



Transforming How First Time Parents are Prepared for Parenting

4th National Community
Health Nurse Conference
June 16-18, 2010
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Med

Invest In Kids

- The only national charity with a mission to transform the way Canadian parents are educated and supported, to ensure children reach their full potential.
- Research - forms the basis of all our work; leaders in understanding what new parents think, feel and need
- Translation of science into engaging resources for parents and professionals working with young families = Comfort, Play & Teach™
- Parenting Experts - for organizations and media outlets nationwide



Presentation Learning Outcomes

- Explain the rationale for this program including the relevant literature.
- Describe this program including it's design, and content.
- Identify strategies used to engage parents.
- Outline the challenges and lessons learned.
- Discuss implications for staff working with parents.



the
parenting
partnership™

NEW PARENTS LEARNING TOGETHER

The Parenting Partnership Program

Prenatal and parenting program for *couples* expecting their 1st baby

- Begins during pregnancy and lasts until child is about 14 months
- Weekly online sessions with 20 face-to-face classes; based on Comfort, Play & Teach™ approach
- Scheduled when parents most want and need them
- 3 modules: Pregnancy to birth; Birth to 6 months; 7 - 14 months



Objectives For The Program

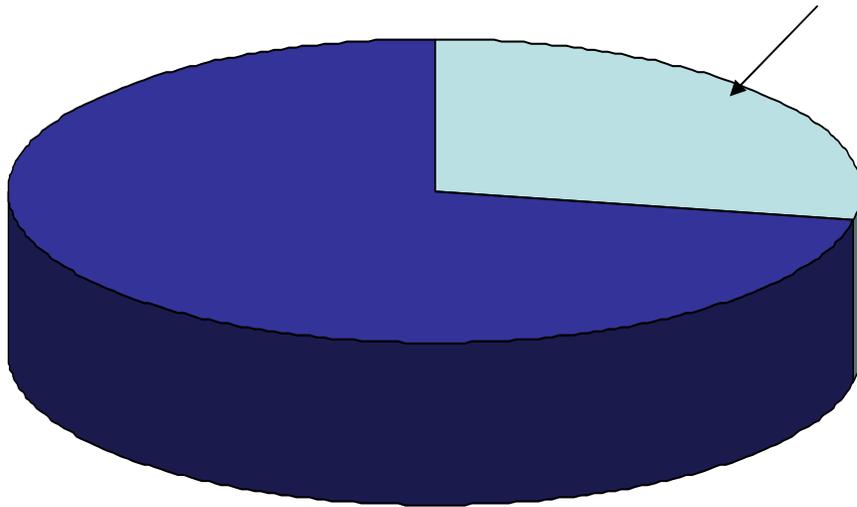
- Increase parents' knowledge, skills and confidence about pregnancy and birth.
- Increase parents' knowledge, skills and confidence in parenting and child development.
- Promote sensitive, responsive and warm parent/child and parent/parent relationships.
- Foster parents' sense of support for their role.

Rationale For This Program

What did the science say...

Vulnerable Children

Nearly 30% of Canada's infants and young children have cognitive or behavioural problems



The greatest numbers of vulnerable children are not in the lowest income category.

The effects of good parenting far outweigh the effect of income on children's problems.

D. Willms, Vulnerable Children: Findings from Canada's National Longitudinal Survey of Children and Youth

Parenting Needs Improvement

- 92 % of parents say parenting is the most important thing they do.
- Majority know little about child development
- Only 1/3 use the authoritative parenting style
- 1/3 could improve their positive parenting
- 2/3 could decrease their punitive parenting
- Invest in Kids Survey found excessive levels of negative parenting in 24% of Moms and 30% of Dads

Oldershaw, L. A National Survey of Parents of Young Children

Willms, *Vulnerable Children: Findings from Canada's National Longitudinal Survey of Children and Youth*

Crill Russell et. al., *Vital Communities, Vital Support*



Today's Pregnant Parents

- 75% of couples are employed full time at the birth of their 1st child.
- 35% of mothers are delaying the birth of their 1st baby until after age 30.
- 25% of children have parents who will separate before these children reach their 6th birthday.
- Only 10% of 1st time parents are single parents.



Oldershaw, L. A National Survey of Parents of Young Children

Parents' Mindset: 1ST Child

- Assess ability to become a "good parent."
- Appraise and re-align their current friends
- Seek out other new parents
- Search for experts to educate and guide them
- Prenatal halo- "perfect family"



Life After Birth

Parents experience a “crash of expectations”.

- marital relationships suffer and their parenting.
- Many may feel incompetent, and unsupported.
(55% felt they received enough emotional support and practical support).
- Mood disorders occur in both Moms and Dads.
- this may spill over into poor parenting, and to social, emotional and intellectual problems in children.

Crill Russell et. al., Vital Communities, Vital Support

Parent Education?

- A patchwork of services and supports to 1st time parents, with limited doses of information.
- Primarily targeted to high risk parents, leaving the majority of non-high risk parents without supports or resources.
- Programs are largely unevaluated -who attends, are they effective?
- Majority of parents may not attend parenting programs.

Crill Russell, C (2003) Parent Education: What is Required to Build the Skills Parents Need to Raise Healthy Children?



