

THRIVE

Child Development Centre
Centre de développement de l'enfant

ANNUAL REPORT 2022-2023



WWW.KIDSTHRIVE.CA



WHO WE ARE...

THRIVE Child Development Centre helps children and youth with diverse abilities to achieve their highest potential. One of twenty-one children's treatment centres across Ontario, we support children and youth from 0-19 years of age who are impacted by differences in the physical, perceptual, communicative and/or developmental trajectories. We build on their unique strengths, gifts and talents so that they and their families can meaningfully and joyfully THRIVE!

OUR MISSION: THRIVE Empowers children and their families to reach beyond what is expected, toward the extraordinary.

OUR VISION: A future of possibilities

OUR VALUES:

We believe in:

- The voice of our children, youth & families
- Interactions formed by respect & dignity
- Opportunity through fairness, equity & inclusion
- Achieving excellence through innovation, curiosity & optimism
- The power of teamwork & partnerships

THRIVE



OUR BOARD OF DIRECTORS

Colin Glassford, President
Syd Parlour, Vice-President
Diane Marshall, Secretary
Isaiah Bressan, Treasurer
Mark Lepore
Cait Tomlinson
Kara Paat
Jessica Calic
Matt Paquette
Matteo Ianni Palarcchio,
Youth Representative



In addition to its traditional fiduciary responsibilities, THRIVE's Board of Directors make decisions framed by the voice, interests and aspirations of the children & families we serve, underscoring the purpose of our existence.

OUR LEADERSHIP TEAM

CHIEF EXECUTIVE OFFICER & DIRECTORS

Lisa Henderson, Chief Executive Officer
Mirja Keranen, Business Director
Kendra Turpin, Director of People & Culture

CLINICAL LEADS

Amy MacFarlane, Ontario Autism Program
Maxine Orr, Occupational Therapy
Scott Nieson, Physiotherapy
Kasia Ceglaz & Tina Coombs Family Support Services

PROFESSIONAL SERVICE MANAGERS

Kate Lawrence, Community & School-Based Rehabilitation Services
Melissa Svantesson, Ontario Autism Program
Sarah Bates, Early Childhood Education
Lanna Coletti, Family Support Services

PROFESSIONAL PRACTICE LEADS

Lisa Runco, Hillary Landry, Madeleine Besner,
Sara King, Speech-Language Pathology



2022- 2023 IN REVIEW: Report of the President and Chief Executive Officer

When reflecting back over the last 12 months, we are very proud of the work we have accomplished. There have been many successes and celebrations as a team, and with our children, families and community partners. As we navigated through the Pandemic and virtual services over the last couple of years, it was great to return to more in-person services and hearing the chatter and laughter in our centres.

Our commitment to the vision, mission and values of the organization continues to be our foundation in everything we do. Our dedication to family centered care, strength-based services and service excellence is at the centre of all we do and allows us to provide quality and safe services to our children and families.

THRIVE experienced significant growth through programs / services, teams and office space. New programs include the Infant Child Development Program, Preschool Speech and Language, SmartStart Hubs, and Entry to School through the Ontario Autism Program. Our teams grew along with our new services, and we welcomed a new Intake team, an Infant & Child Development team, an IT Systems Administrator and a People and Culture department. With the expansion in service offerings, we also increased our Health Records and Administrative teams, leadership positions and created a Kinesiologist position. We expanded our Queen space location and opened a new site in Hornepayne.

We developed our Strategic Plan for 2022 - 2025 that will help guide our work over the next three years. Our strategic plan is driven by our **strategic directions**, which provide clear focus and direction while still allowing us to respond and adapt as circumstances evolve over the coming years. The strategic directions include:

- Enhancing Awareness and Collaboration
- Ensuring a Quality Client Experience
- Investing in Culture and People
- Strengthening our Systems and Infrastructure



Our focus over this last year has been on strengthening interdisciplinary collaboration, connection and awareness across our organization and community partners. We have worked on defining pathways and services to ensure families feel supported, engaged, empowered and have a sense of belonging. Recruitment and retention of our talented staff has been an important part of our work.

