

The Official Newsletter of the Institute of Early Childhood Development

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Note from the Editor

Greetings to our valued readers!

It is always a pleasure to share with you, our newsletter, where we bring you our latest news and highlights!

In this 14th issue of our newsletter, we kick-off with a commemoration of IECDs 10th Year Anniversary featuring the institute's key milestones, and snippets of the 10 month-long campaign 'Small Steps: A Happy Future'.

To follow this milestone event, we have the pleasure to share with you, dear readers, a piece on the sensitisation campaign on the implementation of the new Early Childhood Development (ECD) Act, which came into force in January 2023, after being assented by H.E. President Wavel Ramkalawan, in December 2022.

Furthermore, we are delighted to share with you an array of articles and news pieces from IECDs topical activities, ECCE initiatives amongst other projects undertaken during the course of the recent months such as:

- New Faces in ECCE
- Recognition of Prior Learning Programme/Initiative with a second cohort
- Evaluation of the National Action Plan 2021-22

On a final note, recently we have witnessed one of the major developments in ECCE. This relates to Cabinet of Minister's approval of the revised 'Seychelles Framework on Early Childhood Care and Education' (2022). The Framework seeks to advance the national agenda and priorities in ECCE through a multi-sectoral and inter-agency efforts to sustain and improve ECCE services, and hence will have an impact on children, their families, and the ECCE system.

As per usual, we would like to thank our faithful readers and audience for their interest and continued support. We hope with great eagerness that you will find this issue of our newsletter as insightful and discerning as the last one.

A happy reading to all!

Mrs. Shirley Choppy
Chief Executive Officer
Institute of Early Childhood Development



Sensitisation Campaign on New Early Childhood Development Act 2022

In December 2022, President Wavel Ramkalawan assented to the new Early Childhood Development (ECD) Act 2022, providing the Institute of Early Childhood Development (IECD) with a legal basis to operate as a Category 2 Centre for Early Childhood Care and Education (ECCE) under UNESCO. The objective of this new legal framework is to align the IECD Act of 2014 with more modern criteria and obligations set by UNESCO, enabling the Institute to enhance its capacity to provide technical assistance and support to other countries.

As part of its sensitization campaign on the new ECD Act 2022, IECD conducted several sessions with partners and stakeholders to ensure their understanding of the new law and prepare them for upcoming changes. The first session, held on January 23rd at Care House with IECD's Management and Staff, was facilitated by CEO Mrs. Shirley Choppy, Mr. Selby Dora, and Ms. Amelie Nourrice. The Chairperson and Vice Chairperson of the IECD Board, Captain David Savy and Mrs. Sonia Mancienne, respectively, were also in attendance.

Following this, a series of sessions were conducted in March on both Mahe and Praslin with registered childminders, registered childcare service managers, and partners and stakeholders from various sectors such as the Ministry of Education, Department of Social Affairs, Public Health, Health Care Agency, Seychelles Fire and Rescue Services Agency, Family Department, Employment Department, and District Administrators.

Participants were given the opportunity to ask questions, raise concerns, and clarify any issues they had with the new law. Some of the concerns raised were regarding the repercussions of offenses committed by childcare service providers, the appointment of inspectors, and the readiness of children before entering crèche.

In a statement, CEO Mrs. Shirley Choppy emphasized the importance of the sessions and stated, "We believe that this sensitization campaign has been essential to ensure that all partners and stakeholders are aware of the new ECD Act 2022 and are ready for the changes that it will bring."



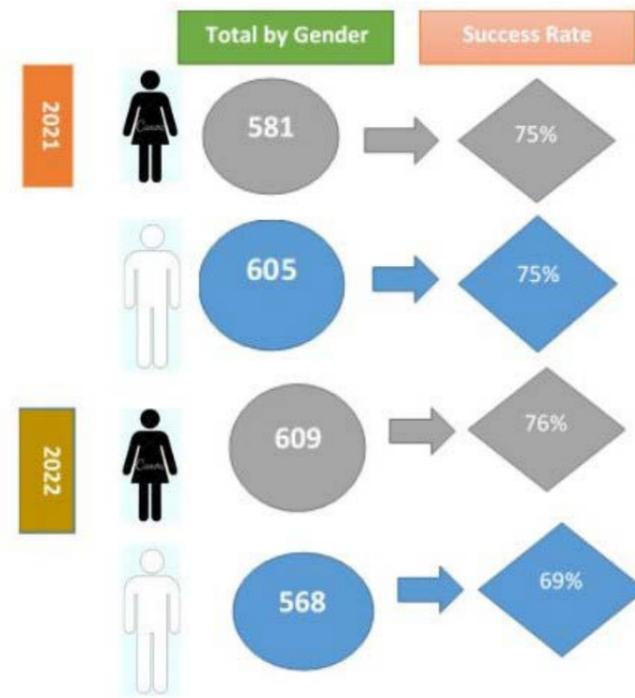
4th Edition of Early Learning Readiness Assessment

Background:

The early learning readiness assessment for children aged 3-4 years old began in 2019 and assessed over 700 children in registered settings in 2020. The goal was to determine early learning readiness levels and challenges faced by childcare providers in implementing the Seychelles Early Learning Framework (SELF). This baseline information helps develop strategies for enhancing practices in registered childcare services.

IECD conducted a national assessment in 2021 for children in registered and unregistered childcare settings, focusing on providing a warm, supportive environment and establishing a national baseline for readiness.

