



ANNUAL REPORT 2023





A MESSAGE FROM OUR PRESIDENT

I am honoured, once again, to address you as President of Magic Triangle's Board of Directors.

As the President of our esteemed organization, I am honored to address you once again. Amidst the challenges and triumphs of this year, I want to express my heartfelt appreciation for the remarkable educators and support staff who consistently go above and beyond. Your dedication ensures that our young learners receive top-quality programming in an engaging and vibrant environment. Truly, you are all rockstars!

To our valued families, this year has brought both transitions and trials. Your unwavering support and confidence in our mission are deeply appreciated. Rest assured that we remain committed to prioritizing your children and our staff in every decision we make.

Over the years, Magic Triangle has maintained a robust financial position. This achievement is a testament to the meticulous planning and fiscal responsibility demonstrated by our exceptional administrative team, led by Executive Director, Julie Marsh. Their diligence has allowed the Board to make strategic decisions that will fortify our agency in the long term, even in the face of short-term challenges.

Lastly, I extend heartfelt gratitude to our dynamic Board of Directors for your continued commitment and active engagement. Together, we look forward to pursuing our long-term goals with energy and enthusiasm.

Thank you for being an integral part of the Magic Triangle family.

Bryna Patman
President
Magic Triangle Board of Directors





A MESSAGE FROM OUR EXECUTIVE DIRECTOR

Dear families, partners, supporters, and esteemed members of our board of directors, I am delighted to present to you our childcare center's annual report for the past year.

Despite the numerous challenges we faced, our dedicated staff and board members worked collaboratively to ensure the continued success of our program. The unwavering support and guidance from our board of directors have been instrumental in helping us navigate these uncertain times and make strategic decisions for the betterment of our organization.

I am proud to report that we have achieved significant milestones and positive outcomes in the development and well-being of the children in our care, thanks to the collective efforts of our team. Your commitment to our mission and vision have been invaluable, and I extend my heartfelt appreciation for your unwavering support.

As we embark on a new year filled with possibilities, I am confident that together with our dedicated staff and board members, we will continue to make a lasting impact in the lives of the children and families we serve.

Thank you for your continued partnership, dedication, and belief in our mission. Here's to another successful year ahead.

Julie Marsh
Executive Director

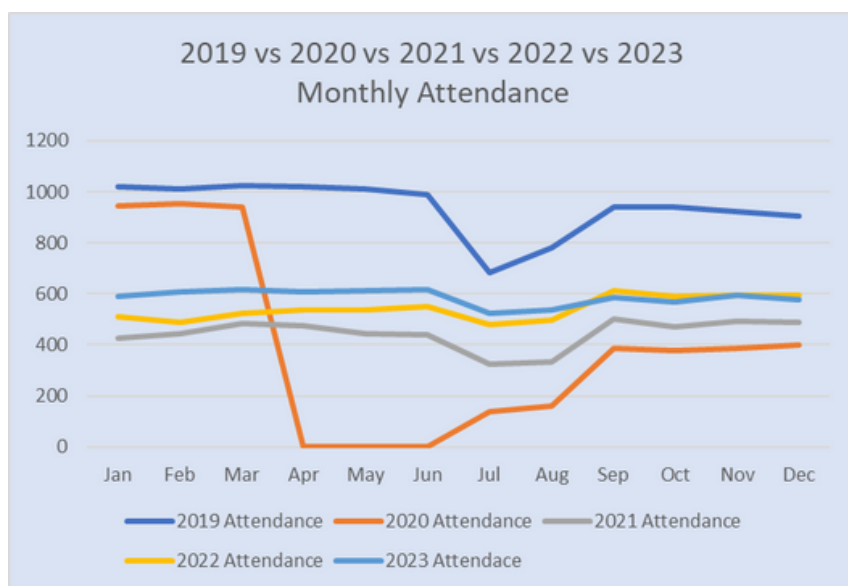




TELL ME SOMETHING GOOD

ENROLMENT

Magic Triangle has put forth a variety of strategies to increase enrolment by focusing on maximizing scheduling with our attendance. This has led to an overall increase of 7.30% in enrolment over 2023. Monthly attendance is predicted to keep increasing over 2024. If trends continue, we could see an average of 700 children by the end of 2024.



EARLYON

Magic Triangle's EarlyON Team has offered over 600 programs to nearly 3,000 adults and 3,500 children in the Greater Sudbury community in 2023. These include early learning, as well as parent support programs. Our playgroups are among some of our most popular programs offered, as they are open to children ages 0-6.