THRIVE Child Development Centre has a highly engaged, developed and dedicated Board of Directors who are committed to providing excellent governance and support. We are committed to enhancing and continuing to build on a strong and diverse governance structure. THRIVE's staff, Board of Directors and its Foundation are committed to providing services that will meet the individual needs of children with diverse abilities to support them in achieving their own personal extraordinary. We continue to strive for an inclusive community of belonging, enhanced collaboration with our community partners and ensuring an exceptional service experience for children and families.

The agency has much to celebrate, what follows are highlights from THRIVE's program, service activities and provincial initiatives



Programs and Services Highlights

Community Based/School Based Rehabilitation Services

Preschool Speech and Language program

THRIVE was thrilled to become the lead agency for the Preschool Speech and Language Program in May 2022. The Preschool Speech and Language program supports children with communication difficulties. This includes preschool children 0-4 years of age with speech-language delays or complex communication needs. The program focuses on prevention, early identification, and intervention, with a strong emphasis on parent education and training.



A handout was developed to help caregivers clearly understand the process from intake to discharge including initial intake, assessment, determination of goals, service options and frequency and transition to school-based services. This is now shared widely with caregivers.

Autism Spectrum Disorder Education Series

We developed a series that consists of four virtual parent education sessions for families of children with a diagnosis of Autism Spectrum Disorder. The series was developed by a Speech-Language Pathologist who is undergoing training in Relationship Development Intervention, a relationship based, developmental model of intervention for

children with Autism. Content includes sessions to support parents post diagnosis as well as 3 sessions that provide families with strategies and suggestions to support their child's unique learning style. It is done in a group format and offered virtually to ensure the content is accessible to all families. Families may be presently involved with THRIVE services or on the waitlist to access this service.

Partnering for Change - P4C

Over the 2022/2023 school year the School Based Rehabilitation Services- Occupational Therapy (SBRS - OT) team has been working toward implementing the Partnering for Change (P4C) service delivery model in schools. P4C is an evidence-based program that was developed in collaboration with McMaster University, CanChild and the LHIN and is currently being implemented by Empowered Kids Ontario SBRS OT services across the province. Some of the highlights over the year.

- The SBRS OT team has taken the online P4C education that was developed by CanChild.
- The P4C model has been presented to the Special Education departments of the Algoma District School Board and Huron Superior District Catholic School Board.
- The SBRS OT team has collaborated with and selected schools from the Algoma District School Board and Huron Superior Catholic District School Board who would be appropriate to pilot the P4C model.
- THRIVE has been selected by Empowered Kids Ontario, McMaster and Can Child as one of 10 research participants that are collecting data to confirm if varying P4C service delivery can yield the same results. Specifically THRIVE's participation in the research project will measure how effective this model is when delivered in a remote, Francophone community.
- THRIVE has representation that sits on the EKO Tiered Intervention Community of Practice and has facilitated linking this community of practice group and the CanChild/McMaster research mentoring group.



Physiotherapy / Kinesiology

This past year, THRIVE trialed a new Registered Kinesiologist position within its Physiotherapy Department. Similar to Physiotherapy, Kinesiology is a regulated health profession, defined as the scientific study of human movement, performance and function. Registered Kinesiologists use evidence-based research to treat and prevent injury and disease, and to improve movement, performance and overall quality of life. Our Kinesiologist primarily works with pre-school and school-aged clients who present with a gross motor skill delay. They also are the lead for THRIVE's bike groups and clinics, work with the specialized classrooms within the Algoma District School Board and Huron Superior Catholic District School Board to support with ensuring all students are able to participate in physical activity, and provide support to our contracted physiotherapy services in the district. Our Kinesiologist works across a variety of settings including the Centre, daycares, schools, clients homes and community settings such as fitness centres and community pools, providing assessment and treatment to a variety of clients. After a successful one year trial period, the Registered Kinesiologist contract position has been made a permanent position within the THRIVE Physiotherapy Department.

Family Support Services

THRIVE launched the SmartStart Hub, a service intended for families who are unsure of where to start accessing services related to their child's developmental needs, or how to find out what services their child needs. SmartStart Hubs will connect families to assessments and services including speech and language pathology, occupational therapy, and physical therapy as well as mental health services, specialty clinics, and family-based supports like respite services and parent coaching available in our community. We were also thrilled to welcome the Infant Child Development Program (ICDP) to THRIVE.



