



ANNUAL REPORT 2018 – 2019

Cherishing Each and Every Gift

ABORIGINAL INFANT DEVELOPMENT PROGRAMS OF B.C.

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MESSAGE FROM THE AIDP PROVINCIAL ADVISOR

This has been a year to re-energize as we rebuild the provincial office team. Our AIDP/ASCD Administration Assistant Jessica Mugford has been with us for 1 year and Jackie Watts joined our team in September as the new ASCD Provincial Advisor. Mary Burgaretta joined our provincial office team in January as a child care planner for the 25 B.C. friendship Centre's.

We are feeling the loss of loved ones this year. We lost colleagues, parents or children on our family caseloads, Elders and our parent rep for our provincial advisory committee. We think of them, and experience the loss along with our families and colleagues. Cindy Packer was our parent rep, a wonderful, caring mother and a compassionate peer in helping other parents and families. It will be hard to replace her. Our office donated to the purchase of a bench at Cindy's favourite park.



Just when we thought we were ready to change our name from Aboriginal to Indigenous IDP, discussions are ongoing. We continue to hear pros and cons. Hopefully any decision made will feel inclusive and everyone will feel heard. We have updated our logo to help identify us by including some art within our original logo.

In the meantime, we celebrate 27 years of AIDP and are feeling wonderful about the longevity of our program. Consistency in programs and services is one indicator of success in engaging and working with families and building respectful and trusting working relationships. I have been in the field of AIDP since its inaugural year in 1980 for 3 years and returning in 1992. I feel honoured to continue in my role as the provincial advisory for AIDP for 17 of my 30 years in AIDP. I raise my hands to all for another year of working with committed AIDP professionals who love their work and love the children and families they work with.

Lastly, we hear often that "Our Children are Our Future". Well... they are here! I see our future in my 3 grandchildren. The work we have been doing for the past 30 years in total, is making a difference, one child or one family at a time. We do this with love, respect and compassion.



(Corbin, Hannah and Chloe – The Next Generation of Our House)

Respectfully Submitted:

Diana Elliott

Diana Elliott – AIDP Provincial Advisor

AIDP BACKGROUND INFORMATION:

As we discuss changing our name from Aboriginal to Indigenous, I am reminded that when we first began from 1980 to 1983, we were known as “The Native Infant Program” or NIP. As we are currently known as Aboriginal Infant Development Programs (AIDP), we reflect on where we started.

In a 1981 newsletter article, NIP was called “*an innovative intervention program unique to British Columbia*” The innovative aspects of the NIP at that time were unique by their design and implementation. **(Note: this reflects terminology used at that time)**

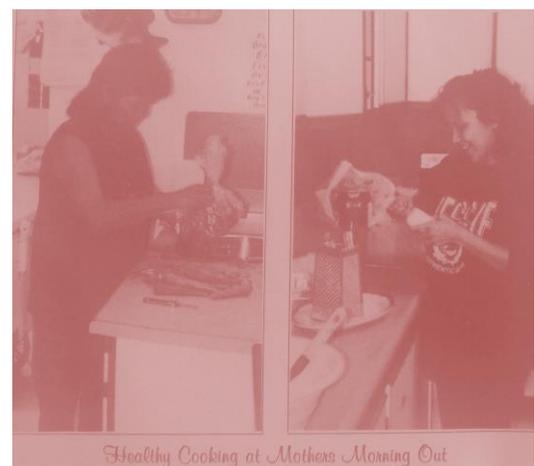
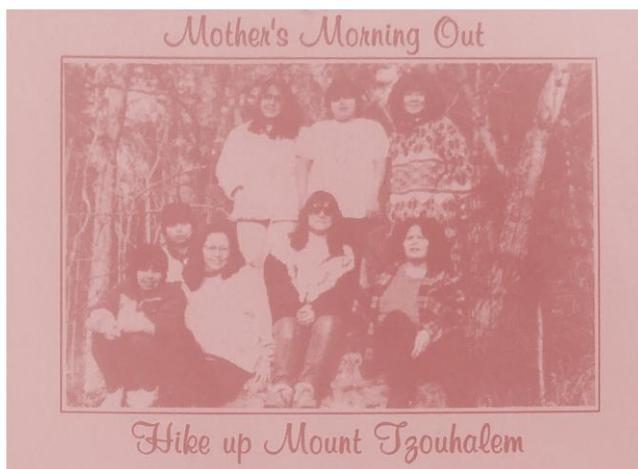
1. The program was initiated by the Native Bands themselves
2. Native women were trained as infant workers and then employed in their own communities
3. The curriculum combined modern developmental ideas and traditional Native teachings.

