflict in the centre.
- What kind of leader is the nominee? Provide examples.

**6. Program Management**

*For example:*

- Has an understanding of General Accepted Accounting Principles, is knowledgeable of employment standards and workplace health and safety.
- Ensures compliance with Early Learning and Child Care program, fire and health department, insurance, etc.
- Uses innovative and technological programming
- Uses current programming (child centred, emergent curriculum, reflective practice, outdoor/forest school). Explain how the nominee supports and promotes these programming models.



# Leader of the Year Award

## 7. Participates in networking event such as directors support groups, etc.

- Please explain which networking group the nominee participates in, how long they have participated and what role(s) they play.
- List any committees that the nominee serves on.

## 8. Participates in ECE professional development, including courses, workshops, seminars, conferences, and networking.

- Please list the professional development that the nominee has participated in the last year (Jan. 2024 - Dec. 3024).

## 9. List and current volunteer work for MCCA. List any non MCCA volunteer work.

### Sample Question/Answer Page

Award: Leader of the Year

**Please note: This is just an example of how the questions can be answered and the type of answers the Awards Committee is looking for.**

#### **Question #1: Provides an environment that supports all children and families in developing to their fullest potential.**

*Example answer:*

- Julia works hard to provide an environment that supports children and families in developing to their fullest potential. An example of this is that Julia surveyed parents twice this year about their ideas and opinions regarding the centre and the care that they receive. These survey results were discussed at the AGM and the suggestions were carefully analyzed and a plan was made to implement some of the suggestions. The parents were then notified of the changes through conversations and through parent newsletters. Parents were encouraged to help with some of the changes. For example one of the parents helped organized a painting party to paint the centre.

#### **Question #2: Works to promote and position child care as a key community service and as a profession.**

*Example answer:*

- Julia is an active community member who promotes not only our centre but child care as a profession. Each year, Julia, attends two of the local high school career fairs and always brings an ECE along as well. The ECE gives information and testimony from a front line ECE perspective and Julia assists by providing information about our particular centre and the child care profession. She displays pictures, newsletters, articles from the centre and posters, pamphlets from the Early Learning and Child Care program and the Manitoba Child Care Association.

#### **Question #3: Develops/promotes child and family related activities and programs for the child care community.**

*Example answer:*

- Julia plans a number of activities throughout the year, which promotes child and family related activities and programs. An example of an activity was the Rock and Read Program that she organized for not only our centre but for two neighbourhood child care programs. Julia set a meeting with the two centres directors to gather ideas and information and then wrote a grant proposal to our Parent and Child Coalition to request funding for this program. Once funding was in place, she created pamphlets and posters, advertising the Rock and Read Program for all three of the centres, to parents of the program. She also organized space in our centre and child care for the program. She then personally approached parents to give information and encouraged them to attend. Julia also attended the program and encouraged the other directors to attend along with the parents so that they would feel comfortable.



## Leader of the Year Award

**Question #4: Fosters the development of the Board of Directors/Parent Advisory Committee to actualize the mission and the goals of the organization.**

*Example answer:*

- Julia recognizes the importance of working with our board of directors to ensure that they understand information that is being provided to them as well as feel comfortable attending and contributing at meetings. Board orientation sessions are held and she personally goes through the board binder and information with them. Name cards are placed at each meeting with “cheat notes” on the back facing them with acronyms, etc. that they may not be familiar with ie, ELCC, MCCA, ECERS etc. for easy reference. New board members are partnered with experienced board members for seating arrangements, so that they can answer questions, etc. if needed. Robert’s Rules of Order are always reviewed at the beginning of the fall board meetings and evaluations of meetings are also completed twice a year.

**Question #5: Provides support to centre staff through initiatives, which fosters a positive work environment and ongoing professional development.**

*Example answer:*

- Julia believes that it is very important to foster a positive work environment and ongoing professional development. Staff meetings are held every second Tuesday to ensure that our staff are able to talk about families, concerns and upcoming plans. Staff take turns leading the meetings and agenda items are brought to those staff persons prior to the meeting. Meetings begin with “What happened this week which you are most proud of?” The stories, no matter how large or small are always inspiring and uplifting and everyone starts the meeting on a positive note.
- Continual learning is highly valued at our centre and professional development opportunities are clearly posted for everyone. Julia has strongly advocated to the board about the importance of ongoing professional development and because of that our centre has a large budget for our staff to participate in these opportunities. Staff then have an opportunity at staff meetings to discuss and inform staff of new information that they have learned. Julia and two staff at our centre has also facilitated a workshop at MCCA called “XXXXX”.
- Julia recommends to Board of Directors to close for two pd days per year and explains the value of pd for staff.

**Question #6: Program management.**

*Example answer:*

- Julia is a competent manager who uses General Accepted Accounting principles, and has a strong understanding of employment standards and workplace health and safety. Julia has been approached by ELCC to mentor new Directors in our community, because of the experience and expertise she has in this area. Employee Health, Safety and Wellness is important to Julia and often posts reminders of this topic in our staff room and discusses it at our staff meeting. When a staff recently was injured on the playground. Julia ensured that she followed proper protocol in regards to Manitoba Workers Compensation and also held an in-house investigation, and made plans to try to avoid this type of injury again.
- Even though Julia is an ECE III, and has her diploma in Early Childhood Program Management she seeks and takes courses relevant to the administration and programming. They include.....

**Question #7: Participates in networking events such as directors support groups, etc.**

*Example answer:*

Julia is an active community member and uses these opportunities to network with others.

Examples of these include:

- Area Directors Group- Chairperson 2007- date and active member prior to date
- Parent Child Coalition – active member and on small grants committee since 2015
- MCCA Board of Directors and Benefits Committee 2010-present
- North End Community Networking Group