This program is a home-based program that provides services to children from birth to school entry who have established developmental delay or are identified as at risk for delay

Families are provided a variety of services based on the individual child and family's needs. ICDP has taken on numerous opportunities such as community engagement, offering a parent/child coffee break jointly facilitating the PEERS program. Family Support Services went through a complete realignment, resulting in specialized team functions. Three intake positions were added to provide all intake functions and resulted in a streamlined and consistent approach to our intake screening and determination of eligibility. Social work functions have also been specialized to include dedicated social workers, Fetal Alcohol Spectrum Disorder social workers and dedicated Service Planning Coordinators.



Our FASD Social Workers participated in the Indian Friendship Centre's 2nd annual Trunk or Treat event!

Early Learning Resources and H.S. McLellan Preschool

THRIVE's Early Learning Resource Consultants resumed in-person visits in September 2022. The licensed childcare programs across the district of Algoma missed the modelling and coaching from the ELR consultants, while in the programs with the children. In November 2022 the Resource Consultants were requested by the Algoma District Services Administration Board to provide a full day professional development to over two hundred Early Childhood Educators within the district of Algoma. The focus was on Self-Regulation. This professional development was so successful that a second full day session was requested in June 2023. The second session developed a connection between previous learning in Self-Regulation and a focus on building relationships with all caregivers and coworkers. The many discussions during this training focused on difficult conversations with families regarding diverse needs and supports, and how solution focused coaching can be utilized to involve all. Our Early Learning Resource Consultants have serviced 50 children in the City of Sault Ste. Marie and an additional 45 children in the Algoma District.

H.S. McLellan Preschool welcomed families back into the building and worked hard to develop family connections. Parent boards, menu postings, curriculum webs and preschool home reading programs were all posted strategically for the parents to access when entering or leaving the building. Therapy services were welcomed back into the classrooms and it has been helpful that the necessary equipment, supplies and mentorship required to meet the diverse needs of the preschool and toddler program can be modelled in an inclusive environment.



H.S. McLellan Preschool wears red for Congenital Heart Disease on March 3rd in support of SAHF and of a little heart warrior. ❤️



A focus of the H.S. McLellan Early Childhood Educators has been to create a natural outdoor learning and play space for all of the children. The H.S. McLellan parents have been included in the playground vision and some donations of sanded wooden items have been provided. The educators recently volunteered time during a week-

end to stain picnic tables, plant gardens, and fill in and level all areas on the playground. A new fence will soon surround the preschool playground, allowing for more space for our children and new opportunities for learning. A strengthened connection with the District of Sault Ste. Marie Social Services Administration Board has provided opportunities for leadership with the role of Professional Practice Lead for two of our educators. Local leaders in Early Childhood Education are providing mentorship and training to build the capacity of our educators and this is positively impacting our program and outdoor vision.





Ontario Autism Program (OAP)

THRIVE provides Behavioural Support Services in Algonia. We began our development of services through our Fee for Service model that currently offers Applied Behavioural Analysis Services to children and families receiving funding through the Ministry of Children, Community and Social Services; THRIVE continues to develop services for children, youth and families for the new needs-based Ontario Autism Program which will be provided over the next year.

We worked diligently with families as they gained understanding of this new needs-based OAP and the Ministry funded AccessOAP (an independent intake organization created to help families access autism services across the province) and we have added an OAP Family Support Coordinator to our team to further support our families through navigation of our services offered.

THRIVE has played an active role in the delivery of Foundational Family Services through the Northern Collaborative. Foundational Family Services aim to build capacity to support a child's learning and development. We are wrapping up our second year of the OAP Entry to School Program. The Entry to School program helps children develop school-readiness skills and provides transition supports as they enter kindergarten or Grade 1 for the first time.



2022- 2023 THRIVE Child Development Centre Foundation Report

Over this past year, the Foundation's commitment of providing financial support to ensure children in Algoma can access services and reach their full potential has continued. THRIVE has experienced significant growth over the last few years and the Foundation's focus is to support the Centre's space and equipment needs, the Assistive Communication and Writing Aids Clinic, client electronic health records keeping system, the Family Assistance program, and enhanced programming needs for THRIVE families.