SUPPORT AND BUILD

In 2023, the agency has supported 25 students in attaining their RECE goal.

The agency has put in place some incentives to further support their ECE students in 2024, such as a \$100 enrollment fee and reimbursed, paid in-class schooling during the ECAD summer weeks.

This strategy will help increase the number of employees enrolling and graduating from these programs and therefore increasing our RECE numbers as well as our program quality by having a greater proportion of qualified educators in ratio.





CULTIVATING GROWTH

PEDAGOGY

In April, the agency will have its first in-person Pedagogy meeting with the representatives from each site. The focus continues to be building resources for our educators through the creation of online Padlettes as well as finding unique ways to continue to inspire one another.

Meet our pedagogical leaders who have been and will be supporting the sites.



Nicole Lavoie
Pedagogical Consultant



Lise Tranchemontagne
Pedagogical Consultant



Rebecca Tyson
Pedagogical Leader



Roxanne Brosseau
Pedagogical Coordinator

SYMPOSIUM

The 2024 Professional Development Symposium was a great success!

What people are saying:

- Loved seeing all the different sites and getting new ideas for my site.
- The meals were delicious, the penny table was fun with a variety of prizes for different tastes, and the speaker was light and funny, while addressing heavier subjects.
- It was great seeing all the sites we were able to visit. I took a lot of pictures because certain things really inspired me to add them to my own room. But the highlight was definitely the bus ride!!!
- Amazing! So much fun!





COMMUNICATION

SOCIAL MEDIA

In February 2023, the agency began posting on its newly updated and redesigned Facebook page on a more regular basis. With the consistent posting and sharing of what's happening at the sites, as well as learning stories, the number followers of our page has increased more than 200%.

If you are not yet following the Magic Triangle Facebook page, we highly encourage you to do so by scanning the QR code.



DIGIBOT

The successful implementation of the Digibot Childcare Management system throughout all Magic Triangle childcare centres has resulted in time and resource savings for the organization. Here are some of the benefits so far, as well as future plans for the roll-out:

- 1. Successful transition to digital attendance:** All sites have successfully implemented digital attendance with the Safe Arrival and Dismissal Policy (SADP), resulting in accurate daily attendance records that are used for Ministry compliance, as well as monthly invoicing.
- 2. Time and resource savings:** The use of digital attendance has reduced the monthly manual invoicing process for full fee families by 4-5 days of work hours per month. The finance administrator now only has to process subsidy billing in OCCMS, which takes less than one full day since Digibot provides reports with the necessary data for input. Additionally, the implementation of staff timesheets through DigibotGO, and the import capabilities into the payroll system has saved approximately two days of processing time bi-weekly.
- 3. Parent and employee portals:** The Parent Portal allows families to notify the center of absences or late arrivals in real-time, access monthly invoices and tax receipts, and update relevant information. The Employee Portal allows staff to request time-off, verify timesheets, update contact information, and monitor certificate renewal dates. There is a 97.5% activation rate for the Parent Portal and 100% of active employees are registered for the Employee Portal.
- 4. Future implementation plans:** The next phases of the Digibot implementation include Parent Engagement and Communication, and Programming modules. These modules will allow educators to update children's activities and post learning stories for parents to view, as well as serve as a communication platform between parents and educators. The implementation will be done gradually, with full use intended by the end of June.



WHAT'S TO COME?

NEW SITES

March 2024 - Our new Magic Triangle Beaumont Avenue Early Learning and Childcare Centre (formerly Cedar Park Daycare) will be greeting staff on March 1 and children on March 4. Beaumont Avenue is an English site that offers preschool and school-aged programming. It is located on Beaumont Avenue in Sudbury.



June 2024 - Magic Triangle has also acquired Phoenix Childcare Centre and will officially re-open the doors on June 3, 2024. This site currently offers English services to children toddler to school-age, in the Downtown core.



PARENT SURVEY

It's almost time to hear from our stakeholders, the parents and caregivers from this agency! We are excited to release a new Parent Survey that you can expect to circulate in the Spring!

WHAT DO THE EMPLOYEES WANT?

With the Employee Survey just recently completed, the feedback on professional development was astounding!

Many responses included wanting to receive support with behaviors and working with children with exceptionalities, help with thinking outside of the box, child development, and much, much more. With the pedagogical leaders heading into sites to support programs and educators, we hope to answer to some of their longing for these foundations and additional skills.

With all the buzz coming from the 2024 Symposium, we are already dreaming of ways to continue building on the inspiration the educators felt, and are continuing to feel, with this experience in planning our 2025 P.D. session.