The NIP had four specific objectives:

1. To assist parents in understanding the basic principles of normal growth and development.
2. To encourage further development of the parenting skills of Native parents so that they may provide meaningful stimulation to their children in all areas of development.
3. To provide parents with support and guidance and to act as a community resource liaison person for each family.
4. To provide an awareness of traditional Native childrearing practices for children.

(Winter 1981 newsletter – Day Care Council of America)

The Native Leaders are concerned about the future of their young people and recognize the importance of the early years. The NIP provides home visiting support to families from 5 neighbouring nations on Vancouver Island and was administered by the largest nation. At that time, we provided targeted support to “high risk” families. In 1992, the NIP, now known as AIDP, returned to communities and families through tripartite health transfer agreements between Nations and the provincial and federal governments. We grew from two on reserve AIDP programs on Vancouver Island to 48 AIDP across B.C. and are located both on and off reserve. (Photos below – Cowichan Tribes AIDP – 1995)



AIDP TODAY AND OUR LOGO – PAST AND PRESENT:

Our objectives have not changed that much in 27 years, but are maybe more defined, refined and enriched. Our main purpose and outcomes are rooted in our history of AIDP.

- Today we have a much stronger understanding of the detrimental factors that changed our parenting knowledge and capacity, i.e. residential schools, 60's scoop, loss of culture and language.
- Today we realize that because of the detrimental factors, parent development is as important as child development. We have this philosophy that if you “mother the mother” or parent the parent”, they in turn will learn and know how to parent their children.
- Today, we are liaisons, advocates, champions, voices and bridges for families and many other resources in health, education, social services, food security, housing and so many other needs that are important to the families that we work with.
- Today all AIDP ensure that all our programs are rooted in traditional teachings, knowledge and understanding of raising happy, healthy children in early and lifelong learning. We use many “universal” practices to support the local teachings of Elders such as the medicine wheel and the different philosophies the medicine wheel, The 7 Sacred Teachings, smudging, brushing ceremony, sweat lodge and activities that include singing, dancing, drumming, making and wearing regalia, traditional foods to name a few for both the parent and their children. Ceremony is important to learn, practice and live.

This year, we updated the AIDP logo and created a logo to celebrate home visiting. We have not replaced our original AIDP logo, but have added one that represents the home visiting component of AIDP. Home Visiting is the most important part of our work with Aboriginal children and families. Home visiting has put AIDP professionals in the place of an “Aunty” or extended family member. In our Aboriginal communities, whether on reserve or in an urban community, it is an honour for AIDP to work together with the family in the home. It is a positive, helpful way to support our families as part of an Aboriginal ECD program based in the culture of the families. Home Visiting is an effective method to support families, particularly when they are part of a comprehensive and coordinated system of services that include infant and child development information, parenting support and education, early intervention and prevention toward early and lifelong learning and happiness. While we like our AIDP logo, it only shows the mother and child, in the new home visiting logo, it also shows a father. The 4 faces in the background represent Grandparents and Ancestors, generations of family, and those who still guide us through our teachings

(2005 to 2017)



(2018)



Home Visiting (2018)





(Photos courtesy of the Namgis First Nation AIDP)



AIDP/ASCD PROVINCIAL ADVISORY COMMITTEE:

With the status of our committee, from a steering committee to advisory committee, we have held to in-person meetings this fiscal, and 2 working group meetings for two specific topics which included a planning session in Victoria to prioritize the work of the provincial office and regional advisors. We discussed communications and creating a fan out process to minimize duplicate information, determine what standard information is and what important information is and who will share, the regional advisors or provincial office. We also utilized the regional advisors to participate in the review of the Assessment Training Module that will be developed and made available on line in the future. This is the first year that we have moved our meeting locations in different parts of the province. Our meetings were held in Richmond and Kelowna. The regional advisors help host the meetings in their region.