The Assessment also provided baseline information of the level of readiness and developmental outcomes of children in unregistered settings, who would be entering crèche/pre-school. The assessment was again administered in the year 2022, as the first measure against the baseline set in 2021. For both years, in addition to the establishment of the level of readiness of the children, three hypotheses were tested as shown in the diagram below;



Some Results:

Summary Statistic by Gender

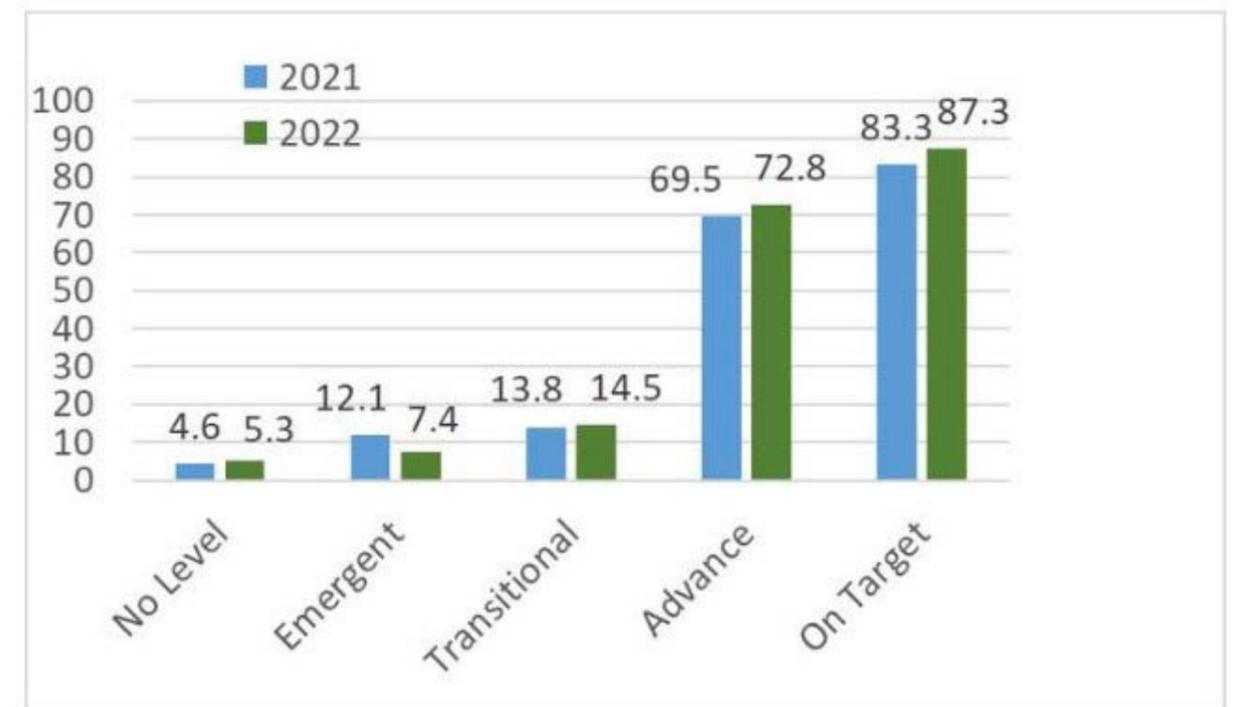
In 2021 and 2022, 1186 and 1177 children were assessed from Registered and Unregistered childcare services, with 49.1% female and 50.9% male in 2021 and 52% were girls and 48% boys in 2022, respectively. The response rate remains strong, indicating strong interest in learning programs and assessments by childcare providers and parents. The number of children was evenly distributed across regions, with a high concentration in the central region. Daycare services remained popular, and IECD and ECCE partners are working to bring services closer to communities.

In 2021, the success rate for boys and girls were identical and confirmed the hypothesis that there is no difference in the performance of the two genders.

In 2022 girls outperformed boys with 7% point's success rate difference.

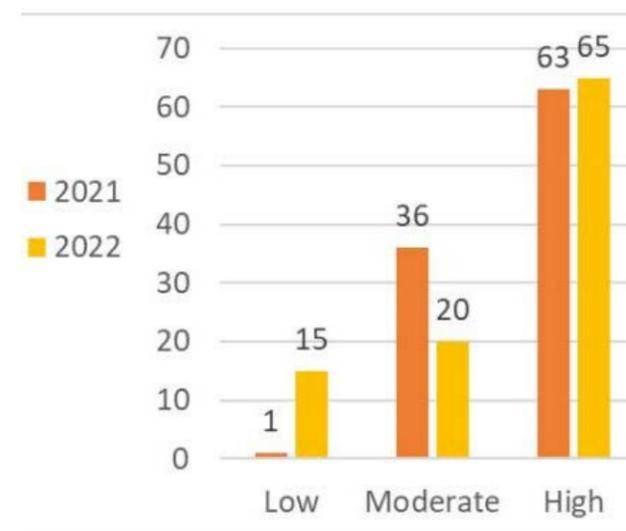
Efforts should be spared to reduce this difference.

Levels of Readiness (2021-2022)



Since the inception of the study in 2019, the performance of children has been also presented using different proficiency levels based on a 4-point proficiency scale, ranging from No Level to Level 4-Advance which described what a child can do. The readiness index for crèche or preschool is the merging of the transitional and advance levels. The results shows that the baseline level of readiness in 2021 was 83% and measurement against that baseline was 87.3% in 2022. A 4-point increase in 2022.