Design & Development...



Development of the Program

- Working with researchers to know parents—
- Working with experts to pull the content together—extracting best evidence and best practice.
- Working with instructional designers to create the program—making it compelling.
- Working with community partners to ideally situate the program—meeting the needs of modern parents.
- Survey and feedback from parents.

Delivery Methods

For today's parents, a modern blend:

- **Face-to-face group sessions**—to build a community of support
- **Face-to-face individual/couples/family sessions**—for individual issues and to customize learning
- **Online content**—the way parents today access information; accommodates every parent's schedule
- **Online access to each other and parent educators**—email is a lifeline; online community
- **Lots of materials to supplement**

Subject Matter examples...

- **Fetal Development:** week x week
- **Lifestyle:** nutrition, exercise, home & workplace hazards, stress, sleep, hot tubs & cat litter
- **Labour & Delivery:** preterm labour, medical/surgical procedures, stages of labour, breathing techniques
- **Couple Relationship:** pre/postnatal sexuality, quality couple time, expectations and roles, conflict resolution, family violence, saving time for it
- **Mental Health:** common worries, mood disorders
- **Parenting:** positive parenting, becoming a mother/father, routines, myths of, temperament
- **Baby:** breast feeding; jaundice; diapering, soothing

Face-to-Face Classes

Module 1 (Prenatal): 7 consecutive weekly sessions

Module 2 (Birth to 6 months): 6 monthly sessions

- One Dads Only Sessions
- One Moms Only Session
- Rest are for Family (with baby)

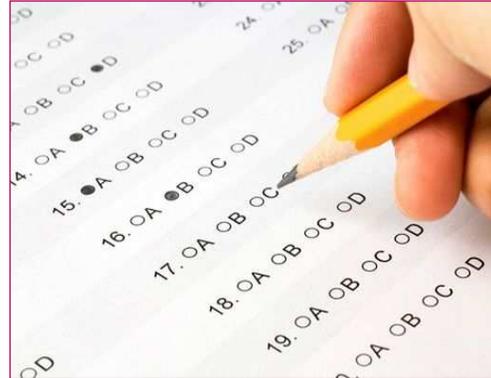
Module 3 (7-14 months): 6 sessions every 5 weeks

Same format as Module 2

Face-to-Face Classes

How to make them engaging?

- Variety of teaching strategies
- Opportunities for Dads only and Moms only discussion
- Demonstrations
- Opportunity to practice skills i.e. massage, swaddling



Parent Educators

Critical

- 44 Parent Educators trained
- 2 facilitator teams



Online Session - Homepage

the parenting partnership™
NEW PARENTS LEARNING TOGETHER

Search:

Help

Created by the experts at Invest in Kids

About Us Weekly Sessions The Library Group Space Red Flags Ages and Stages

Module 3 Session 9

- Emotion Coaching Your Infant
- Outdoor Hazards
- Outdoor Safety Tips
- Family Time – Tranquil Tunes
- Sharing Time
- Baby Food Recipe - Avocado

> Enter Session

Announcements

Can you believe it?
A company in Taiwan makes dinnerware out of wheat, so you can eat your plate.

Visit "Ages and Stages" for more information.
[more...](#)

Special Features

Comfort, Play & Teach™ Newsletter
Receive a monthly newsletter from the Experts at Invest in Kids—CPT Activities, Answers for Parents, Developmental information, news and more. To subscribe now and view a sample newsletter click...
[more...](#)

H1N1 Preparedness Guide
Check with your local public health department for H1N1 immunization clinics.
[more...](#)

H1N1 Flu Virus
Frequently Asked Questions
[more...](#)

Website Feedback

How is our site? Please take a moment to give us your feedback.
[more...](#)

Forums

Posted by: Last Post by: [Replies](#)

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Red Flags



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NEW PARENTS LEARNING TOGETHER

Search :

Help

Created by the experts at Invest in Kids

About Us Weekly Sessions The Library Group Space **Red Flags** Ages and Stages

Red Flags

- + Pregnancy Warning Signs
- + **Emotional Red Flags**
- + Postpartum Red Flags
- + Signs of a Sick Baby and Who to Call
- + Crying Red Flags
- + Postpartum Emotional Red Flags
- + Allergies Red Flags

Emotional Red Flags

You're 4 months pregnant. Lately, you've been on edge and sweating all of the small stuff. Perhaps you're worried because your partner seems sad all the time. Does this sound familiar?

Becoming a new parent is an enormous emotional adjustment. For some people, it's overwhelming! Are you or your partner finding it hard to get used to the idea of new parenthood?

Read through the following list to check for emotional red flags. If you're experiencing more than 2, or even if you only have 1 but it's really intense, you might want to consider talking to your doctor. Remember—these signs can apply to Mom and Dad.

- Your mood swings are lasting longer than 2 weeks and you see no sign of them stopping.
- You constantly feel anxious, irritable, agitated, guilty (worry that you'll be a bad parent) or sad all the time—maybe you even cry for no reason at all.
- You can't (or don't) feel the need to sleep or eat regularly.
- You have trouble concentrating or focusing on things, making decisions (or remembering that you made them) or even have some short-term memory loss.
- You're always tired and feel like you have no energy.
- You suffer from hot/cold flashes, chest pain, dizziness or shakiness.
- You constantly fret about your baby's growth and development.
- You feel restless, guilty or worthless, that you have no control over situations.
- You are no longer interested in the hobbies or activities that you used to enjoy.
- You've pulled away emotionally/physically from your partner, friends, family and colleagues.
- You have thoughts about harming yourself, or about death or suicide.