AIDP VISION, MISSION, PHILOSOPHY STATEMENTS (2005)

Vision

All Aboriginal Children born in British Columbia
Will be born healthy and free from
Preventable disabilities or delays. We envision
Our children being raised in loving, safe
Homes, within healthy, supportive, caring
Communities who practice cultural,
Meaningful values and beliefs.
We also envision healthy, strong communities
Where the necessity of intervention programs
Is reduced and everyone is treated like a gift
From the creator.

Mission

Every child is a unique gift from the Creator.
The mission of Aboriginal Infant
Development Programs is to honour this gift
By supporting the development of Aboriginal
Children within the context of the family,
Community and culture by offering access to
Culturally appropriate early intervention and
Prevention support programs

Philosophy

Community based, Community driven,
Culturally specific programs and services
Will best meet the needs of
Aboriginal Children and Families.

AIDP Paddle Poem ©

Let us paddle on our journey together

Let the first stroke be respect

From there we can paddle with unity

And to paddle with understanding

So we can paddle with strength

Also paddle with courage

But to paddle with gentleness

So we can paddle to receive knowledge

And to paddle towards achievement

This will enable us to paddle to success

With every stroke being a goal

Gift from Nuw Chah Nulth Elder - 2003

The paddle has become our symbol and this poem a message from AIDP. I received this poem as a gift at the same time I started as the AIDP Provincial Advisor in August 2003. We acknowledge (late) Howard "Moby" Dick of Tseshaht First Nation as the author of the poem.

This poem cannot be used without permission from the AIDP provincial advisor. (advisor@aidp.bc.ca or 250-388-5593)



AIDP CONTRACT DELIVERABLES:

As per our contract, there are seven objectives to achieve throughout the year. Here is a snapshot of accomplished or ongoing activities of the AIDP Provincial Advisor:

1. SUPPORT SERVICES:

a) Direct supports to AIDP was achieved by:

- 8 – Number of AIDP visited this year
- 2 – Number of agencies visited who want to implement AIDP. We were successful in getting funds for one AIDP on Vancouver Island. The other has not had success to date but I will continue to support this agency.
- Numerous phone calls, e-mail requests for salary grids, circulating job postings, AIDP interview questions, job descriptions, funding for AIDP, education criteria for hiring, AIDP practice guideline manual, professional development funds, referral process and memorandum of understanding template, request for our AIDP brochure to name a few.

I also attended a few visits with Jackie Watts for orientation and support as she introduced herself to ASCD.

b) Indirect supports was achieved by:

- I had an increase of phone calls this year requesting AIDP information for families in communities, asking for names and contact information. In most cases, we did have an AIDP in the community. There were a couple of cases that I had to recommend they contact our sister IDP program because we did not have an AIDP close enough.
- Ensuring that the AIDP regional advisors had information to circulate relevant to AIDP.
- Ensuring AIDP got current information regarding training, research, reports or other documents either by e-mail or our quarterly newsletter.

2. PROFESSIONAL DEVELOPMENT AND TRAINING:

Much of the training/workshops I provided this year were variations of:

AIDP 101	Home Visiting
Family Centred Practice	Cultural Safety
The TRC and ECD	Working with Aboriginal Children with Special Needs

Many of my program visits included orientation of our program and objectives to new AIDP staff and management. We provided the AIDP Policy Guideline Manual to a number of programs, in person or by mail.

I continue to participate on advisory or planning committees for training or conferences. We have the Early Years Conference coming in in 2020. Advance notice and call for abstracts are have been circulated.

Professional Development Funds:

Our numbers were up this year from last year when we provided funds to 18 academic request and 59 professional development requests for a total of 77. This fiscal saw 14 more of our professional's access funds. We spent all of this fiscal year budget and the carry-over funds from last year. See chart below.

QUARTER	IDP	AIDP	SCD	ASCD	ACADEMIC	PRO D	TOTAL
1	1	2	10	3	5	11	16
2	8	9	10	5	15	17	32
3	5	4	2	2	4	9	13
4	16	9	3	2	14	16	30
TOTAL	30	24	25	12	38	53	91

The most frequent requests for funds for professional development were for regional in-services, Circle of Security, provincial conferences and the most requested for academic included Infant Massage, UBC courses, and a number of different specialized courses.

