



**Office of the Provincial Advisor  
Aboriginal Supported Child Development Programs**

1st Quarter Report

**April 2016 to June 2016**

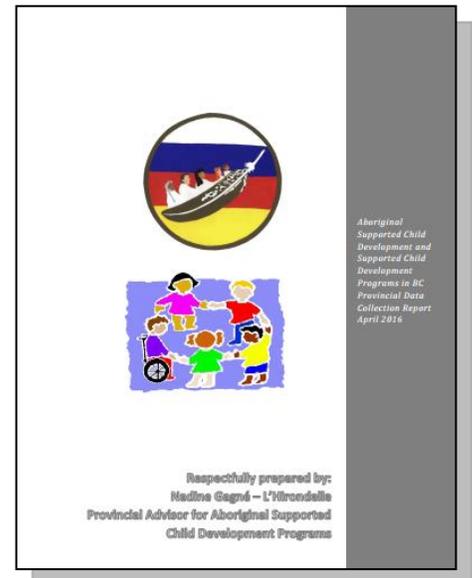
Activity Report for the ASCD Provincial Advisor  
Respectfully submitted by: Nadine Gagné - L'Hirondelle



## Highlights of Provincial ASCD Advisor Activities:

April to June 2016 was a very busy 1<sup>st</sup> quarter for the AIDP & ASCD Provincial Office. As always, I am filled with renewed hope and a fierce commitment to the tasks ahead in 2016 in order to continue supporting capacity building within Aboriginal Supported Child Development in British Columbia. Some highlights from the past three months include:

- The completion of the ASCD/SCD Provincial Data Collection Report (April 2016) which focuses on current wait times for ASCD/SCD services in BC, in partnership with SCD & the BC Association for Child Development and Intervention.
- Joint presentation with Jason Gordon (Provincial Advocate BCACDI) on ASCD/SCD and early intervention wait times at the BC Healthy Child Development Alliance Committee Meeting in Vancouver.



**Barb** – Kelly – Nadine and Laranna: Panel Presenters at the May 2016 Assessment Conference at UBC

- Participated as a Panel Presenter at the May 2016 Assessment Conference at UBC, alongside my husband Kelly L'Hirondelle and respected colleague – Laranna Androsoff
- Finalizing the preparations for the 2<sup>nd</sup> International Indigenous Early Childhood Development Gathering July 18 – 22<sup>nd</sup> 2016.
- Joint visit to the North ASCD programs in Fort St. John and Dawson Creek with the North ASCD Regional Advisor – Kim Chernenkoff, as well as a visit to Langley CDC & Splantsin ASCD in Enderby.

Some other important work done in this quarter was continuing to complete ASCD Provincial Policy, with an extension given until July 30<sup>th</sup> 2016. There continues to be a small dedicated working group that have committed to the completion of policy for ASCD programs in BC.

I would like to especially thank – Denise Lacerte (Spirit of the Children ASCD), Flo Lewis (Vancouver Native Health ASCD), Tanya Brown (ASCD Regional Advisor Vancouver/Coastal), Danielle Smith (Early Years Office MCFD), Lisa Martin (MCFD/CYSN), Laranna Androsoff (ASCD Parent Representative) and Colleen Corder (ASCD Regional Advisor Vancouver Island) for their perseverance in moving this work forward for ASCD programs across the province. I appreciate each one of you and am grateful for your contributions.



Sue Sterling is blanketed and honoured at the Interior Region In-service – June 2<sup>nd</sup> 2016

In May I had the privilege of attending the Okanagan Nation Alliance AECD Gathering in Princeton and the Interior IDP/AIDP/SCD/ASCD In-service at UBC in Kelowna. Both were very well organized events that provided opportunity for networking, sharing, as well as supported diverse learning and growth. It was an honour to be a witness to Sue Sterling being acknowledged at both of these gatherings, as she moves on from her position as AECD/ASCD Consultant for the Interior. She has held this position for the past 12 years and her commitment, passion and moral courage to support capacity building within AECD and ASCD in BC was recognized by community

members and colleagues. As someone that has a huge amount of respect for Sue and have worked along-side her in communities for the past 12 years, I know that she will be missed greatly by myself and so many others. Thank you Sue for the work you have done and will continue to do.

