



SAMPLE CHECKLIST FOR STAFF ORIENTATION

Orientation should be completed in two phases. This allows time for staff to become familiar with the program before receiving detailed information. Use the checklist below to ensure that your CNC staff is well prepared to provide a safe, healthy, high-quality CNC program.

Staff Name: _____

Date of Orientation: _____

Phase 1

Before beginning to work directly with the children, staff is provided with the following information:

- ☐ The organization's approach to the settlement and care of the newcomer child, with a special focus on a child-centered methodology
- ☐ The type of care provided and the manner in which it is offered
- ☐ The organizational reporting structure (relevant to roles and responsibilities)
- ☐ Any special characteristics of the CNC program
- ☐ Why it's important parents must remain on site while their child is in the CNC program
- ☐ Procedures for parents to sign in/out their children
- ☐ Hand washing procedures
- ☐ Diapering procedures
- ☐ Food service and handling procedures
- ☐ Cleaning and sanitizing procedures



- ☐ Medication administration procedures
- ☐ Behavior guidance policies and procedures
- ☐ Child abuse reporting policies and procedures
- ☐ The location of the children's records
- ☐ Allergy, food restrictions and other relevant information necessary for the care of the children
- ☐ Caring for infants, specifically information about the risks associated with SIDs and the shaking or excessive rocking of infants

Phase 2

Within one month of starting work in the CNC program, staff are provided with an orientation on:

- ☐ The vision and philosophy of the ISO's CNC program
- ☐ The ways in which the CNC program addresses the settlement needs of the children and families, using a child-centred approach
- ☐ All ISO CNC policies and procedures not discussed in Phase 1
- ☐ Information about children's immunization and how to support parents including where it is available in the community
- ☐ The role of nutrition and physical activity to support the health of children
- ☐ Information about the program's routines and management
- ☐ Information on the importance of respecting home language and practices when caring for newcomer children
- ☐ The importance of communicating with parents
- ☐ For staff working in a long term program: relevant information about the children's health,



nutrition, development and special characteristics as reported on their Child Information Forms

- ☐ For staff providing school-age care: information related to the care of older children
- ☐ For staff caring for children under nineteen (19) months: information related to the care of infants, including the risks associated with SIDs and excessive shaking or rocking of infants

Signature of Orientation Manager

Date

Signature of CNC Staff

Date