> Logout

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Weekly Session Intro Page

the parenting partnership

Save & Close X

*Introduction to Web Session 8

Session Guide Hide

Web session 8

- ✓ [*Introduction to Web Session 8](#)
- [*Getting Ready for the First Face-to-face Class](#)
- [*Positive Parenting](#)
- [*Comfort Play Teach](#)
- [*Sharing Time Web 8](#)
- [Paperwork After Baby is Born](#)
- [Your Inner Child](#)
- [Salsa Ham Rollups](#)

Related Resources

- [MapQuest](#)
- [Newborn Registration Service](#)
- [DHP](#)

Check out the great articles and activities this week's session has to offer!

Essential Learning

Getting Ready for the First Face-to-face Class
Finally, a chance to get up from the computer and meet some new people! We'll tell you what to expect and what you'll need to bring for your first face-to-face session.
Time to complete: 3 to 5 minutes

Positive Parenting
Want to hone your parenting skills? We'll show you how to practice positive parenting and tell you how it will help your baby.
Time to complete: 5 to 7 minutes

Comfort, Play, Teach
Looking for fun ways you can help your baby learn, grow and develop? Try Comfort, Play & Teach™! We'll give you some ideas to get you started.
Time to complete: 3 to 5 minutes

Sharing Time
Don't forget this week's Sharing Time! Sit down together and check out other couples' profiles in the group space. Also take time to talk about the Comfort, Play & Teach activities from this session that you found interesting. Tell each other about ways you remember being comforted, played with and taught as a child.

Articles of Interest

Paperwork After Baby is Born
Do you have a will? Do you know what forms you'll need to fill out as soon as your baby is born? We'll help prepare you for the onslaught of paperwork, to help ensure that you and your family have the documents you need.
Time to complete: 5 to 7 minutes

Your Inner Child
Discover how finding the child within you can help you to relax.

Salsa Ham Rollups
Nothing says zesty like salsa! These rollups will add both pep and healthy nutrients to your diet.

TIP Remember—more information is always available to you in our *Related Resources* section at the bottom left corner of your screen.



Click & Reveal

Save & Close X



Session Guide Hide

Pregnancy Discomforts

◀ Back 3 of 6 Next ▶

Now, take some time over the next few screens to learn about the most common pregnancy discomforts, why they happen and how Mom can get some relief.

Click each of the following bulleted items to learn more.

▶ Braxton Hicks Contractions	Throughout pregnancy, Mom may feel minor contractions. These are known as Braxton Hicks contractions. They occur as a result of irregular tightening and relaxing of the uterus. These contractions may be painless or they may cause some minor discomfort. Braxton Hicks become more noticeable after the 30th week of pregnancy. At this time, they become somewhat stronger and longer—to prepare the uterus for labour. These are normal and expected. For relief from Braxton Hicks contractions:
▶ Backache (Upper Back)	▶ Rest. ▶ Use relaxation strategies. Try listening to music, walking or doing an activity that helps you relax. ▶ Use breathing techniques. During the contraction, take a slow, deep breath in through the nose and breathe out through the mouth. ▶ Lightly massage the abdomen (effleurage).
▶ Backache (Lower Back)	
▶ Breast Changes	Be sure to contact Mom's care provider if Mom has any of these symptoms: leaking of fluid or bleeding from the vagina, regular contractions that gain in strength or pressure that is low in the pelvis.
▶ Breast Tingling and Tension	
▶ Constipation	

◀ Back 3 of 6 Next ▶

Web Session 2

- ✓ Introduction to Web 2
- ✓ Nutrition in Pregnancy
- ✓ Exercise in Pregnancy
- ✓ Cat Litter and Hot Tubs etc.
- ✓ Informed Consent
- ✓ Sharing Time Web 2
- ✓ Exercise Now and Later
- ✓ Prenatal Dental Care
- ✓ Smoking
- ✓ Tips to Stop Smoking
- ✓ Tattoos and Piercings
- Pregnancy Discomforts**
- Prenatal Tests and Screens
- Black Bean Soup

Related Resources

- Fish Facts
- Folate in Pregnancy
- Food Allergy Prevention
- Foods to Avoid in Pregnancy
- Maternity Wear
- Mom's Iron in Pregnancy
- Nutrition Tips during Pregnancy
- Pregnancy after 35
- American Academy of Periodontology
- Canadian Cancer Society
- Canadian Dental Association
- Canadian Dental Hygienists Association
- Centre for Addiction and Mental Health
- Di! a Dietician
- EatRight Ontario - Speak to a Registered Dietician
- Exercise and Pregnancy Helpline

