

2022

Parkland Players Report

2022 – ANNUAL REPORT
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Parkland Players Truth:

Our goal is to be the leading early-age educator and childcare provider in Tri-Cities. Parkland Players has operated and structured its childcare in a format that helps improve childcare education and quality. It believes in leading by example and sharing its knowledge internationally; Parkland Players can help build a better world.

Goal Leading early age educator and childcare provider in Tri-cities

Mission Educate beyond borders

Vision Build the foundation for growth

Philosophy All children are equal and unique individuals. We accommodate each child to their rate of development.

Objectives

- Home away from home: Providing a safe and loving environment
- Leading education center for early age
- Strong family communication
- Staff retention
- Staff improvements
- Outreach programs
- Community engagement
- Value driven

Values

Parkland players:

- Leads by example
- Works together
- Respects and believes in everyone
- Stays educated
- Encourages educators and children to learn to be creative and independent
- Is dedicated to empowering both its children and educators
- Committed to its community
- Will always provide the safest environment
- Above all, acts with integrity

Parkland Players has focused on delivering on its goal over the past few years. In the following pages, we have highlighted some of Parkland Players' achievements. We are confident in saying Parkland Players is the leading educator and care provider in Tri-Cities.

Positively Impacting the Community

Below is a summary of Parkland Players' approaches to better the quality of life of its staff, clients, and whole community.

Community engagement and partnerships

Parkland Players' core values are supporting, bringing joy, educating, and lifting community spirit. Its recent activities include:

- Port Moody Rotary Club Ribfest – Parkland Players volunteered and provided a booth for the kid zone during the three-day ribfest
- Coquitlam Teddy Bear Picnic – Parkland Players sponsored and provided an art booth for children.
- Artisan Community Support – mural painting of the portables to allow an attraction point within the community while lifting everyone's spirits after the pandemic.
- Senior Support - We partner with a senior care facility in our local community, bringing wisdom, value, and elderly love to children
- Summer Camp beach cleanup activities
- And, most importantly, Parkland Players partners with the following:
 - Artist from Kwikwetlem First Nation to complete our mural painting
 - Kwikwetlem First Nation Education Sector to bring [First Voices](#) Educational Material and solutions to our center

Volunteering and providing meaningful donations

Over the years, Parkland Players has provided both volunteering hours and cash contributions to support the most vulnerable members of its communities in Tri-cities. Some of the most recent activities are:

- Christmas light decorating of THE MANOR senior house
- Rotary Club of Port Moody shred-a-thon fund raising
- Volunteering at Ribfest
- Ride for Hearing fund raising
- BC Cancer Research contributions
- Kinsight Partnership to help provide children with extra support

Improving the work environment

Parkland Players is constantly working on improving the center to provide a home away from home for our educators and children. Every year, it dedicates its long weekends to the center's physical improvements. Some of the latest upgrades to the center in the past two years are:

- Playground expansion for children under five
- Additional storage
- Changing flooring and lighting
- Addition of kitchen and sanitizing machinery

- New cabinetry and organizational shelving

Extending the knowledge

Parkland Players extend their knowledge to outside entities via an online app, "Bitaa Activity Book (www.bitaa.com)." Bitaa is an online application developed by Parkland Players.

Bitaa provides a repository of activities to build a broader sense of confidence in the learning environment for educators while focusing on building the eight core developmental domains, namely cognition, social and emotional development, physical development and health, language and literacy, creative arts, mathematics, science, and social studies.

Bitaa is a free app, and it is being used with centers and non-profit organizations across the world.

Staff retention

Parkland Players provides an extensive staff retention program. Most significantly, our full-time staff are provided with an extensive health benefits package starting from their first work day after their probationary period. During the pandemic, Parkland Players retained all their staff, and at all times, they have financially supported their staff by providing competitive salaries and additional holiday bonuses. Parkland Players' monthly staff meetings and quarterly events are based on team building and understanding each other's values.

Building strong communication lines

Parkland Players focus on building a strong communication line with families via report applications, monthly newsletters, and a strong social media presence. Over the years, it has focused on providing families with peace of mind about their child's safety and the quality of their education. At Parkland Players, we know that family involvement is vital, allowing them to see the efforts within the center firsthand. It has built a great communication line using an online application that provides daily updates and a timeline of events to families within the center.

The application allows Parkland Players to provide educational content on children's activities and the result of their work; this helps parents understand their child's strongest domains of development. This communication leads to our philosophy that all children are equal and unique individuals. And now, together with families, we accommodate each child to their rate of development.

Families are also provided with monthly newsletters, information on center events and plans, links to articles, community events, and sponsorships in which to participate.

Parkland Players publish monthly articles allowing families and communities to expand their knowledge on child safety, health, and education.

Parkland Players' unique and Innovation Products, Programs & Services

Bitaa Activity Application

Parkland Players has developed a free app that is used worldwide. The app was created to support childcare providers and parents in various settings with innovative age-appropriate programming for the child. Furthermore, the app focuses on constructing lifelong learners. The goal of this resource is to provide a starting point and inspiration to build on.

