

*Staff deserve... support, open communication with clear expectations and helpful and honest feedback from each other and families that makes them feel valued. Staff deserve respect and trust from others that does not involve judgement. Staff deserve others that they can learn from and share support in difficult situations that arise throughout the day. Staff deserve cooperation and an environment that encourages teamwork. Staff deserve a voice that will advocate for them through board members, Manitoba Child Care Association, Manitoba Early Learning and Child Care and the Manitoba Government.*

*Children Deserve... a Safe Environment where they can be free to explore and be in charge of their learning. Children deserve to have a stable and routine environment that lets them feel free to express themselves with patient staff that embraces trial and error as a great way to learn. This nurturing environment will encourage children to become responsible.*

*Children deserve to have Positive Relationships where others respect their individual needs. They deserve to have friendships and feel a sense of belonging. Children deserve respect for their personal space and people who know, understand and recognize each child's limits. Children deserve affection and responsive care.*

*Children deserve a voice from others that will advocate for them when they are unable to.*

Parents deserve...Respectful and professional staff that regards confidentiality as the utmost importance. They should also see lots of positive and encouraging comments that show families we are continuously working on creating healthy relationships. To create strong relationships families deserve to see staff that is involved in teamwork and collaboration with parents to ensure the best care for every child that attends. Each family and child is unique and deserves our extra effort that will help create an environment that everyone feels included and welcome.

Parents deserve lots of Communication in many ways to ensure everyone has a clear picture of what happens in our centre. Parents will get information about their child's day through daily conversations, newsletters, twice/year portfolios that celebrate their child, white boards or other notices on the front door of the day care and individual ones for each room. Picture frames posted throughout rooms show what children are involved in and infant journals also notify parents of their child's daily events. Parents deserve to be supported by staff and feel a sense of peace of mind throughout their work day while their child is attending day care. Parents deserve to be involved in any way they feel comfortable with the centre by volunteering, visiting, parent board, fundraising, donating time and items and making valuable suggestions. Parents deserve for staff to be respectful of their requests for their child.