Quiz



The screenshot shows a web-based quiz interface. At the top left is the logo for 'The Parenting Partnership'. The main title is '*Nutrition in Pregnancy'. On the right, there is a 'Save & Close X' button and a kiwi fruit image. Below the title is a navigation bar with 'Back' and 'Next' buttons. The left sidebar contains a 'Session Guide' and a list of 'Web Session 2' topics, including 'Introduction to Web 2', 'Nutrition in Pregnancy', 'Exercise in Pregnancy', 'Cat Litter and Hot Tubs etc.', 'Informed Consent', 'Sharna Time 2', 'Exercise Now and Later', 'Prenatal Dental Care', 'Smoking Drugs and Alcohol', 'Tips to Stop Smoking', 'Tattoos and Piercing', 'Prenatal Tests and Screens', 'Pregnancy Discomforts', and 'Black Bean Soup'. Below this is a 'Related Resources' section with links to 'Fish Facts', 'Folate in Pregnancy', 'Food Allergy Prevention', 'Foods to Avoid in Pregnancy', 'Maternity Wear', 'Mom's Iron in Pregnancy', 'Pregnancy after 35', 'American Academy of Periodontology', 'Canadian Cancer Society', 'Canadian Dental Association', 'Canadian Dental Hygienists Association', 'Centre for Addiction and Mental Health', 'Dial a Dietician', 'Exercise and Pregnancy: Helpline', 'Healthy Eating for a Healthy Baby - Best Start', 'Mothers@', and 'Custom Logo Association'. The main content area contains a question: '1. Eating fish is part of a healthy diet. It's a great source of nutrients and omega-3 fatty acids. But during pregnancy, there are some types of fish that women should limit or try to avoid because of the levels of mercury or contaminants found in these fish. Which fish should pregnant women limit or avoid?'. Below the question, it states 'More than one answer is correct.' and lists four options (a, b, c, d) with checkboxes. Option a is checked. Two green callout boxes provide additional information: the first one says 'Health Canada recommends eating at least 150 grams (5 ounces) of low mercury cooked fish each week. Mom should avoid fresh or frozen tuna, swordfish, shark, marlin, orange roughy, escolar (snake mackerel), tilefish, sea bass and barracuda. These fish contain more mercury, which may affect your baby's development. Choose fish and seafood with lower levels of mercury. For further information on Ontario Sport Fish consult the government of Ontario Sport Fishing Guide.' The second callout box says 'Health Canada recommends eating at least 150 grams (5 ounces) of low mercury cooked fish each week. Mom should avoid fresh or tilefish, grouper, sea bass and barracuda. These fish and seafood contain more mercury, which can affect your baby's development. Mom should limit canned white tuna (albacore) to 300 grams or approximately two 170 gram cans per week. Choose fish and seafood with lower levels of mercury.' A 'Submit' button is located at the bottom right of the main content area.

***Nutrition in Pregnancy**

1. Eating fish is part of a healthy diet. It's a great source of nutrients and omega-3 fatty acids. But during pregnancy, there are some types of fish that women should limit or try to avoid because of the levels of mercury or contaminants found in these fish. Which fish should pregnant women limit or avoid?

More than one answer is correct.

Fresh or frozen tuna, shark, swordfish, marlin, orange roughy and escolar (snake mackerel), walleye or muskellunge

a) Fresh or frozen tuna, shark, swordfish, marlin, orange roughy, escolar (snake mackerel), tilefish, sea bass and barracuda. These fish contain more mercury, which may affect your baby's development. Choose fish and seafood with lower levels of mercury. For further information on Ontario Sport Fish consult the government of Ontario Sport Fishing Guide.

Light canned tuna, sardines, anchovies, basa, bass, flounder, haddock, herring, pollock, perch, salmon, sole, snapper, tilapia, and rainbow trout

b) Canned white tuna (albacore) or bluefin tuna, bluefish, grouper, lobster, tilefish, sea bass and barracuda