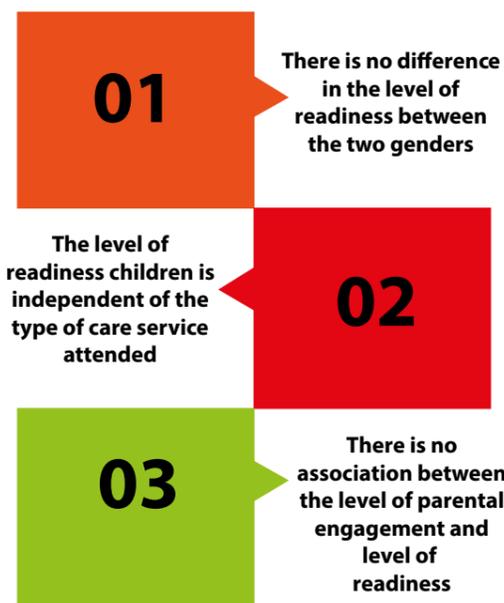
Level of Parental Engagement



The data shows interesting parents' characteristics, with the mother being the primary respondent in both years. The age distribution of parents was similar, with 80% between 20 and 40 in 2022. This age range is ideal for raising children, as most parents have completed schooling and are full-time employees. The likelihood of a child living with both parents was above 70%, in either a conjugal relationship or partnership.

The study also revealed the level of engagement of parents in their children's learning and overall development. In 2021, the baseline was set at 63% compared to 65% in 2022.

It also investigated if there is a difference between the level of parental engagement and the level of readiness. It was observed that parental engagement had a positive influence on outcomes.



Evaluation of the National Action Plan 2021-2022



Early Childhood Development necessitates cross-sector collaboration and coordination. Early Childhood Care and Education (ECCE) in Seychelles is coordinated through a two-year unified National Action Plan. IECD can testify to impressive impacts that the collaborative work brings to ECCE in the Seychelles. To date, each sector has implemented five National Action Plans (NAP) for ECCE. The NAP reflects a national commitment to prioritize early childhood development among the country's goals.

An evaluation, similar to the previous four NAPs, is undertaken at the completion of each 2-year implementation cycle to give information on the level of project implementation, the strategic influence of the plan, and its overall impact. The NAP 2021-2022 included 16 projects from five ECCE sectors: 4 from health, 2 from social affairs, 2 from education, 2 from local government and community affairs, and 6 from the Institute of Early Childhood Development.

Prior to carrying out the final evaluation by an independent consultant, Dr. Andre Leste, an annual national evaluation workshop was organized to enable the sectors to present their two-year implementation of their respective project progress to our key partners and stakeholders. The workshop was held on Friday 2nd December, 2022 and attended by key partners and stakeholders, and the sectors highlighted their accomplishments.

IECD took the opportunity to thank all the sectors for the hard work and tremendous effort put into the implementation of their respective projects in the National Action Plan and expressed gratitude for their commitment to work towards the successful completion of the projects so that they have a positive influence on our children in their early years. The statistics compiled indicated that 81% of the key milestones of the projects had been achieved.



Childminders' Bi-annual Annual General Meetings

In order to keep Childminders updated with information relevant to their Childcare services, the Regulatory Affairs Section organises Bi-annual General Meetings. These meetings are conducted at the beginning of each new year to set the tone and inform childminders on upcoming activities and at the end of each year to take stock of the achievements and challenges of the past year. The last two meetings were held as per below:

November/December 2022

- 01 Seychelles Pension Fund (SPF)**
 Mr. Darrel Bristol, the Head of Corporate Communication from SPF talked about the different types of contributions towards the Seychelles Pension scheme as well as the forms of benefits that SPF offers clients
- 02 Public Utilities Cooperation- Payment methods**
 Ms. Marie- Antoinette Laurence Senior Manager Customer Services and Debt Recovery from PUC was also present on Mahe to talk about the different options for bill payment, with special focus on the online payment method via the customer portal
- 03 Financial Assistance Scheme**
 Ms. Laurette Lebon, the Human Resources and Budget Management Officer, provided an overview on the financial assistance disbursed during 2022 and placed emphasis on the importance to follow proper procedures for submission of new applications
- 04 Newly enacted ECD Act 2022**
 The CEO Mrs. Shirley Choppy took the opportunity to speak about the new legislation, Early Childhood Development Act (2022) and its enforcement which would come in 2023
- 05 Reminders & other information**
 - Renewal process of Certification of Registration
 - New campaign on the 100% compliance to National Standards by Childminders,
 - Distribution of Early Learning Resources donated by the NECCE Trust fund



February/March 2023

- 01 Review of IECD National Standards for Home-based Childcare Services**
 Mrs. Nathalie Moustache informed the childminders about the ongoing revision of the IECD National Standards on Childminding Regulations (2016) in order to align it with the ECD Act 2022
- 02 Continuous Professional Development- 2023**
 Mr. Alix Joubert shared the upcoming plan for CPD for the year and reminded the Childminders on the importance to participate in all sessions provided
- 03 Review of Directory for Childminding Services**
 Ms. Maria Emanuel explained that a review of the document will be conducted to update information and photographs. Consent forms for parents would be provided accordingly
- 04 Early Learning Programme**
 Childminders were informed that the ELP will be rolled out during the year and that they will be provided with monitoring and support visits by the ELP team to help them with the implementation
- 05 Reminders & other information**
 - Procedure for Annual Leave and other correspondence to IECD
 - Renewal of Certificate of Registration
 - Submission of List of children enrolled in 2023

(IECD) officially gains statute as Category 2 Centre under the Auspices of UNESCO

The Government of Seychelles has taken a significant step towards advancing early childhood development with the enactment of the new Early Childhood Development Act 2022. As a result, the Institute of Early Childhood Development (IECD) is now officially recognized as a Category 2 Centre for Early Childhood Care and Education (ECCE) under the auspices of UNESCO. The agreement, which was signed in 2021, came into effect on June 1, 2023.