3. RESEARCH, DISSEMINATION OF INFORMATION AND DATA COLLECTION PLAN:

AIDP data collection is in progress as of this writing and unable to report. We have simplified the AIDP data questionnaire with fewer questions and hope that the information we get is still important and useful. AIDP is in negotiations with Alison Gerlach regarding new opportunities for research with UVIC. I am still connected with HELP at UBC on their Aboriginal Advisory Committee.

5. SERVICE OVERSIGHT: This deliverable is mainly the responsibility of BCAAFC.

Our office has delivered the required quarterly reports to MCFD and BCAAFC. We are also request from time to time to submit reports to BCAAFC for their executive/board meetings. Both the AIDP and ASCD provincial advisors submit their own reports for their programs.

BCAAFC has had some staff turnover recently but the new finance staff is working to learn about all the budgets and finances, including the AIDP/ASCD provincial office. The year-end financial report will be submitted with this report.

With our own staff turnover this fiscal year, BCAAFC and MCFD have been very supportive during learning and transitions.

6. STAKEHOLDER ENGAGEMENT:

This activity is ongoing throughout the year. As the provincial advisor, I was invited to participate in supporting AHSABC to review applications for 12 new urban Head Start programs, and with FNHA to begin the process of reviewing need for on reserve Head Start. Near the end of the year, I assisted MCFD – Service Delivery Areas (SDA) – Directors of Operations (DoO) to review the need for enhancing AIDP funds. This meant many connection calls and/or e-mails to our AIDP programs and regional advisors. For the most part, I feel or hope that we were able to provide information to MCFD and provide support and guidance to

AIDP and some communities to highlight the need to increase AIDP services for the agency or community. I hope this process of networking and communication with the SDA's, continues and improves. We have expanded our reach to include the topic of Autism and hope to increase and improve our support for children and families related to ASD.

HIGHLIGHTS OF ACHIEVING CONTRACT DELIVERABLES:

It has been a bit of an overwhelming year. As I look back, I don't recall such a year of change and pressure. I feel a highlight for me was surviving the provincial office staff turnover and shortage for much of the year. Once things settled, I realized at times I was just maintaining. And when things pieced back together I started to breathe again. I am so grateful for the kind support I received during this time, from MCFD, BCAAFC and many colleagues. I appreciate Jessica Mugford's love of her job as the admin. asst. and for Jackie Watts who has so many years of experience and that she chose to join our provincial office team.

- One highlight for me is seeing how ECD is embracing the Truth and Reconciliation Commission (TRC) Calls to Action. Each workshop I facilitated, either for Aboriginal or mainstream professionals, I saw true sincerity in wanting to learn and see how people and programs could improve their knowledge and relationships from a place of understanding and respect.
- The 2020 Early Years Conference, although it will not happen for another 8 months, as a member of the planning committee, it is rooted in the spirit of cooperation and the TRC. The title is taken from one of our Aboriginal Leaders "Listen Together, Learn Together, Act Together"
- Our connection to UBC and the PACE (Parent Child Early Coaching Project) has provided us an opportunity to be involved in CIRCA (Centre for Interdisciplinary Research and Collaboration in Autism). This in turn has included the Partnerships Project committee to develop an autism training module. This is in the preliminary works, but we would develop a module to complement existing training that would have the voices and experiences of Aboriginal children, their parents and adults living with autism.
- Related to training again, it was a great experience to participate in the development of two training modules for the B.C. Association of Child Development Interventions (BCACDI). These two modules were 1) Trauma Informed Practice 2) Cultural Safety.
- With a few setbacks, we managed a contract for the development of an online training module for the "Assessment of Young Children". We had an advisory committee and a working group that guided the contractor for the creation of this training. We delivered this module on time to MCFD with the goal to format the training for online in the next fiscal year, so this is still in progress.