The Foundation has been the very appreciative and grateful recipient of donations from several generous donors including, Hydro One Inc. Employees' & Pension Charity Trust, Scottish Rite Charitable Foundation of Canada, Dr Lou & Mae Lukenda Charitable Foundation, Royal Trust Company, and Rotary Club of Sault Ste Marie. The Soo Mill Rotary Golf Tournament that was held at Crimson Ridge in August 2022, was outstanding with the great participants, prizes and a lot of fun and laughs. We also thoroughly enjoyed the outdoor Country Legends Tribute.

The Foundation is also grateful for the support of Krazy Ernie's for directing their pull-tab proceeds to the THRIVE Foundation. We would also like to thank RJ's Market for directing their pull-tab proceeds to THRIVE.

THRIVE Foundation is reaffirming its commitment to the Centre for the forthcoming year to provide financial

support for the programs and services that the Centre offers to children, youth and families. As the Centre continues to evolve and create new programs and services, the THRIVE Foundation will continue to plan appropriately to ensure financial support for the Centre.

Thank you to the THRIVE staff for their hard work and dedication to provide the best quality and meaningful services to children and families in the Algoma district. Thank you again to the generous donors in our community who continue to support THRIVE Child Development Centre by their donations to THRIVE Foundation. Our collective work is truly amazing!


Robert Paciocco
President


Lisa Henderson
Secretary

Our Foundation
Robert Paciocco—President
Susan Vanagas-Cote—Vice President
Mike Skinner—Treasurer
Lisa Henderson—Secretary
Cindy Onofrio
Pino Caputo
Edie Suriano



THRIVE CHILD DEVELOPMENT CENTRE FOUNDATION FONDATION DU CENTRE DE DÉVELOPPEMENT DE L'ENFANT		
STATEMENT OF OPERATIONS AND NET ASSETS FOR THE YEAR ENDED MARCH 31,		
	2023	2022
Revenue		
Contributions and donations	\$ 74,918	\$ 47,720
Fundraising	26,010	25,510
Interest	10,774	2,588
	<u>111,702</u>	<u>75,818</u>
Expenses		
Advertising, promotion and publicity	3,220	1,022
Bank charges and interest	374	310
Contributions and donations	15,000	15,000
Fundraising expenses	12,677	7,677
Supplies and miscellaneous	164	232
Professional fees	1,562	1,367
	<u>32,997</u>	<u>25,608</u>
Net Revenue (expenditure)	78,705	50,210
Unrestricted net assets, beginning of year	448,596	398,386
Unrestricted net assets, end of year	\$ 527,301	\$ 448,596



The Auditor's Report

THRIVE Child Development Centre

The Auditors' Report of Rossi Suraci Chartered Professional Accountants LLP, dated June 27, 2023 is appended to the comprehensive financial statements from which this financial summary was obtained.

A complete set of audited financial statements are available upon request from THRIVE Child Development Centre.

The Auditor's Report

THRIVE Foundation

The Auditors' Report of Rossi Suraci Chartered Professional Accountants LLP, dated June 21, 2023 is appended to the comprehensive financial statements from which this financial summary was obtained.

A complete set of audited financial statements are available upon request from THRIVE Child Development Centre.