Elaine Zamardi and I have been very busy overseeing the Partnerships Project and have finalized a strategic plan for the future sustainability of the project. This will be presented at the October 2016 AIDP and ASCD Steering Committee in-person meeting. I have been able to attend two Fraser Regional AIDP/ASCD meetings in this quarter to connect with ASCD program staff in this region that have been organized by Natasha Jones (AIDP/ASCD Fraser Regional Advisor). At our last face to face meeting in June 2016, AIDP & ASCD program staff had the opportunity to make hand drums and receive teachings from a local Elder. I saw this as a wonderful opportunity for reconciliation, cultural sharing and learning between AIDP/ASCD and non-Aboriginal staff.



## **HIGHLIGHTS FROM THE ASCD/SCD WAITLIST DATA REPORT (APRIL 2016)**

### **Data Summary**

The Supported Child Development (SCD) and Aboriginal Supported Child Development (ASCD) are provincially funded programs by MCFD that are designed to specifically meet the needs of both Non-Aboriginal and Aboriginal children who require additional support in BC. SCD has been in existence for much longer than ASCD with some ASCD programs starting in 2005/06. ASCD and SCD programs are similar in many aspects, with both programs working to support children with extra needs in a number of childcare, preschool and community care settings. ASCD works to include the cultural beliefs, values and traditions of the diverse Aboriginal nations in BC within their programs. Across the Province ASCD and SCD programs continue to support families with children with extra needs to minimize barriers and to ensure children are included and supported to reach their fullest potential.

Through two online “survey monkey” questionnaires, a data collection process was initiated in January/February of 2016 to collect data from both Supported Child Development and Aboriginal Supported Child Development Programs in BC. The goal was to gather information on the current landscape of these services in all 5 MCFD regions. A particular area of focus was collecting data related to SCD/ASCD caseloads, as well as current wait-times for SCD/ASCD services.

A total of 65 SCD and ASCD programs participated from all areas of the province. Some highlights from the information that can be summarized are:

- In February 2016 there were 4,571 children identified on caseloads receiving SCD and ASCD services across BC. This does not include the information from the 22 SCD/ASCD programs that did not participate in the survey.
- In February 2016 there were 1,582 children identified on waitlists for SCD and ASCD caseloads across BC. This does not include the information from the 22 programs that did not participate.
- 20% of SCD programs reported having a waitlist of 90 days or longer.
- Wait-times for SCD and ASCD services are impacting both SCD and ASCD programs in all 5 regions.
- Programs continue to report employment challenges such as hiring and retaining qualified ECE staff, low wages for SCD/ASCD staff, only part-time positions for consultants and support workers which make it even harder to fill positions, especially in rural/remote communities.
- The delivery of SCD and ASCD programs in BC is currently not meeting the demands for SCD and ASCD services to support families with children who have extra needs that require childcare.

- Programs report having to reduce service delivery to maximize services to reach families in need of services, which includes:
  - Children waitlisted
  - Consultant only services offered
  - Shared support for children with limited one to one support available
  - Programs reporting the need for more support workers or SCD/ASCD authorization dollars
  - Not being able to support certain age ranges of children (i.e. 4 year olds, 13 and older)
  - Limited support for children that are held back from kindergarten
- Programs report no budget increases since 2009 to support the growing demand for SCD and ASCD services.
- Despite the challenges that have also been highlighted in both the 2014 and 2015 ASCD provincial data collection reports, there continues to be many successes to celebrate across both Supported Child Development and Aboriginal Supported Child Development Programs in BC. SCD and ASCD staff in communities across our province continue to be committed to the important roles they have in ensuring children with extra support needs are included within their communities.

More extensive ASCD program data can be found in the last two previous reports compiled by the Aboriginal Supported Child Development Provincial Advisors in March 2014 and 2015. These reports are:

- “Scope of Aboriginal Supported Child Development Programs in BC” March 2014 report by Danielle Smith, Provincial Advisor for Aboriginal Supported Child Development Programs.
- “Aboriginal Supported Child Development Programs in BC – Provincial Data Collection Report” March 2015 report by Nadine Gagné-L’Hirondelle, Provincial Advisor for Aboriginal Supported Child Development Programs.

## **Recommendations**

As highlighted in last year’s ASCD data collection report (Aboriginal Supported Child Development Programs in BC March 2015), “The next few years will be crucial in the continued development of ASCD services in BC, with the creation of the Early Years Office of the Ministry for Children and Families in 2013 and the release of the Early Years Strategy. One of the Early Years Strategy goals is:

- “\$32 million of funding will be provided over three years to support the creation of up to 2,000 new licensed child care spaces, with the goal of opening 13,000 new spaces over the next eight years” by 2021/22.”