This momentous development underscores both IECD and UNESCO's commitment to fostering international cooperation in the holistic development of children and strengthening ECCE in line with the Sustainable Development Goals for education (SDG 4) and ECCE (SDG 4.2).

The recognition will allow IECD to serve as a pivotal hub for research, quality assurance, advocacy, knowledge exchange and collaboration in the field of early childhood development. As a Category 2 Centre, it will have access to specialized technical support from UNESCO and its affiliated partners, enabling it to make further contributions towards ensuring the quality provision of ECCE.

"We are delighted to announce the formal recognition of the Institute of Early Childhood Development as a Category 2 Centre for ECCE under UNESCO's auspices," said Mrs Shirley Choppy, Chief Executive Officer of the IECD. "This distinction highlights our dedication to promoting the optimal growth and development of young children, as well as our steadfast commitment to aligning with the sustainable

development goals on education and ECCE. We look forward to working closely with UNESCO, member states, and other local and international partners, to drive positive change and enhance early childhood care and education globally."

Under the leadership of UNESCO, the Institute will collaborate with key stakeholders, including government agencies, educators, researchers, and civil society organizations, to advance knowledge, policies, and practices in early childhood development. The IECD's inclusion in the Category 2 Centre network will foster international cooperation and facilitate the exchange of best practices to ensure quality ECCE services globally.

The transformation to a Category 2 Centre under the auspices of UNESCO, underscores IECD's remarkable achievements made towards the ECCE agenda in the country and beyond. As an extension arm of UNESCO, the institution aims at accelerating the progress towards achieving sustainable development goals and ultimately create a brighter future for children worldwide. Being the first organisation in the country to achieve such stature, IECD will require commitment and support from the government to fulfil its autonomous mandate and international obligations.

This great milestone would not have been possible without the unflinching support of the President of the Republic, the Cabinet of Ministers, the National Assembly, the IECD's Founding Members, and the commitment put forth by IECD's Board Members, Management and Staff, and the ECCE partners and stakeholders across the different sectors.



Supporting Childminders to Implement the Standard on Administration

The standard on Administration, being equally important as all the other National Standards, is a significant aspect in childcare services as it is in any other businesses. The IECD National Standards on Childminding Regulation (2016) stipulates that a Childminder should adopt sound administrative practices.

Having good record keeping practices in place helps Childminders to maintain compliance with the National Standards on Childminding Regulation and supports the delivery of high quality care for the young children in the service. It also ensures that the childcare service runs more smoothly.

During Formal Inspection visits in 2021, a small group of Childminders were identified to be having difficulty to implement the Administration Standard. Therefore, a project was devised to help the group of Childminders raise their understanding of the standard and consequently their level of compliance.

To initiate the project, a refresher training on the Administration Standard was delivered by external facilitator Ms. Marvel Simeon in May 2022 for a group of Registered Childminders.

The session was followed by support visits conducted by the Project Officer to assist five Childminders in putting into practice all they had learned during the session.

A comparison between the level of Compliance at December 2021 and December 2022 was done. Considerable improvement has been noted for the Childminders at an average of 42% increase. The range of Compliance to the Administration Standard was between 75% to 100%.

The Project is deemed to be a great success and the Childminders will be continuously monitored to ensure maintenance of the compliance level.





Exploratory mission to UNESCO Category 2 Centre in South Korea

As part of the establishment of the IECD as a Category 2 Centre for ECCE under the auspices of UNESCO, a delegation from the IECD conducted a mission visit to the Asia-Pacific Centre of Education for International Understanding (APCEIU) in Seoul, South Korea.

The Seychelles delegation consisted of Mrs. Shirley Choppy, the Chief Executive Officer of IECD, Mrs. Sonia Mancienne, the Vice Chairperson of the IECD Board, Mrs. Nathalie Moustache, the Director for Regulatory Affairs, Ms. Corina Andre, the Director for Advocacy and Information, Ms. Laurette Lebon, the Human Resources & Budget Management Officer, and Mrs. Vicky Michel, the Secretary General of the UNESCO National Commission.

The main objectives of the working mission were to learn more about the centre's overall functioning and gain an understanding of the centre's various targeted programmes and initiatives.

On the first two days, the team met with different Heads of Sections and presented their country's strategic and governance framework as well as the mandates and functions of their organizations.

On the afternoon of the second day, the team had the chance to visit the Seoul Early Childhood Education & Promotion Center, which promotes play-based early learning activities that allow young children to experience art and culture. This is done through

different support programmes for parents and families as well as activities for children.

On the third day, the delegation had a meeting with the Secretary-General of the Korean National Commission, Dr Jihon Kim, at the Headquarters of the Korean National Commission for UNESCO, where both parties made a presentation on their respective National Commissions. The Secretary of the Seychelles National Commission, Mrs Vicky Michel, expressed Seychelles' wish to collaborate with the Korean National Commission. Mrs Michel also briefed Dr Kim on the Ministry of Education's recent initiative to integrate Global Citizenship Education into the curriculum.