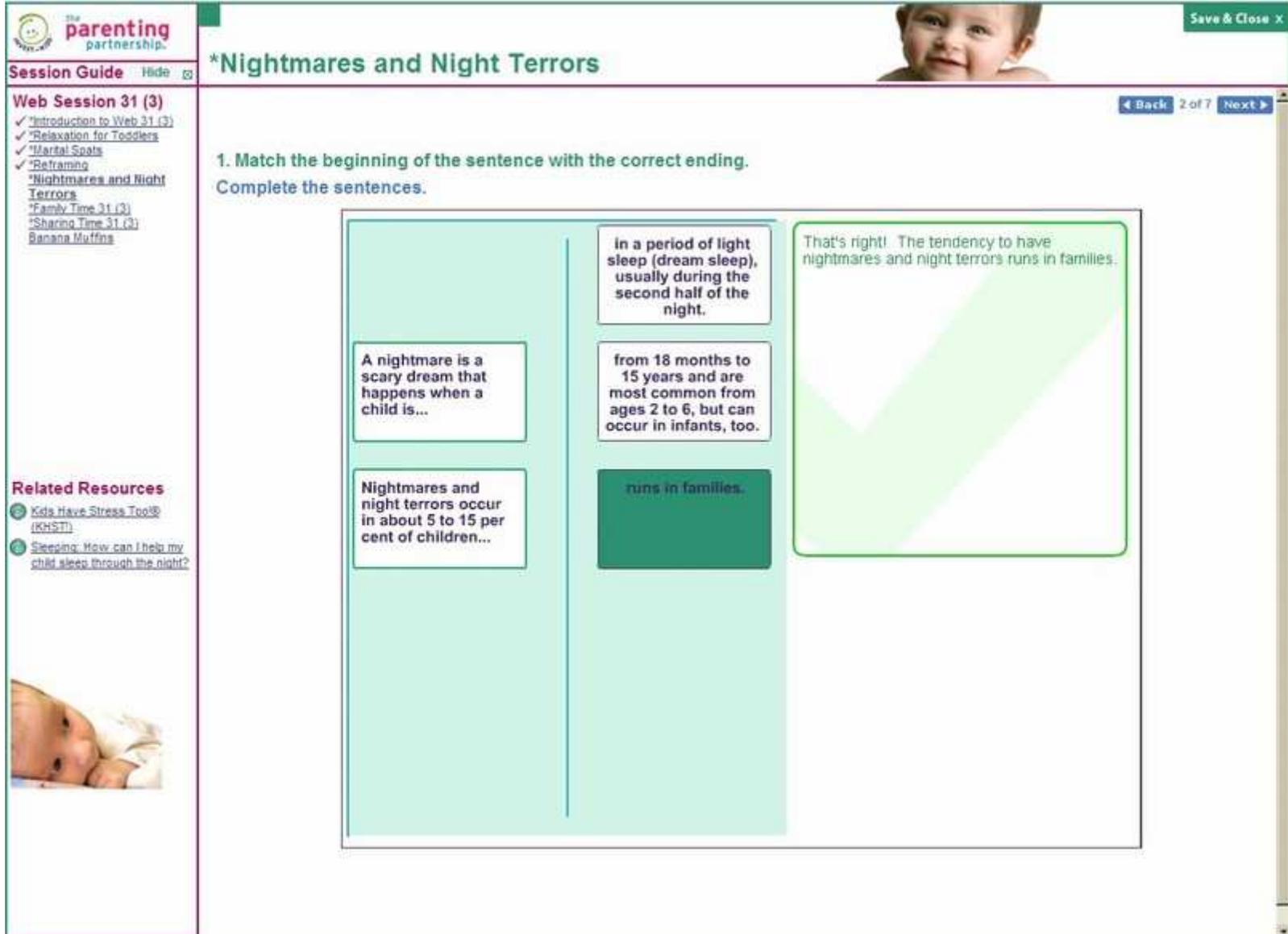
c) Health Canada recommends eating at least 150 grams (5 ounces) of low mercury cooked fish each week. Mom should limit canned white tuna (albacore) to 300 grams or approximately two 170 gram cans per week. Choose fish and seafood with lower levels of mercury.

Clams, crab, oysters, scallops, shrimp, squid, fish sticks and fish cakes

d)

Submit

Matching Game



The screenshot shows a web page from 'The Parenting Partnership' titled '*Nightmares and Night Terrors'. The page includes a navigation menu on the left with 'Web Session 31 (3)' and a list of sub-topics. The main content area contains a matching game with the instruction: '1. Match the beginning of the sentence with the correct ending. Complete the sentences.' The game interface features a central column of four sentence beginnings and a right column of two possible endings. A large green checkmark is visible on the right side of the game area, indicating a correct match.

Session Guide Hide

Web Session 31 (3)

- ✓ [*Introduction to Web 31 \(3\)](#)
- ✓ [*Relaxation for Toddlers](#)
- ✓ [*Mental Spots](#)
- ✓ [*Reframing](#)
- *Nightmares and Night Terrors**
- [*Family Time 31 \(3\)](#)
- [*Sharing Time 31 \(3\)](#)
- [Banana Muffins](#)

Related Resources

- [Kids Have Stress Too!® \(KHST!\)](#)
- [Sleeping: How can I help my child sleep through the night?](#)

***Nightmares and Night Terrors**

1. Match the beginning of the sentence with the correct ending.
Complete the sentences.

A nightmare is a scary dream that happens when a child is...

Nightmares and night terrors occur in about 5 to 15 per cent of children...

in a period of light sleep (dream sleep), usually during the second half of the night.

from 18 months to 15 years and are most common from ages 2 to 6, but can occur in infants, too.

runs in families.

That's right! The tendency to have nightmares and night terrors runs in families.

Tic Tac Toe

The image displays two screenshots of a parenting website interface. The top screenshot shows a quiz question titled "Moms and Dads Differences". The question asks: "Research shows that Dads tend to be more stimulating and arousing with their babies than Moms. True or false?". The "True" button is highlighted in green, and a green checkmark icon is visible next to it. The bottom screenshot shows a Tic Tac Toe game board. The board is a 3x3 grid with a green circle in the top-left cell. To the right of the board is a score legend: a red X is worth 0 points, a green circle is worth 1 point, and a green circle with a red X through it is worth 0 points. An "Instructions" button is located below the score legend.