This will ultimately impact Supported Child Development Programs in BC that are currently stretched to their limits, as well as Aboriginal Supported Child Development; with a number of

children waiting for SCD and ASCD services. Now more than ever an increasing number of children are filling childcare spaces. The existing SCD & ASCD services in many communities across BC are not meeting the current demand for these two vital programs. This is clearly reflected in the current waitlist numbers, as well as the many comments shared by frontline SCD and ASCD staff from across the Province. Families that have children with extra support needs require these services to ensure their child is included in childcare, preschool and community care settings.

For more information on the Provincial Government's Early Year's Strategy which is moving forward with the support of the Early Year's Office of MCFD, please go to:

[http://www.mcf.gov.bc.ca/early\\_childhood/pdf/FamiliesAgenda\\_EarlyYearsStrategy\\_web.pdf](http://www.mcf.gov.bc.ca/early_childhood/pdf/FamiliesAgenda_EarlyYearsStrategy_web.pdf)

As the Provincial Advisor for Aboriginal Supported Child Development and also knowing there is no longer a Provincial Advisor for SCD; I respectfully put forward key recommendations to the Ministry for Children and Family Development and The Early Years Office of MCFD, as it relates to SCD and ASCD programs in BC.

These include the following:

- Increase funding to SCD/ASCD programs that have not had budget increases within the last 6 years, targeting those programs carrying waitlists. (I.e. Increase of Support Workers or SCD/ASCD Authorization dollars); to address the growing needs of children and families currently waiting for SCD and ASCD Services in BC.
- Continue to support training of more people in Early Childhood Education certification, Infant and Toddler and Special Needs ECE certification across the province through MCFD bursaries, especially in rural and remote communities, as well as encouraging Aboriginal applicants.
- Work to ensure the Jordan's Principle is fully acknowledged and implemented in the Province of British Columbia for Aboriginal children residing on-reserve and in rural and remote communities in BC; ensuring they have access to early intervention services that are afforded to other children within the province of BC.
  - Increased ASCD travel budgets for those programs with large service areas and those programs in remote communities and servicing on-reserve communities.
  - Provide therapy dollars to Aboriginal communities to contract their own therapists such as physio therapy, speech and language, occupational therapy, behavioral consultant.
- Look at parallel increases to SCD and ASCD programs as the Early Year's office works to finish creating 13,000 new childcare spaces in BC over the next 5 years. Target a portion of childcare funding to specifically developing childcare programs in Aboriginal communities, both on and off reserve.
- Increase ASCD contract budgets to reflect a much needed increase in wages for ASCD Consultants and ASCD Support Workers, which will in turn assist with retaining qualified staff.

- Increases in SCD/ASCD Support Workers or SCD/ASCD Authorization dollars for those programs with waitlists or that currently have minimal SCD/ASCD Support funding.
- Funding opportunities for communities that want to start an ASCD program that do not have one at this time (I.e. On-reserve or more Métis ASCD programs).
- Look at transitioning those ASCD programs within SCD programs to First Nation or Aboriginal agencies, looking at the next steps for Indigenous communities to build their capacity to deliver ASCD.
- Supporting a Provincial In-service once a year for IDP/AIDP/SCD/ASCD.

**The full ASCD/SCD April 2016 Data Collection report can be found at:**

<http://ascdp.bc.ca/wp-content/uploads/2013/09/SCD-ASCD-April-2016-Data-Collection-Report-Final-1.pdf>

To conclude my 1<sup>st</sup> quarter update for 2016, I would like to say that I continue to enjoy putting together and circulating the AIDP/ASCD Connection e-news. It enables provincial and regional news to be shared with AIDP/IDP/ASCD/SCD programs in BC, as well as assists with communicating information to MCFD and key stake holders.

My work on a number of committees remains on-going. Diana Elliott (AIDP Provincial Advisor) and I work to split our committee representation as to maximize our time and our workloads.

The following are updates from the various committees I participate on:



### **Committee Updates:**

#### **Professional Development Fund:**

Committee reviews and approves applications to the IDP/AIDP/SCD/ASCD fund and communicates information to the programs when needed. The committee is currently monitoring the use and access of the fund as last year's professional development requests were above the annual funding amount that is provided from MCFD by almost \$10,000.

#### **IDP/AIDP/SCD/ASCD Network:**

The Network did not meet in this quarter. This committee works to communicate with one another to keep each other updated on what is happening within IDP/AIDP/SCD and ASCD across BC. The group has been working to distribute DAYC2 Assessment kits, DAYC2 Manuals and DAYC2 forms across BC to all 4 programs that need them.