In the afternoon, the delegation visited the Korea Institute of Child Care and Education (KICCE). Mrs Shirley Choppy briefed KICCE officials about the work IECD is doing regarding Early Childhood Development in Seychelles. She explained how IECD has received the status of a Category 2 Centre under the auspices of UNESCO and how the delegation had come to Korea to learn more about the activities being undertaken by the Korea Institute of Child Care and Education.

To concretize the work relationship and cooperation between IECD and APCEIU, a Memorandum of Understanding (MOU) was signed on the last day of the mission at APCEIU Headquarters. "Through this MOU, we very much hope that we will work together to promote 'Global Citizenship Education' in Seychelles and in the region," stated Dr Lim, the Director of APCEIU.



On her part, Mrs Shirley Choppy shared that "this is an important step for IECD as we prepare to operate as an international centre - the Category II centre under the auspices of UNESCO. We have gathered a lot of information and enriched our knowledge."

The Vice Chairperson of the IECD Board, Mrs Mancienne, expressed confidence that the knowledge, skills, and ideas acquired through this mission visit have helped the team to better understand the APCEIU's strategic and governance framework. "This will contribute immensely towards the IECD's process to effectively establish and operate its Category 2 Centre for ECCE in the near future. It is also without any doubt that the acquired knowledge, skills, and ideas will help me to better govern and provide strategic direction to the IECD in my capacity as the Vice-Chairperson of the IECD Board," quoted Mrs Mancienne.



Continuous Professional Development for Childminders



In line with the IECD legal frameworks it is a requirement for childminders to be trained and continuously empowered. The Institute has, therefore, maintained its commitment to upskill and build the capacity of Registered and un-Registered Home-based Childminders.

The aim of the trainings includes the following:

- To equip the Childminders with knowledge in Basic Pediatric First Aid
- To build the capacity of the Childminders in applying Basic Pediatric First Aid to the young children and staff
- To raise awareness of the Childminders on common illness in children.
- Enhance the capabilities of home-based Childminders by continuously equipping them with new skills and knowledge relevant to Early Childhood Care and Education
- Improve home-based Childminders knowledge on subjects related to Early Childhood Care and Education
- Provide a refresher for Childminders to help them improve in areas of the National Childminding Standards which they are not performing as well as expected

The First Aid training sessions were delivered by trainers from the Red Cross Society of Seychelles. It provided the Childminders with the opportunity to learn and practice skills which will enable them to respond to common First Aid situations at home while taking care of a child/infant.



From September 2022 to June 2023 a group of 72 Registered Childminders from Mahe and 9 from Praslin/La Digue completed the training as a Refresher Course. 11 Registered Childminders and 3 Assistant from Mahe, and 6 Registered Childminders from Praslin/La Digue attended the training as first time participants. 17 Unregistered Childminders from Mahe and 1 from Praslin attended the training as first time participants.

The participants are assessed during and/or at the end of the training. Successful candidates then receive a certificate valid for two years and subject to validation (refresher) every two years thereafter.

The letter writing skills training session has been newly introduced in 2023 and is facilitated by Ms. Laurette Lebon, the Human Resource and Budget Management Officer from IECD. It provides the Childminders with the opportunity to learn and practice skills on how to write a good written formal letters and on how to differentiate between a formal and informal letters. It was attended by a total of 47 Childminders, 3 Assistant from Mahe attended the training. And a total of 13 Childminders from Praslin/La Digue have attended the training. All participants receive a Certificate for participation in the professional development sessions.



The Early Childhood Care and Education Podcast series



The podcast series was an initiative of the Institute of Early Childhood Development (IECD) in order for the public to stay abreast with all things related to the holistic development of young children.

The National Action Plan for ECCE, 2021-2022 (NAP 2021-22) comprised of 16 projects. The NAP 2021-22 was the fifth edition and it was officially launched in July 2021, for a two-year cycle.

The NAP 2021-22 featured 16 projects altogether, with six being implemented by the IECD, and the other ten, by the four ECCE Sectors. Some of the main projects of IECD in the NAP were Recognition of Prior Learning for Home-Based Childcare Providers.

The podcast, was the perfect platform for the other chairpersons of the four ECCE sectors - Mr Cyril Pillay from Education, Mrs Stephanie Desnousse from

Health, Ms Beryl Laboudallon from Social services and Ms Begitta Melanie from Local Government and Community Affairs – to be given the chance to talk about their sectoral projects stipulated in the NAP 2021-22; giving an overview of how far they have reached with their respective projects, the successes and challenges whilst coordinating and overseeing the implementation of the projects and the way forward.

The series were facilitated by host, Mr Raymond Clarisse. Have a look at our podcasts here: Podcasts – Institute of Early Childhood Development (Podcast available on IECD Website)



10 Years of Success



Founding Members, longest-serving Board Members and day-one Partners of IECD were all rewarded with a token of appreciation for their dedication and unwavering support to the institute over the past decade. Special mention and tokens of appreciation were extended to H.E President Wavel Ramkalawan and the Minister for Education, Dr Justin Valentin. In his opening remarks the Chairperson of the IECD Board, Capt. David Savy said that;



First Lady Mrs Linda Ramkalawan, the Minister for Education, Dr Justin Valentin, other Ministers within the ECCE sectors, Principal Secretaries, Chief Executive Officers amongst other dignitaries joined the Board Members, Management and Staff of the IECD in this commemoration event, rendering it, another success for the institute.

The evening ended with some light entertainment, refreshments and snacks, giving the invitees a chance to network amongst themselves and discuss the way forward for Seychelles' ECCE.