Family Time

Save & Close X

*Family Time 16 (2)

Session Guide Hide

Web Session 16 (2)

- ✓ [Introduction to Web 16 \(2\)](#)
- ✓ [Lullaby and Goodnight](#)
- ✓ [Intellectual Development: Concentration](#)
- * [Family Time 16 \(2\)](#)
- * [Sharing Time 16 \(2\)](#)
- [Teething, Bites and Bumps](#)
- [Pumpkin Orange and Raisin Muffins](#)

Related Resources

- ✓ [Sleeping: What position should I lay my baby down to sleep?](#)



"Once upon a time, there was a happy and contented baby..."

Is this how you would like your baby's story to begin? Reading to your baby plays a big part in creating just such a tale—only better. It will be in real life!

Reading is one of the best gifts you can give your child. Not only is it an enjoyable and educational activity, but it also fosters happiness and security in your child. Set aside some important family time together this week.

Click the link below to view and print the *Sleepy Time Stories* activity.

[Sleepy Time Stories](#)

Please take a moment to give us your feedback.

1. Comments:

Submit

Back 1 of 1 Next

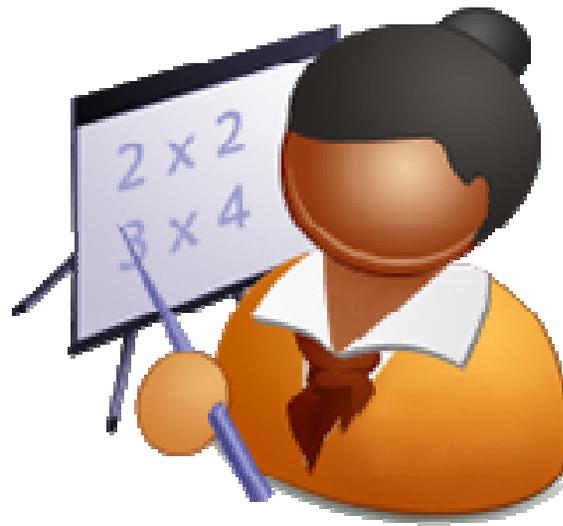
Sharing Time



The screenshot shows a web browser window with the following content:

- Header:** "the parenting partnership" logo and "Save & Close X" button.
- Page Title:** "*Sharing Time 16 (2)"
- Session Guide:** A list of topics with checkboxes, including "Introduction to Web 16 (2)", "Lullaby and Goodnight", "Intellectual Development: Concentration", "Family Time 16 (2)", and the current session, "*Sharing Time 16 (2)".
- Main Content:**
 - Text: "Sudoku, Rubik's Cube, Word Search, Solitaire, Memory Games, Matching Games... these are all games to improve concentration. They're great for older children and adults; but what about your baby?"
 - Text: "What can you do to improve your baby's ability to concentrate?"
 - Text: "Based on what you have learned in this session, think about the different activities you can use to increase your baby's concentration skills. Set aside some time this week to share your thoughts with one another."
- Image:** A small photo of a man and a woman smiling at each other.
- Navigation:** "Back 1 of 1 Next" buttons.
- Related Resources:** A link titled "Sleeping: What position should I lay my baby down to sleep?"
- Footer:** A small image of a baby's face.

Lessons Learned and challenges...