Parkland Players application, Bitaa, provides a unique solution both locally and internationally:

- **Empowering:** By empowering parents to gain a better understanding of how their children learn, empowering educators to provide child-focused programming, and empowering children to direct their learning experiences.
- **Education:** A collection of diverse activities adds to the education conversation that allows educators to develop their approaches and allows children to understand further who they are as active learners.
- **Developmental domains:** The activities contained in this resource focus on the core developmental domains of art, music, physical/ motor skills, literacy, mathematics, science, and social/ emotional skills.
- **Achievement:** By using this app, you can expect to see increased engagement from parents, educators, and children as they collaborate in the learning process.

Internal staff support and retention

Pandemic Staff Retention

During the global pandemic, Parkland Players retained all their staff providing care to children of its community front liners. The younger experienced staff attended the center to care for the front-liners' children. Staff who attended the center were compensated with bonuses as extensive routines and guidelines had to be followed to maintain the center during the pandemic. Considering staff health and age, Parkland Players provided a salary to staff to provide online educational videos. Weekly zoom sessions were also provided.

Educating and Providing support during the Pandemic

During the pandemic, as many businesses suspended their operations, Parkland Players provided in-person support for the children of front-line workers and online support for all other families. During this time, Parkland Players expanded their social media approach by creating content online, including hundreds of educational videos and weekly zoom sessions to keep the children engaged with their educators.

Staff Support Programs

Educators are provided with a competitive salary that gets adjusted to the market annually. They also benefit from the annual holiday bonus that supports them through the New Year holidays. Most significantly, the full-time staff is provided with an extensive health benefits package starting from the first work day after the probationary period.

Quarterly, Parkland Players plans an event for its staff so everyone can have a day of joy with amazing food and music to explore each other's cultures and values.

Value-Based Operation

Monthly staff meetings are arranged to address our educators' needs and practice team-building activities, allowing the owner to identify educators' interests and passions. This allows indirect support to each of the quality educators to improve their quality of life by valuing and supporting their causes and interests.

Social Responsibility, Community, and Business Impact

Community Partnership

Senior Housing

We partner with a senior care facility in our local community, bringing joy to seniors while children experience the value of giving back to the community.

First Nation

Parkland Players partners with:

- Artists from Kwikwetlem First Nation to complete our mural painting
- Kwikwetlem First Nation Education Sector to bring in [First Voices](#) educational material and solutions to our center

Meaningful Sponsorships

Over the years, Parkland Players has provided many sponsorships to various community sectors, mostly toward supporting local businesses and partnering with them to ensure we are all working in a sustainable community. Beyond sponsorships, Parkland Players provides volunteering hours, donations, and other contributions. We are committed to sponsoring at least one Tri-city chamber event and one charitable event annually.

Value Focused Operation

We review our value propositions with our staff annually and align them with the community. It is important to us that every educator can feel and believe their work and efforts are impacting the world. We maintain an environment that allows change to better everyone's lives.

Parkland Players have evolved into a hub from which all other childcare providers and education centers can gain information and solutions to improve their education systems. Parkland Players is dedicated to improving childcare education.

Volunteering and Donations

We are strong believers in the Act of Care. We believe in a better world where everyone has a chance in life. We are creating a meaningful life that our staff and families can enjoy. Over the past year, Parkland Players have been involved in many volunteering hours and contributed financially to many community sectors.

Some examples are Port Moody Rotary Club Ribfest, Coquitlam Teddy Bear Picnic, sponsoring the artisanal community, volunteering with seniors, volunteering on environmental activities like beach cleaning, and getting involved in multiple Rotary community activities.

Exceptional level of leadership

Quality Business Performance

Authorial Approach

Over the years, Parkland Players has improved its processes and procedures to provide the best quality early-age education and care. Parkland Players provides extensive content from its policies and procedures to the public. It allows other facilities to benefit from the extensive knowledge and information created. As a leader in this field, Parkland Players must constantly improve and help others benefit from its knowledge and education.

Outreach Programs

Parkland Players' outreach programs are created to identify themselves as leaders. Parkland Players aim to be educated and improve and help others. Below is the list of actions included in the Parkland Players outreach program:

- Custom educational web application open to the public www.bitaa.com
- Publishing educational articles <http://parklandplayers.com/blog-articles-news/>
- Open policy book <http://parklandplayers.com/parents-info/>
- Monthly newsletter <http://parklandplayers.com/blog-articles-news/> (bottom half of the page)
- Substantial social media presence ([Instagram](#), [Facebook](#), [Youtube](#), [Linked-In](#), [Twitter](#))

Parkland Players have become a hub that all other childcare providers and education centers use to gain information and solutions to improve their education system. We are dedicated to improve the childcare quality.

Act of Care

Parkland Players believes in giving back and helping to improve its surrounding community.

- Children and Family Support
 - o Parkland Players has opted-in to programs that provide multiple subsidies to families. Most recently, Parkland Players has opted-in the Child Care Fee Reduction Initiative (CCFRI) along with the Affordable Child Care Benefit (ABC).
 - o Parkland Players assists children with extra support. Partnering with Kinsight extends their support to families beyond the center.
- Educator Support
 - o Educators are encouraged and financially supported to get special certificates.
 - o Immigration support like MLIA.
 - o Other personal and social support.
- Involvement in community events
- Volunteering alongside non-profit organizations in Tri-cities

Nomination for Tri-Cities Chamber excellence awards

Business Excellence Awards 2023 received 100 nominations from a total of 80 companies, nonprofits, and organisations.

Hillcrest and Parkland Players Ltd. leads the pack with four nominations in three of the eight categories for the yearly event.

We are grateful and appreciate trust and support of the community which made it happen.