#10yearsofsuccess #10yearsofIECD



To commemorate its 10th year anniversary, IECD held a celebratory event at Eden Bleu Hotel on Eden Island, on Friday, 24th February.

Key milestones, the way forward for IECD and the launch of a new campaign 'Small Steps: A Happy Future' were highlighted in the event, giving an overview of what has been and what will be in the near future.

The event was not only a cause for celebration but also a cause for recognition.

Mrs Shirley Choppy, the Chief Executive Officer of IECD and Ms Laurette Lebon, Human Resource and Budget Management Officer, both received long-serving staff award, dedicating ten and eight years respectively, to IECD.



"The future holds great potential for IECD as we consistently review our policies, strengthen our programmes, and invest in staff training and development to ensure the delivery of high-quality ECCE outcomes and reliable services. Our enduring vision is to always keep the best interests of the children at the forefront."



Familiarization Visits to Child Care Centres

Since February this year, the Child Care Center-Based Unit (Day Care) under the leadership of the New Head of Section Ms. Renelle Anacoura with her team, carried out familiarization visits to Childcare Centers formerly known as Daycares.

The aim of the visits was to serve as a networking opportunity to better know and discuss with the childcare managers. All 33 registered childcare centers on Mahe, including three on Praslin and two on La Digue were targeted.

The familiarization visits are still ongoing and during the 25 visits completed, we have been able to establish a very good rapport with the Childcare Centres managers.

We also had the opportunity to collect a variety of information to update the Centre-Based Unit database.



Training of Childminders through Recognition of Prior Learning approach



A group of 26 registered childminders graduated with an accredited Certificate in Childcare and Development, through Recognition of Prior Learning (RPL) approach on Saturday, 5th November, 2022 at the Seychelles Institute of Teacher Education (SITE) at Mont Fleuri.

This being the first cohort of Childminders to obtain such an endorsement, and it being a first in Seychelles' Education system, it had to be given special attention and coverage.

Leading up to the graduation of the group, their journey through the RPL process was filmed and captured in a documentary, explaining step by step, the process of the RPL approach and how the candidates were able to enroll in the programme.

The documentary was aired on Seychelles Broadcasting Corporation (SBC) One Channel, on Thursday 6th October, 2022.

This exemplary project, was initiated by IECD in 2019 through the National Action Plan for ECCE, and was testimony to the positive effects of coordination and collaboration between three government agencies, the Seychelles Qualification Authority (SQA), SITE and IECD.

See video : [Recognition of Prior Learning Documentary](#):
[See on Youtube](#)



Professional Development Sessions for Staff

The Institute puts a lot of emphasis on training and professional development of its staff. Below are the sessions in which the staff participated.

Employment Law & Productivity in the Workplace

All staff participated in a professional development session conducted by Legal Counsel, Mr. Bernard Adonis on Employment Law and Head of Productivity Unit in the Ministry of Employment & Social Affairs, Ms. Marie-Vonne Francis, on Productivity in the Workplace, on Wednesday 8th June 2022. These sessions also coincided with the induction programme of new staff members. Prior to that session, the Chairman of the IECD Board met with the new staff in an introductory meeting which was held on 3rd June 2022.

Telephone & Email Etiquette

Another professional development session was organized on Friday 7th October 2022, from 8.30am in the IECD Meeting Room and was facilitated by the Human Resource & Budget Management Officer, Ms. Laurette Lebon.

The topics covered were as follows:

- Email/Telephone Etiquette
- Communications
- Customer Care
- Organisation Hierarchy

The staff participated actively during the session, with questions, clarifications and suggestions on the topics covered.

The aim of the decision was to ensure that the staff learn more about how to use effective call greetings as a caller and receiver, project IECD's image in a positive manner, practice good telephone techniques and manners, use appropriate language during telephone conversations, speak with an effective voice, manage difficult calls, make appropriate uses of email and practice general email tips.

Consultation Session on Sexual Offences Bill

At the request of the Cabinet of Ministers, the Attorney-General's Office conducted consultation sessions with relevant stakeholders on the Sexual Offences Bill 2023. All IECD staff participated in the session, as part of the professional development activity, held on Friday 21st April 2023 at Espace Building Conference Room on the 2nd floor.

It was an opportunity for the staff to share their views, comments and contributed their inputs in the document. Following the session, all inputs were compiled for submission to the AG's Office.



Employee Satisfaction Review

At the recommendation of the IECD Board, a Staff Satisfaction survey was carried out during the months of July/August 2022 with all staff. The aim was to obtain the views of the staff on different issues relating to their work and the Institute in general. The exercise was facilitated jointly by the Vice-Chairperson of the IECD Board, Ms. Sonia Mancienne, and the Human Resource & Budget Management Officer, Ms. Laurette Lebon. The participation rate was 99%.

The main themes that emanated from the survey were the following:

- Staff expressed work satisfaction
- Despite the heavy workload it is manageable
- They obtain support from their supervisors and colleagues
- They receive feedback on their work
- Satisfaction with regards to adequate resources in place to promote a good team spirit
- There is a flexible work environment

- Communication within the institute is good and all necessary structures are in place for ease of information on the Institute's activities and other appropriate information
- Staff considers participation in activities very important and they are willing to help out as a team for the implementation of IECD's national events/activities.

In summary staff expressed their appreciation for the leadership team under the guidance of the CEO and expressed their overall satisfaction to be part of an organization where there is good team spirit.