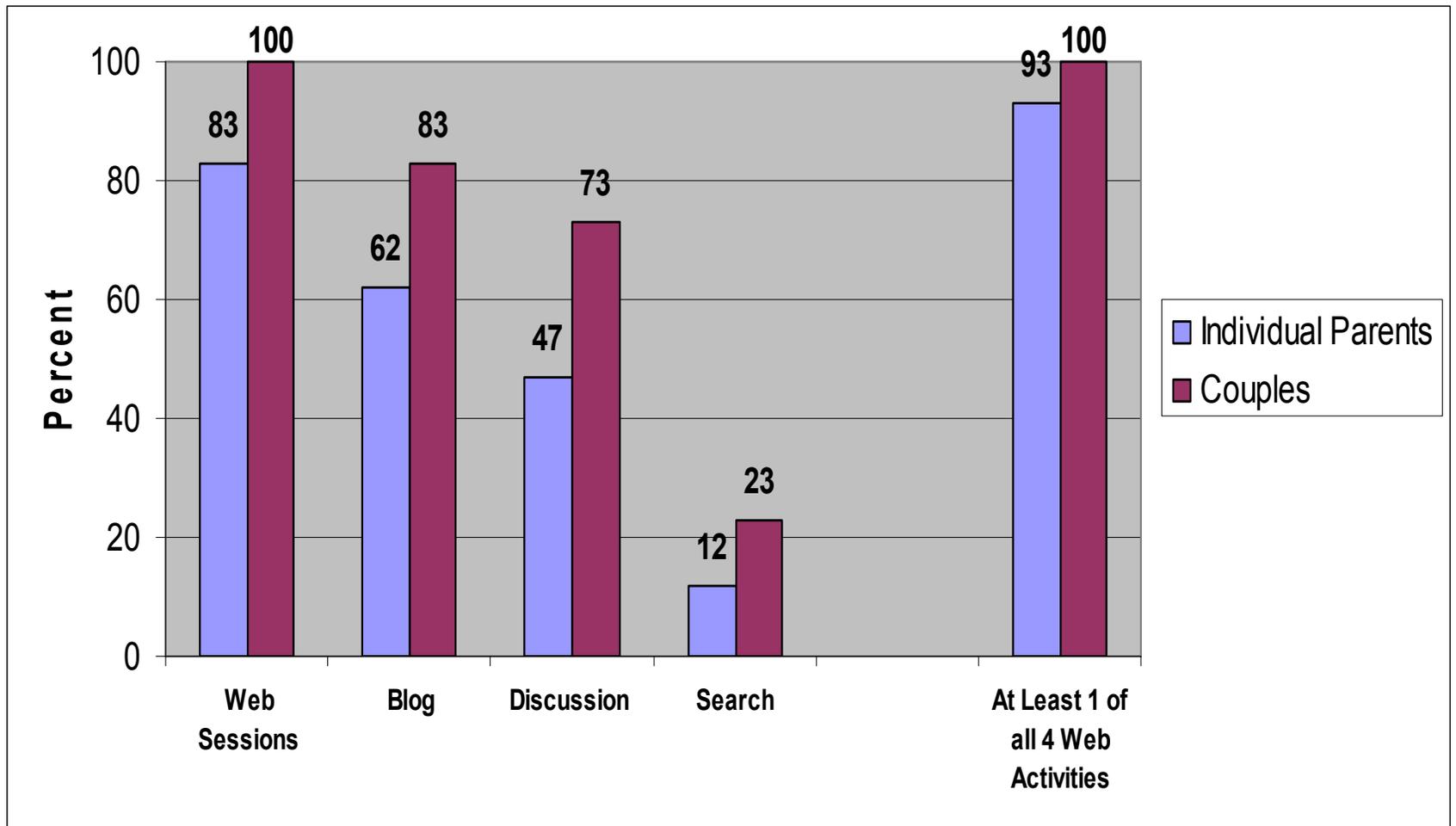


Findings re Web

What we found:

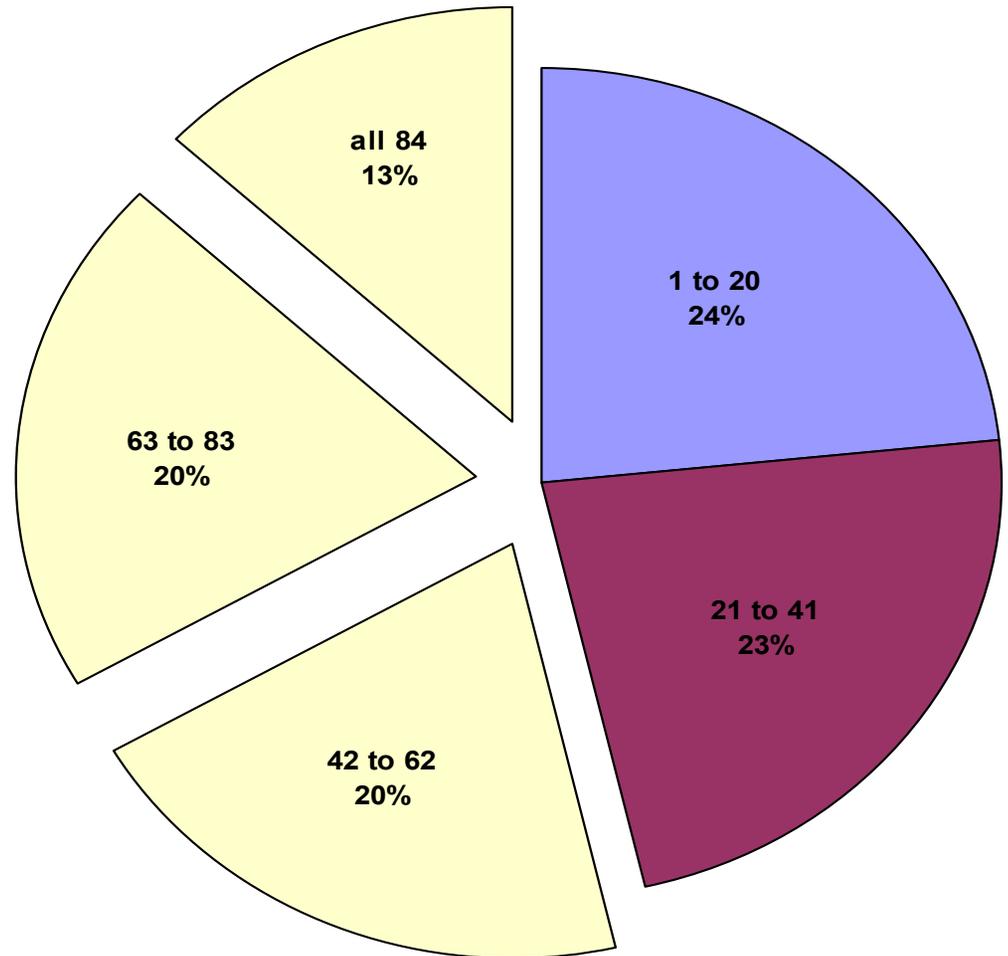
- Parents are engaged with web sessions—they pick and choose
- Some parents really like the Web sessions and some do not like on-line learning
- Not all parents are computer savvy
- Engaging parents in an on-line discussion can be challenging
- Technology issues can and will happen
- Online learning courseware changes frequently