### **International Indigenous Early Childhood Gathering Planning Committee:**

This planning committee has been meeting regularly in anticipation of the IIECDG that will be taking place this July 18<sup>th</sup> -22<sup>nd</sup> 2016 at the Songhees Wellness Centre in Victoria, BC. We anticipate a very successful event planned.

### **BC Healthy Child Development Alliance:**

This is a large committee/alliance of a number of stake holders and community agencies supporting children and families. It meets every 3 months via in-person and go to meetings. I had the honour of presenting the ASCD/SCD Data collection that I collected in partnership with SCD and Jason Gordon who is the Provincial Advocate for BCACDI (BC Association of Child Development and Intervention) in April 2016 in anticipation of the Child Care Discussion happening at the June 2016 meeting.

- ❖ Jason Gordon and I want to ensure all new childcare spaces being created in BC by the Early Years Office are accessible for all children, including those with disabilities.

### **Professional Development and Training Working Group:**

The purpose of this working group was to identify:

- Gaps in Early Years training and professional development opportunities;
- Existing networks, both supportive and influential, that can add to the purpose and process of the working group – both locally and regionally.

Also to explore the scope and structure of a professional developmental web portal being researched by the Province, and offer recommendations. I joined this working group as our Provincial office oversees the Partnerships Training Project in BC and also hosts the IDP/AIDP/SCD/ASCD Professional Development Funds. The web portal is almost complete and ready to launch.

### **Partnerships Project Steering Committee:**

This committee oversees the management of the Partnerships Project. Key priorities at this time are finalizing updates to the Positive Approaches to Behaviour Module and piloting the Communication module into an online learning platform. As well, initiating proposal writing for the future sustainability of the project and to create 3-4 new training modules.

### **ASCD Provincial Policy Working Group:**

There are approximately 16 ASCD members from across BC that are a part of the ASCD PP Working Group that was formed in November 2015 to develop Provincial policy for Aboriginal Supported Child Development programs in British Columbia. Policy will be completed by November 2016.

## **Early Intervention Prioritization Working Group:**

This working group was formed to provide feedback and expertise to MCFD in the development of the Early Intervention Prioritization Framework for BC that will identify how IDP/AIDP/SCD/ASCD and Early Intervention services are prioritized to ensure a consistent and ethical approach is used across the province in these areas. It is still being finalized with further work being done in the fall of 2016

## **Training Review Working Group:**

I have been asked to be a part of this working group that was formed by the First Nations Health Authority to review the current early year's professional development that is provided to FNHA employees/staff.

### **Partnerships Project Training Update**

March 2<sup>nd</sup> to 4<sup>th</sup> 2016 the Fraser Region Aboriginal Friendship Centre in Surrey hosted the IPW and newly revised Fetal Alcohol Spectrum Disorder Training.

The Positive Approaches to Behaviour Module will be updated by Sept 2016 and there will be a training in that module taking place in the fall in West Kelowna. BC for the Interior and possibly FASD training in the fall in Fort St. John.



### **Committee/Meetings Attended:**

#### **April 2016:**

- |                             |                                                                                                                                                                                             |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| April 5 <sup>th</sup> 2016  | 2 <sup>nd</sup> International Indigenous Early Childhood Development Gathering – Planning Committee                                                                                         |
| April 6 <sup>th</sup> 2016  | Joint Presentation with Jason Gordon (Provincial Advocate – BC Association for Child Development and Intervention) on ASCD/SCD/EI wait times to the BC Healthy Child Development Alliance   |
| April 8 <sup>th</sup> 2016  | Positive Approaches to Behaviour Module Revisions – Conference Call                                                                                                                         |
| April 12 <sup>th</sup> 2016 | ASCD Provincial Policy Working Group – Conference Call                                                                                                                                      |
| April 12 <sup>th</sup> 2016 | Meeting with Lori Lucier (CYSN Interior) to discuss the AECD/ASCD Regional Position for the Interior as Sue Sterling will not be in the position as of June 26 <sup>th</sup> 2016 – Kelowna |
| April 12 <sup>th</sup> 2016 | Meeting to review all Partnership Project FASD Training applicants                                                                                                                          |
| April 14 <sup>th</sup> 2016 | Pick-up DAYC2 and ASQ3 Screening toy bags from MCFD – Abbotsford                                                                                                                            |
| April 14 <sup>th</sup> 2016 | Langley ASCD Program Visit                                                                                                                                                                  |