THRIVE CHILD DEVELOPMENT CENTRE CENTRE DE DÉVELOPPEMENT DE L'ENFANT

STATEMENT OF FINANCIAL POSITION AS AT MARCH 31,

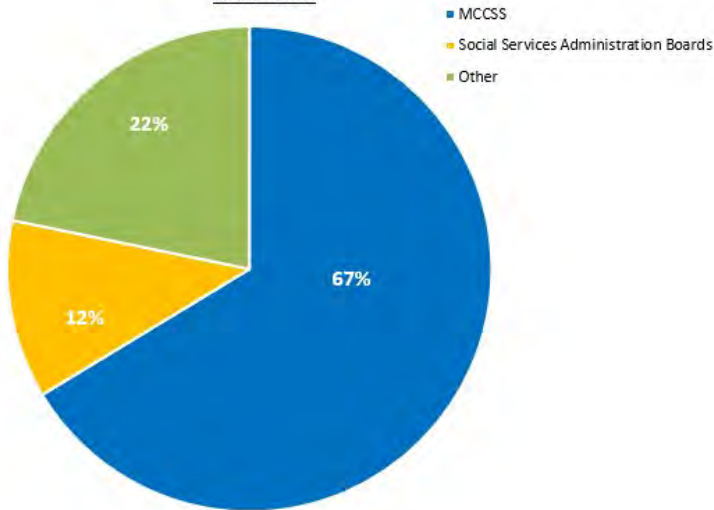
	2023	2022
ASSETS		
Current assets		
Cash	\$ 3,461,379	\$ 2,514,064
Cash - Restricted	10,645	39,442
Accounts receivable	212,961	224,761
HST receivable	101,700	80,688
Prepaid expenses	9,051	28,740
	<u>3,795,736</u>	<u>2,887,695</u>
Capital assets (note 1)	735,717	817,076
	<u>\$ 4,531,453</u>	<u>\$ 3,704,771</u>
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$ 751,304	\$ 601,763
Government remittances payable	77,725	65,124
Due to Ministry of Children, Community and Social Services	569,827	474,427
Deferred contributions (note 3)	930,539	748,143
	<u>2,329,395</u>	<u>1,889,457</u>
Deferred contributions related to capital assets (note 4)	728,177	795,550
	<u>3,057,572</u>	<u>2,685,007</u>
Net Assets		
Net assets invested in capital assets (note 6)	7,540	21,526
Net assets unrestricted	1,466,341	998,238
	<u>1,473,881</u>	<u>1,019,764</u>
Commitments (note 5)		
	<u>\$ 4,531,453</u>	<u>\$ 3,704,771</u>

THRIVE CHILD DEVELOPMENT CENTRE CENTRE DE DÉVELOPPEMENT DE L'ENFANT

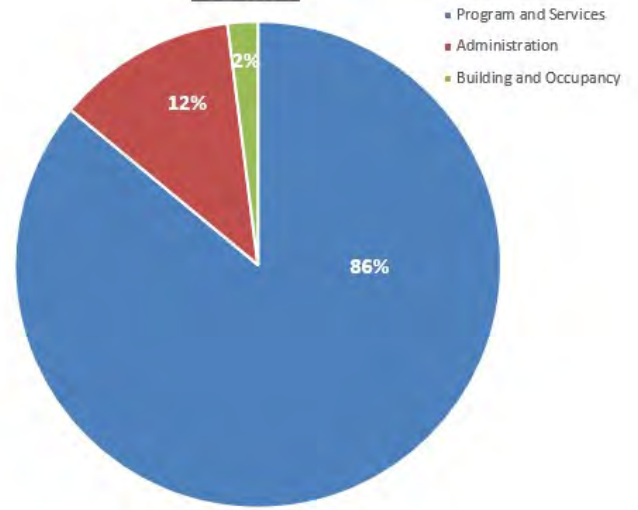
STATEMENT OF OPERATIONS

YEAR ENDED MARCH 31,	2023	2022
Revenue		
Ministry of Children, Community and Social Services	\$ 7,482,223	\$ 5,104,788
Federal wage subsidy (CEWS)	-	45,804
Preschool fees	132,609	198,599
District of Saull Ste. Marie Social Services Administration Board	988,891	861,180
Other recoveries	158,678	167,324
Client assistance fund	828	777
Lottery revenue	16,991	24,766
Other revenue sources	2,260,962	2,012,783
Contributions from THRIVE Child Development Centre Foundation		
Fondation du Centre de développement de l'enfant	15,000	15,000
Algonia District Services Administration Board	238,795	194,087
Algonia Public Health	-	209,040
Amortization of deferred capital contributions	92,317	90,280
	<u>11,387,294</u>	<u>8,924,428</u>
Expenditures		
Amortization	106,303	94,308
Association and professional fees	31,157	20,262
Bank and service charges	4,952	4,126
Building and occupancy costs	339,797	213,248
Client assistance fund expenses	22,133	28,856
Lottery expenses	45,256	13,628
Insurance	37,666	28,280
Legal, audit and consulting fees	50,862	63,422
Maintenance and replacements	286,709	149,059
Office, computer and administration expenses	216,731	136,329
COVID-19 related expenses	-	6,020
Professional development and training	65,262	18,102
Program and therapy supplies and equipment	229,677	182,919
Referred out services	859,726	626,844
Recruitment and advertising	2,440	18,287
Salaries and benefits	8,497,070	6,759,228
Travel	137,436	46,778
	<u>10,933,177</u>	<u>8,409,696</u>
Excess of revenue over expenditures	<u>\$ 454,117</u>	<u>\$ 514,732</u>

REVENUE



EXPENSES



The Ministry of Children, Community & Social Services (MCCSS) provides funding for Community Based and School-Based Rehabilitation Services, Occupational Therapy, Physiotherapy, Speech-Language Pathology, Social Work, Coordinated Service Planning, Respite Care Coordinator Program, Preschool Speech and Language Program, Fetal Alcohol Spectrum Disorder Program, Infant and Child Development Program; associated Administrative and Support staff.