SUMMARY:

- Lesson learned: Because we receive a contract from the government for a project, it did not mean we necessarily had to do the coordination. In hindsight, it would have been more productive to sub-contract someone to oversee and facilitate the Assessment Training Online Module work and allow us to be more of a participant throughout the process. We got the work done and submitted to the government, but I see now that having someone to manage the contractor, the advisory committee and a working group would have been more productive. We look forward to the next steps in formatting it to an online training module.
- We (AIDP provincial advisor) have finally joined the social media Facebook world! It has not been as onerous as I thought to maintain and update. This site has been used to post jobs openings, workshop/conference information such as the 2020 Early Years Conference and local and regional professional development opportunities. We also post inspirational quotes, links to articles, current information from the news etc.
- We need to all continue to work on education, recruitment and retention of professionals for AIDP. As mentioned before, we have noticed that many positions out of necessity have been filled with non-Aboriginal ECD professionals. With the new AHS on First Nations Head Start Programs recruiting staff, staff taking maternity leave, retiring, leaving the field for hire paying jobs, or leaving a community that they cannot afford to live in, we have had a few programs with turnover and difficulty filling positions in a reasonable time.
- The longevity of the AIDP program is an indicator of success in working with children and families in the home to support parents to provide safe, loving homes, or to support struggling families find their way in parenting and raising their children successfully for their early and lifelong learning. Family centred, culturally responsive programs and services will make a difference by enriching family obligations to their children.

Having noted the above, I acknowledge all the AIDP front line staff, regional advisors are doing their best to provide quality in practice as ECD professional's in child and family development. I appreciate their time and budget constraints as they continue to provide families with what they want and need. Our children are outdoors, using their imagination, families are gardening, and spending quality time together and ensuring are children are happy and safe.

RECOMMENDATIONS:

The following recommendations from the provincial office with input from AIDP regional advisors, AIDP program management, front line staff and observations throughout the year.

- 1. The government consider reviewing the funding and expectations of the AIDP regional advisors to create a more equitable funding formula and job descriptions for AIDP regional support. Some regions only provide regional in-services and very little to no clinical support which is important for new AIDP professionals. We need to create some universal funding and expectations with flexibility and space for individual support that reflect the AIDP needs, geography (rural and remote).**
2. The province, provincially and regionally, continue to support AIDP as a successful, ongoing program for Aboriginal children and families and ensure that any funding opportunities are shared with the provincial office, regional advisors and Aboriginal communities in a timely, equitable approach to support AIDP with opportunities to enrich their programs and services.
3. After connecting with the new Directors of Operations throughout the province, maybe the DOO's can attend some of the quarterly meetings to continue to facilitate communications on behalf of IDP/AIDP/SCD/ASCD and the provincial and regional advisors.
4. Support for AIDP in bringing visibility to the work that is often overshadowed by child protection and childcare issues and needs. Recognize the value of early intervention and prevention directly to parents and families.
5. All continue to work together to build bridges between mainstream and Aboriginal programs and services to support community and regional training, mentorships, partnerships and collaboration.
6. With the update of the AIDP Practice Guidelines completed in 2016, it would be appreciated by MCFD to focus some funds to update the AIDP mentoring manual. We have learned a lot more about what new AIDP professionals need since our first edition in 2007 and many, not just AIDP, have referred to or used this manual which is still in circulation.
- 7. Support for Infant Development Programs (IDP). The IDP manual has not been updated since 2004. It would be nice to raise up our IDP colleagues and provide funds to update their IDP policy and procure manual for renewed quality of practice that is current for the changing population of IDP professionals. This would benefit AIDP as well to improve networking, information sharing, mentoring, relationships and protocols in working with Aboriginal colleagues and families.**



We are on this journey together. The children are the reason, at the head of the canoe. The adults support the children, in the middle of the canoe. The leader or Elder is in the back, guiding us and ensuring our safety and working together. This is our life journey.

ACRONYMS USED IN THIS REPORT:

- HELP – Human Early Learning Partnership (Population Health Research at UBC)
- UBC – University of British Columbia
- FNHA – First Nations Health Authority
- AHSABC – Aboriginal Head Start Association of B.C.
- ASCD – Aboriginal Supported Child Development
- TRC – Truth and Reconciliation Commission
- RFP – Request for Proposals
- BCACDI – B.C. Association of Child Development Interventions
- PACE – Parent and Child Early Coaching project
- CIRCA - Centre for Interdisciplinary Research and Collaboration in Autism
- BCAAFC – B.C. Association of Aboriginal Friendship Centres
- MCFD – Ministry of Children and Family Development
- SDA – Service Delivery Areas
- DoO – Directors of Operations.
- ASD – Autism Spectrum Disorder



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The End