April 19<sup>th</sup> 2016 CATCH – Poverty Report and meeting with First Call – Kelowna, BC

April 20<sup>th</sup> 2016 Meeting with AIDP/ASCD Provincial Office and First Nations Health Authority about potential partnerships – In-person and conference call

April 25<sup>th</sup> 2016 2<sup>nd</sup> International Indigenous Early Childhood Development Gathering Committee – conference call

April 26<sup>th</sup> 2016 ASCD & AIDP Regional Teleconference for the Interior

April 26<sup>th</sup> 2016 Meeting with AIDP Provincial Advisor and BCAAFC General Manager re: Updates and AIDP/ASCD Provincial budget

April 27<sup>th</sup> 2016 SIRF Reporting Info Session

April 27<sup>th</sup> 2016 Partnerships Project Steering Committee – Conference call

April 28<sup>th</sup> 2016 AIDP/ASCD Fraser Regional Meeting – Abbotsford

April 28<sup>th</sup> 2016 Childcare Subsidy meeting with Lisa Martin (CYSN) – Conference call

**May 2015:**

May 2<sup>nd</sup> 2016 Early Intervention Prioritization Framework – Conference call

May 5<sup>th</sup> 2016 Panel Presenter at the Assessment Conference at UBC

May 6<sup>th</sup> 2016 ASCD Provincial Policy Working Group Meeting – North Vancouver

May 10<sup>th</sup> 2016 AIDP & ASCD Provincial Steering Committee – Conference Call

May 10<sup>th</sup> 2016 North SCD & ASCD Regional Meeting – Conference Call

May 11<sup>th</sup> 2016 ASCD Program visit to Splatsin in Enderby

May 16<sup>th</sup> 2016 ASCD Provincial Policy Working Group – Conference call

May 16<sup>th</sup> 2016 Professional Development Funds Committee – Conference call

May 16<sup>th</sup> 2016 2<sup>nd</sup> International Indigenous Early Childhood Development Gathering Committee – Conference call

May 20<sup>th</sup> 2016 BC Association for Child Development and Intervention meeting to co-present the Early Intervention Prioritization Framework with MCFD

May 24<sup>th</sup> 2016 ASCD & AIDP Interior Meeting – Conference call

May 25<sup>th</sup> 2016 Training Review Working Group Meeting – Conference call

May 26<sup>th</sup> 2016 Fort St. John ASCD Program visit with ASCD Regional Advisor for North Kim Chernenkoff

May 27<sup>th</sup> 2016 Dawson Creek ASCD Program visit with ASCD Regional Advisor for the North Kim Chernenkoff

May 30<sup>th</sup> 2016 ASCD Provincial Policy Working Group – Conference Call

**June 2015:**

June 1<sup>st</sup> 2016 BC Healthy Child Development Alliance Meeting – Conference call

June 6 <sup>th</sup> 2016	International Indigenous Early Childhood Development Committee- Conference call
June 6 <sup>th</sup> 2016	ASCD Provincial Policy Working Group – Conference Call
June 8 <sup>th</sup> 2016	Partnerships Project Steering Committee – Conference Call
June 13 <sup>th</sup> 2016	Meeting with Jeanine McDonald (Partnerships Project) – Conference call
June 17 <sup>th</sup> 2016	ASCD Provincial Policy Working Group – Conference call
June 20 <sup>th</sup> 2016	ASCD Provincial Policy Working Group – Conference call
June 23 <sup>rd</sup> 2016	Provincial AIDP/ASCD Office Contract meeting with Kathy Pitlar – Conference call
June 23 <sup>rd</sup> 2016	DAYC2 Assessment kits and ASQ screening distribution meeting with Lisa Martin and Diana Elliott – Conference call
June 24 <sup>th</sup> 2016	ASCD Provincial Policy Working Group – Conference call
June 27 <sup>th</sup> 2016	ASCD Provincial Policy meeting with Colleen Cordier – Victoria
June 28 <sup>th</sup> 2016	Early Years Office and HELP meeting with AIDP and ASCD – Conference call
June 29 <sup>th</sup> 2016	ASCD Provincial Policy Working Group – Spirit of the Children
June 30 <sup>th</sup> 2016	Fraser Regional AIDP and ASCD Meeting – Abbotsford