Social Service Administration Boards provide funding for Early Learning Resources in Sault Ste. Marie and the District of Algoma, and H. S. McLellan Preschool.

Other revenue may include fees collected for child care, recovery of expenses, other contracts, interest and donations from the THRIVE Foundation.



“THRIVE empowers children and their families to reach beyond what is expected, toward the extraordinary!”

2710

Unique Clients Served

1183

New Admissions

769

Discharges

115

People Employed

6

Algoma Office Locations

9

Student Placements

3

Volunteers

OVER OVER OVER

24,239

visits last year

249

Specialty clinic visits

25,187

hours of respite care provided

Positive Outcomes
Family-Centered Care
Partnerships with community agencies, schools, daycares & hospitals



Staffing headcount as of March 31, 2023: Therapy 78, Preschool Programs 21, Respite 1, Administration 15, Total:115

**Specialty clinics include Orthopedic, Pediatric Neurology, Psychology, Seating, Orthotics, Assistive Communication and Writing Aids. Client visits include face to face, telephone, and virtual.

In accordance with the Public Sector Salary Disclosure Act of Ontario, THRIVE discloses that an employee was paid a salary of \$100,000 or more in the year 2022. For more information, please visit <https://www.ontario.ca/page/public-sector-salary-disclosure>

OUR 2022—2023 SUPPORTERS

THRIVE Child Development Centre Foundation / Fondation du Centre de développement de l'enfant gratefully acknowledges the valued support of our donors for their generous gifts and pledges received between April 1, 2022 and March 31, 2023.

\$ 250.00 +

Rotary Club of Sault Ste. Marie

Scottish Rite Charitable Foundation of Canada

Canoe Financial LP

The Royal Trust Company

Jami & Michael Burns

Carley & Ryan Bentley

Dr. Lou and Mae Lukenda Charitable Foundation

Ro-Von Steel

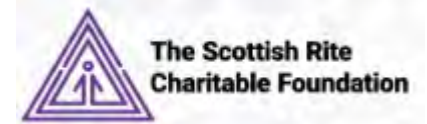
PUC Services—12 Days of Holidays

Hydro One Inc. Employees' & Pensioners Charity Trust

Ann Melville

Swiss Chalet

Cynthia Ladoucer



We thank you all for your generosity!

SPECIAL EVENTS AND SPONSORS

Krazy Ernie's –Nevada tickets (THRIVE Foundation)

RJ's Market –Nevada tickets (THRIVE Centre)

Country Legends Tribute Tour

Soo Mill Rotary Golf Classic



Years of Service Recognition

The following staff have reached years of service milestones in the year ending March 31, 2023. We are privileged to have them on our staff and thank them for their dedication and service.



5 years of Service—Kristen Schryer

Kristen's positive and calming nature has brought so much compassion and insight to our H.S McLellan Preschool. Her ongoing commitment to her university education while working in our preschool is commended. Kristen is admired by her fellow coworkers for continuing her mentorship and leadership work with our Early Childhood Education students, in her role of indoor Professional Practice Lead and her work on the THRIVE improvement committee. Kristen's leadership is also evident in her work with each of the classrooms. Kristen works hard to support her coworker's knowledge of How Does Learning Happen, the pedagogy for the early years. She supports the whole team in the development of pedagogical documentation, daily curriculum, and reflective practice.

Kristen, your daily engagement with the children and connection with your H.S. McLellan coworkers is so supportive and appreciated.