The staff are also working on restructuring the social committee. The HR team, together with Management, will continue to provide support and ensure that where there are improvements to be made for staff this will be addressed.



CHILD CARE CORNER

A Proud Day for Mrs. Maylinda Fanchette, the new Manager of the 'Family Child Care Centre'.



Mrs. Maylinda Fanchette was an unregistered childminder for a couple of years. It was always her ambition for her to operate as a registered Childcare Centre. For the past year, she has taken all necessary steps to fulfill the requirements of the national standards to establish a Childcare Centre, as guided by the relevant partners in Early Childhood Care and Education.

On Thursday 18th May 2023, Mrs. Fanchette officially received a provisional six-year licence of operation from the Institute of Early Childhood Development (IECD), as the new regulator in the context of the new Early Childhood Development (ECD) Act 2022. The licence was handed over by the Chief Executive Officer of IECD, Mrs. Shirley Choppy, in the presence of staff and other key partners.

During the short ceremony, the staff of the Institute also handed over some educational resources and sanitary items for the Childcare Centre.

The issuance of the licence of operation represents a milestone event for the Institute in the context of the operationalization of the ECD Act 2022. IECD welcomes Mrs. Fanchette as the first Manager, under the current



legal framework and wishes her all the very best in the implementation of national standards and in her new responsibilities.

Newly Registered Childminders in 2022

The Institute of Early Childhood and Development welcomed four newly Registered Childminders in the year 2022.

The first Childminder to register was Ms. Bernadette Hertel who registered in April and is delivering her childminding service in Mont Buxton. Her Assistant is Ms. Christy Rose.

Mrs. Huguette Balthilde a resident of Bodamier, Anse Aux Pins was the second Childminder to register in August. Ms. Huguette renders her Service with the assistance of her husband, Phillipe Balthilde.

Mrs. Balthilde was followed by Ms. Shirley Jean in September, from Grand Anse Praslin. Mrs. Jean worked

as an assistant with her mother, Julitt Cedras, for more than four years before she closed her service.

Last but not least Ms. Georgia Salum registered her Childminding Service with IECD in December. She is located in the district of Mont Buxton and currently cares for up to ten children with the assistance of her partner, Mr. Romeo Labrosse.

IECD wishes to once again Congratulate the Childminders and looks forward to welcoming many others to take this important step in 2023!



“Small Steps - A Happy Future” Campaign “Mon Zanfan, Mon Leker!”

Children’s Day Message from Chief Executive Officer, Mrs. Shirley Choppy

Children: Our Future Lies in Their Hands

As we approach Children’s Day on June 1st, let us take a moment to contemplate our role as guardians of our children. It is our utmost responsibility to protect and safeguard these precious souls, providing them with a safe and nurturing environment for their holistic growth and development. We should allow them to flourish innocently, shielding them from the burdens of adulthood that are not meant for their tender shoulders.

Every child, regardless of their race, gender, or religion, is unique and special. By treating them with respect and dignity, we can help them blossom into respectful adults who will shape our future. Recognizing the importance of early childhood development, the IECD, now operating as a Category 2 Center for Early Childhood Care and Education under the auspices of UNESCO, is committed to advancing knowledge, capacity building, and setting high standards in childcare, whether provided at home or in centres and formal early childhood education services. Our aim is to provide coordination, leadership, and strategic direction for early childhood development, advocating for and increasing awareness of ECCE issues while promoting best practices nationally and internationally.

In collaboration with our dedicated partners and stakeholders in ECCE, the recent approval of the Strategic Framework for ECCE (2022), the Sixth Edition of the National Action Plan 2023-2024, and the steadfast support from UNESCO and other international partners, we will continue to work tirelessly to create a brighter future for our children.

On this special day and on behalf of the Board, Management, and staff of the IECD, I would like to extend our warmest and heartfelt wishes to all children in Seychelles. Let this day serve as a time for prayer, reflection, and a renewed commitment to

advocating for and protecting the well-being of our children, especially in light of recent tragic events that have reminded us of the urgent need for their safety and care.

I take this great opportunity to sincerely convey our heartiest thanks to the Government, in particular the President of the Republic, Cabinet of Ministers for their unflinching support of the many initiatives in ECCE for the past year, and the Sectoral Teams Chairpersons and Members, and all those who have collaborated with IECD, for their unceasing commitment to advancing the cause for ECCE, further developments in ECCE, and most importantly, the education, health, protection and holistic development of our dearest young Seychellois children and those on the continent.



Photos: Michel Denousse

Importance of love between parent and child

Parenting is an incredibly rewarding task, but it comes with its fair share of challenges. Every parent wants the best for their children, and having a close relationship with them can be key to achieving this goal. In today’s modern family life, it can be challenging to maintain a healthy parent-child bond. However, studies have shown that a nurturing and loving bond can significantly impact a child’s physical, emotional, and social development, laying the foundation for their personality, life choices, and overall behavior.

Young children who grow up with a secure and healthy relationship with their parents have a better chance of developing happy and content relationships with their peers. They learn to regulate their emotions under stress and difficult situations, exhibit optimistic and confident social behavior, and gain strong problem-solving skills. Moreover, healthy parent involvement and interactions in a child’s daily life lay the foundation for better social and academic skills. The bond parents have with their children can have a direct impact on the strength of their social, physical, mental, and emotional health altogether.