### **Program/Community Visits:**

1. Langley Child Development Centre ASCD Program
2. Splatsin ASCD Program – Enderby – In person
3. First Nations Friendship Centre – Vernon – By phone
4. Ridge Meadows ASCD – Maple Ridge – By phone
5. Spirit of the Children – New Westminster – By phone  
and in person
6. Fraser Region Aboriginal Friendship Centre –  
By phone
7. REACH Child Development Centre – By phone
8. Nisgaa ASCD Program – New Aiyansh – By phone
9. Fort St. John ASCD Program – In person
10. Dawson Creek ASCD Program – In person
11. Bella Coola ASCD – By phone
12. Victoria Native Friendship Centre ASCD – In person
13. Squamish Nation ASCD – In person for ASCD policy meeting



**Kim Chernenkoff and Nadine in  
Fort St. John – June 2016**

All ASCD programs received the Spring E-news and the ASCD/SCD Data Collection (April 2016) report. Please find the following attached to this report

- Spring AIDP & ASCD E-news
- ASCD/SCD Data Collection Report April 2016



## **Workshops/Conferences/Gatherings attended:**

April 15 <sup>th</sup> & 16 <sup>th</sup> 2016	ACT Autism Conference in Vancouver, BC
May 5 <sup>th</sup> 2016	Panel Presenter at the Assessment Conference at UBC
May 16 <sup>th</sup> to 18 <sup>th</sup> 2016	Okanagan Nation Alliance Aboriginal Early Childhood Development Gathering – Princeton
May 31 <sup>st</sup> to June 2 <sup>nd</sup> 2016	Interior Regional In-service for IDP/AIDP/SCD/ASCD
June 3 <sup>rd</sup> 2016	Westbank First Nations – Siya Ceremony (Cultural Leave)
June 9 <sup>th</sup> to 12 <sup>th</sup> 2016	Roots Celebration/Camp for Aboriginal Children in Care – Falkland, BC (Cultural Leave/ETO)

## **What's ahead?**

- Hosting the 2<sup>nd</sup> International Indigenous Early Childhood Development Gathering – July 2016 in Victoria, BC. It is shaping up to be an amazing event.
- Continuing to gather ASCD/SCD program information to identify which programs currently need to be prioritized for an increase in capacity and what type of enhancements and supports are needed.
  - Work to continue advocating to MCFD for increases to ASCD/SCD, utilizing ASCD Provincial data and the ASCD/SCD wait time data report (April 2016) and specifically have further discussions with the Early Years Office.
- Finalize ASCD Provincial Policy and updates to the ASCD Guidelines Manual by November 30<sup>th</sup> 2016.
- Work with identified communities that have come forward requesting a need to start ASCD programs in their communities and facilitate discussions with MCFD. Some of the communities that have come forward to request NEW programs are:
  - Penticton Indian Band
  - Nanaimo Aboriginal Centre
  - Cowichan First Nations
  - North Vancouver Island Region
- Continue to work with the Partnerships Project committee to finalize updates to the Positive Approaches to Behaviour module and piloting the Communication module into an online learning platform. As well, utilizing the PP Strategic plan to apply for funding for the future sustainability of the Partnerships Project which includes developing new training modules to include:
  - Autism
  - Home-Visiting
  - Supporting Vulnerable Families
  - Culturally Safe Practices in Working with Aboriginal Children and Families

- Circulate the ASCDP Summer E-news with Regional and Provincial updates.
- Plan ASCD program visits to Fraser, Vancouver Coastal and Cranbrook, as well as completing a joint visit with the AIDP Provincial Advisor to New Aiyansh. I will be facilitating ASQ3 and ASQ/SE 2 training for the community.
- Meet with MCFD to be updated on the RFI and RFP for the AIDP and ASCD Provincial Office expected to go out to via BC Bid over the Summer and Fall 2016
- Work with regional advisors to support capacity building to the ASCD programs that received AIDP/ASCD enhancement funding (November 2015)

**I will be out of office July 13<sup>th</sup> to July 24<sup>th</sup> for the IIECDG in Victoria and meetings. I will also be taking 2 weeks' vacation from August 1<sup>st</sup> to 15<sup>th</sup> 2016 and will be back in office on August 16<sup>th</sup> 2016 – Enjoy your summer!**

Respectfully submitted by:

A handwritten signature in black ink, appearing to read "Nadine Gagné". The signature is fluid and cursive, with a horizontal line extending from the end.

Nadine Gagné - L'Hirondelle  
Provincial Advisor for ASCD