5 years of Service—Laurel McNeely

Laurel McNeely is an integral part of our THRIVE team. Laurel worked for us once before and then moved to Alberta which left a huge void. The minute we all heard that she was returning to join our team once again it was cause for celebration. She splits herself between 2 very important positions. She is both a Communicative Disorders Assistant and an Assistive Technology Consultant for our ACWA clinic. Laurel is highly skilled in everything that she does. She is both flexible and dynamic. She can be seen involved in a therapy session with a young child one minute and programming a communication device for a child the next minute. Laurel is a life-long learner who is always seeking out new information and ideas. She is creative and an absolute pleasure to be around.

The children and families of THRIVE are very fortunate to have Laurel as part of our team!



Years of Service Recognition



15 years of Service—Cathy Wetzl

Cathy has played such an integral role in the daily functions of H.S. McLellan Preschool. Her knowledge of food safety, creative meal planning, meal preparation, ordering and purchasing of groceries, and the countless support of ongoing dietary needs is outstanding. Algoma Public Health inspection reports always include comments about the cleanliness and organization of the H.S. McLellan kitchen. This is thanks to Cathy's commitment. Over the past few years, Cathy's title has changed from Preschool Cook to Preschool Culinarian. This change reflects her daily practice. The weighing of food items, reduction of cross-contamination, labeling, charting, and constant communication with families speaks to this change. Cathy is constantly adjusting her daily work to support children's unique dietary needs while ensuring all children enjoy daily snacks and warm lunches.

We thank you Cathy for all that you have done and continue to do for H.S. McLellan Preschool.



20 years of Service—Monique Anich

There is currently a 'count-down to retirement' thermometer at Monique's desk which gives us mixed emotions. Over the past 20 years, in her role as Administrative Assistant, Monique has been supporting the Executive Director/CEO, our Board of Directors, leadership team and staff, as well as THRIVE Foundation. She has been an integral part of THRIVE staff in many ways...keys, phones, alarm codes, you name it, she's been the go-to person. More recently she has helped with managing the building needs at our many sites. We've grown so much and there have been many changes, especially over the last few years, but Monique smiles through them all and is considered a 'light' and a 'fixture', a real 'light fixture' around the Centre. Her laughter can be heard in the front office, and clients or staff can count on a cheerful 'Hello' or 'Bonjour' from Monique.

We want to acknowledge and thank Monique for so many great years of service!

Years of Service Recognition



25 years of Service—Sherri Muncaster

Sherri has been such a valued member of both the HSM and ELR teams over the last 25 years. Her creativity with songs and activities in the preschool environment has been so admired by her coworkers and she has been one of the first people they reached out to over the years when planning a curriculum that embeds developmental goals for all children. Sherri's ability to recognize and support all children's unique needs is exceptional. In her recent role as an Early Learning Resource Consultant, Sherri has been praised by many licensed Child Care Programs for the wealth of knowledge she shares, her connections with educators, and her developed relationships with the children she supports. Sherri's ability to share information in the form of stories and past situations has helped many educators understand how and when to implement strategies that support diverse needs. The educator's comment on being able to understand and make changes in their approach based on Sherri's coaching, advice, and recommendations.

Sherri, we are so impressed with the many years of mentorship and support that you have provided educators in both the H.S. McLellan Preschool & Early Learning Resources departments.



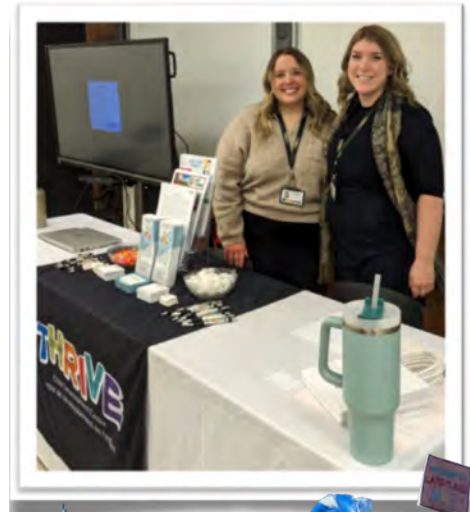
Thank you for being such a valuable member of our team!

CONGRATULATIONS TO EVERYONE!





What have we been up to?





OUR MISSION

THRIVE **empowers** children & their families to reach beyond what is expected, toward the extraordinary.



OUR VISION

A future of
possibilities!



OUR VALUES

We **believe** in:

- ▣ The voice of our children, youth & families
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