Psychology identifies four main types of parenting styles: authoritative parenting (democratic), authoritarian (disciplinarian), permissive parenting (liberal), and neglectful parenting (uninvolved). There are no one-size-fits-all when it comes to parenting, and we need to adapt our parenting style as our children grow. Every interaction is an opportunity to connect with our children, and they need structure and guidance. Therefore, laying down expectations without seeming too overbearing can be a sure way of strengthening the bond with our children or maintaining an existing positive relationship.

A quality parent-child relationship is vital to a child’s sense of emotional security, and their psychological wellbeing is dependent on it. Parental love is an unparalleled influence on a child’s life, and it is essential to nurture this bond as it will lay the foundation for their future relationships and overall happiness.

In conclusion, love and affection between parent and child are essential, and it is important to prioritize and nurture this relationship. It is a rewarding experience that benefits both parents and children and lays the foundation for a bright and successful future.





“Small Steps - A Happy Future” Campaign

Celebrating Women’s Achievements in (ECCE)



Every year on March 8th, International Women’s Day is celebrated worldwide to honor women’s achievements, dedication, and resilience. It is also a day to recognize the ongoing struggle for gender equity and women’s rights. This year, IECD rewarded six exceptional women from different sectors of ECCE for their commitment and dedication to the profession.

These women have dedicated 10 years or more of their lives to working with young children. The honorees include Ms. Una Chang-Time, a social worker with 38 years of experience; Ms. Judy Josias, a crèche teacher for 44 years; Ms. Sofia Beauchamp, a Child Health Nurse at the English River Health Centre for the past 10 years; Ms. Celine Laporte of Butterfly Daycare who has been working with children for 42 years; Ms. Flossy Vidot, a childminder who has dedicated 42 years to caring for children, and Ms. Winnifred Ferley, a Child Support Officer from the President’s Village, who has been with the care home for the past 12 years.

In addition to these six women, five others who have worked closely with the institute and have given their continued support to the cause were also recognized for their efforts. Ms. Marie-Claire Leon, Mrs. Elisca Zialor, Mrs. Marie-Helene Adrienne, Mrs. Renelle



Anacoura, and the Vice Chairperson of the IECD Board, Mrs. Sonia Mancienne, each received a certificate of recognition and a thank-you token.

Furthermore, all the women working at the institute were also rewarded with a small token of appreciation for their hard work and dedication. The afternoon ended with snacks, refreshments, light entertainment, and cheerful camaraderie among the guests as they shared stories and advice for a successful and fulfilling career in ECCE.



“Small Steps - A Happy Future” Campaign Engaging and Nurturing Young Nature Lovers



To coincide with our ‘Small Steps: A Happy Future’ campaign theme for the month of April, ‘Nature’, the IECD held a tree planting activity on Friday, 28th April at two Child Care Centres.

In collaboration with the Centre-Based Unit at IECD, the Advocacy and Information Section, fronted the tree planting activity which took place at Kinderland at Anse Aux Pins and Busybees at Takamaka.

This thoughtful gesture also coincided with IECD taking up legal responsibility for Child Care Centres formerly known as “Day Care Centres”.

The day started with the planting of two different types of trees at each location, namely: ‘Bwa Merl’ and ‘Ponm Zako’ at Kinderland and ‘Rousay and Vavang’ at Busybees. These trees were personal choices of the Child Care Centres.



Kinderland chose ‘Bwa Merl’ and ‘Ponm Zako’ as these are plants that will one day provide shade for the little kids to play under whilst Busy Bees opted for fruit trees; ‘Rousay’ and ‘Vavang’, as they thought in the near future, children can hand pick the delicious fruits from these home-grown plants.

A group of children had the opportunity to take part in the activity by helping to plant and water the trees and, to make it more interactive, they helped to fingerprint canvas plaques citing the name of the plants, date planted and IECD as the proud sponsor of these plantlets.

Mrs Samantha Jules, Senior Compliance Officer from the Centre-Based Unit presented Miss Gina Philoe, the Child Care Manager of Kinderland with the plaque, whilst Mrs Renelle Anacoura, the Head of Section for the Centre-Based Unit presented Lisette Bonnelame, the Child Care Manager of Busy Bees with their plaque. In attendance on the day were the Vice Chairperson of the IECD Board, Mrs Sonia Mancienne, Board Member Ms Magda Rose, staff of IECD, representatives of the Child Care Centres, parents, and children. The activity ended on a cheerful note, with children’s laughter and feeling of accomplishment, followed by refreshments.



Aktivite Prensipal ziska Desanm 2023

1. Sesyon sansibilizasyon lo stimilasyon e prelaprantisaz pour bann paran
2. Seremoni Prezantasyon Sertifika 11enm group partisipan lo Standar Nasyonal
3. Linogirasyon ofisyel IECD koman en Sant Kategori 2 anba ospis UNESCO
4. Piblikasyon 6enm edisyon Plan d'Aksyon Nasyonal pour Pti Lanfans
5. Lansman 2enm edisyon Kad Referans Nasyonal lo Swen Lasante, Ledikasyon Pti Lanfans
6. Kanpanya sansibilizasyon lo nouvo Lalwa Devlopman Pti Lanfans e nouvo Standar Nasyonal pou bann sant swen zanfan
7. 10enm lanniverser IECD: Aktivite sportif enter-sekter pour Pti Lanfans
8. Lansman sistenm nimerik pou administre benefis finansyel pour Pti Lanfans
9. Foroum Nasyonal lo zesyon data dan Sekter Sosyal
10. Latelye Anyel lo lenplimantasyon proze dan Plan d'Aksyon Nasyonal (1er lannen)



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