



**It is my pleasure, yet again, to address you as the President of Magic Triangle's Board of Directors.**

**I would be remiss if I didn't acknowledge, first and foremost, the hard work and dedication of our awesome educators and support staff. You truly go above and beyond to provide our kiddos with quality programming in a fun and vibrant environment. You are all rockstars!!**

**To our families, this year has been a year of triumphs, transitions with some trials along the way. Thank you for your support and confidence and know that we continue to put your children and our staff at the forefront of our decision making.**

**Over the years, Magic Triangle has maintained a strong financial position. This is the result of meticulous planning and fiscal responsibility by our amazing administrative team, led by Executive Director, Julie Marsh. Due to this team's diligence over the years, the Board was able to make sound strategic decisions that will make our agency stronger in the long term – regardless of the short-term challenges presented by this year.**

**Finally, I would like to express a sincere thank you to our dynamic Board of directors for your ongoing commitment and engagement! I look forward to working with this energetic team as we strive towards our long-term goals.**

**Wishing you all the best,**

**Bryna Patman**

**President**

**Magic Triangle Board of Directors**



# 2022 ANNUAL REPORT

## BIG CHANGES

### Canada-Wide Early Learning & Childcare (CWELCC)

Since April 1, 2022, eligible children under 6 years old receive a 25% rebate on their full fee rates, this increased to 50% as of Dec 31st, 2022. We look forward to increasing this discount as new guidelines are realised for the Ministry of Education until we reach the average targeted rate of 10.00\$ a day.



## IMPORTANT NOTES

Magic Triangle sites will be closed on **Monday, July 3rd** to celebrate our beautiful country!

Magic Triangle's **Ernie Checkeris** site will be **closing June 30th**. All staff have been reassigned to enhance programs at other sites.

As previously communicated in our November 2022 Memo to Parents, March 1, 2023 marks the final stage of the gradual rollover to **Full-Time Full-Day enrollment**.

## NEW WEBSITE

Magical Triangle launched its new website

[www.trianglesudbury.ca](http://www.trianglesudbury.ca)

This new website has built-in interactive virtual tours for all our sites.



## PEDAGOGICAL UPDATE

Over 2022, Magic Triangle has had the opportunity to really focus on the Pedagogical aspect of our profession thanks to a Workforce Funding grant from the Ministry of Education. As a Pedagogical leader/Coordinator, I really enjoyed what our focus was as many different agencies had a different focus and roles. Our team decided we needed to make sure all of our employees' well-being was met at all times to be able to focus on the rest. Once the educators were feeling well, supported, valued, the rest came around very quickly. As a team of four, we all had different roles and different approaches. Although, as a team, we did very well together. The collaboration between members is phenomenal as we have different leaders with a variety of strengths to lean on. To have someone to bounce back ideas, someone to listen, someone to partner up with makes learning and modeling much easier. *(continued on Page 2)*

## EARLYON CENTRES

EarlyON Centres are early learning centres for families and their children, ages 0-6 years. They offer free, family programs such as play based activities, school readiness, and parent support throughout the entire calendar year! The Team is busy getting their summer programming going. Check out what they're up to by viewing the City of Greater Sudbury's EarlyON calendars, scan this QR code.



Interested in joining our team?

Visit our website to discover a variety of positions including mentorship programs for those without childcare experience .

[careers@trianglesudbury.ca](mailto:careers@trianglesudbury.ca)

**We**  
*believe*

**"EVERY CHILD NEEDS AT LEAST ONE PERSON WHO IS CRAZY ABOUT THEM"**

*Urie Bronfenbrenner*



## SITE CLOSURES

Magic Triangle sites were closed on Thursday, **September 15, 2022** for a community-wide professional development, and on **January 27th, 2023** for a professional development session to create vision boards. We are looking to plan our next professional development day in the Winter of 2023-2024, more details will follow shortly.



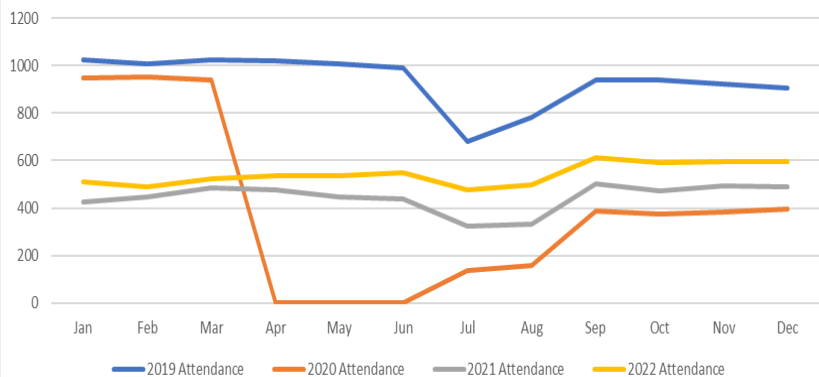
## PEDAGOGY *(CONTINUED)*

What does make sure their well-being is met look like? It looks like supporting them when they are struggling or overwhelmed, it is giving them a 10-minute breather, stepping in program to help them change diapers, help them clean up a messy activity that the children loved but the clean up afterwards is difficult while supervising those children at the same time. We also focused on reflective questions, giving them the time to reflect on their own or with their partners. Helping them with their centers, their invitations ideas, help them slow down their transitions into becoming more peaceful and enjoyable for the children and for themselves too. We as an agency, love this program as we can focus on all those little things that mean so much to everyone here!

Lee Mooyekind, RECE, Pedagogical Leader/Coordinator

## ATTENDANCE

2019 vs 2020 vs 2021 vs 2022  
Monthly Attendance



Magic Triangle has put forth a variety of strategies to increase enrolment by focusing on recruitment and retention (a new highly competitive salary grid, increased pension contributions, a new interview panel, and new policies related to sick leave and return to work). This has led to an overall increase of 16.50% in enrollment over 2022. Monthly attendance is predicted to keep increasing over 2023, if trends continue, we could see an average of 700 children by the end of 2023.

## HEAD OFFICE



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## WHAT'S NEXT?

Our 2021-22 Strategic Plan has completed. We have accomplished goals related to innovation, performance management and accountability, and risk management. You can look forward to the development of new goals over 2023.

We want to thank our families for their patience as we roll out the Sandbox features. We are in the process of selecting a more suitable parent communication software. Stay tuned!

Results are in! In our last employee survey, a 92% satisfaction rate was recorded across all categories of the survey. A parent survey will be circulated in the fall of 2023. We look forward to hearing from you!

THANK YOU FOR CHOOSING MAGIC TRIANGLE!