Web Engagement of Parents



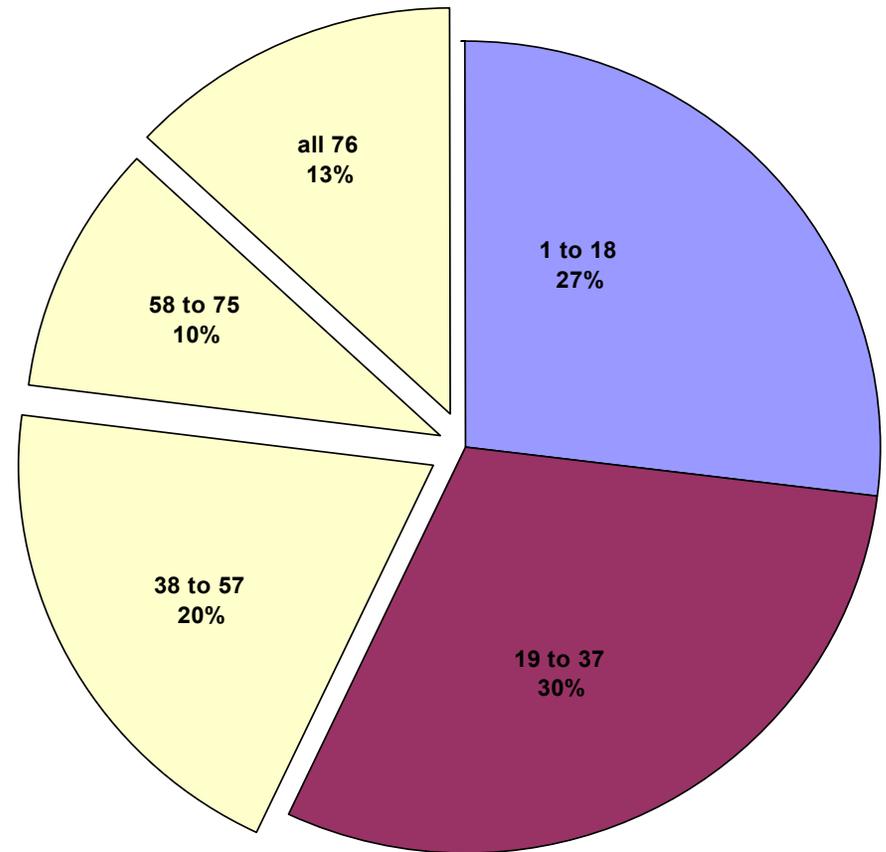
Essential Web Topics Couples

- Essential Topics were determined by the experts at Invest in Kids
- About 20 minutes to complete
- 50% of couples completed half or more of the 84 Essential items in Prenatal module



Recommended Web Topics Couples

- Topics of additional interest to some but not all parents
- Some sessions would only have a few, others would include 5 or more
- 43% of couples completed half or more of the 76 recommended items



Couples

Time spent on Web



	Parents	Couples
	Median hr/min	Median hr/min
Time spent on Essentials	1:22	1:57
Time spent on Recommended	0:49	0:57
Time spent on Both	2:10	3:16
Time spent on Blog	0:11	0:13
Time spent on Discussion	0:00	0:01
Time spent on all Web Areas	1:46	4:04

Engagement in Online Discussion

- 40% have found Blog moderately useful
- About 20% of parents and couples posted on Blog
- Like: having access; the communication; hearing from others and the PEs
- Would post a comment if: there were more postings, had a comment to make, need an answer



Barriers to Using Website

- Lack of Time
- Lots of content
- Content not timed right
- Technology issues
- Start of Face-to-Face classes

Classroom Attendance



- 75% of parents and 90% of couples attend half or more (>4) of the classes.
- Contacting parents prior 1st class improves attendance.
- Attendance does fall slightly in last class in prenatal classes.
- Module 2 and 3 attendance varies.

Face-to-Face Feedback

Knowledge

The Parenting Partnership

Connections

"The program took me through the whole arc of what to expect."

"I felt prepared - I was conscious of what is possible."

"It helped me to deal with my spouse and the changes we were going through."

"The instructors have so much credibility. You trust them and their experience."

"Now I'm part of a group of people that are not afraid to share their experiences."

"It gave us so much comfort knowing that other parents were feeling the same way we were."

"It's more than we bargained for - we have made real friendships for ourselves and our child."

What Parent Educators Say...

The postnatal sessions allowed time for more learning, support and in the case of the Scarborough Group build a supportive community”—*Counselor*

“I had no idea what a wonderful experience that this would be—not just for the parents but for myself as well. I have taught many Parenting groups over the years but this one is unique”—*Nurse*

“the support and training provided by Invest in Kids was an important part of the success I enjoyed as an educator. Their organization of monthly meetings, feedback session, continuing education and evaluations, I personally was able to step outside my comfort zone and grow as an educator and as a parent”—*PE Health Practitioner*

“I have and continue to support this program as a success; the tools and materials will assist in creating healthy and balanced children, relationships and a better society”—*Counselor*

Implications for Others

On-line learning/website

- Expect technology issues
- Doesn't appeal to everyone
- On-line group discussions can pose challenges

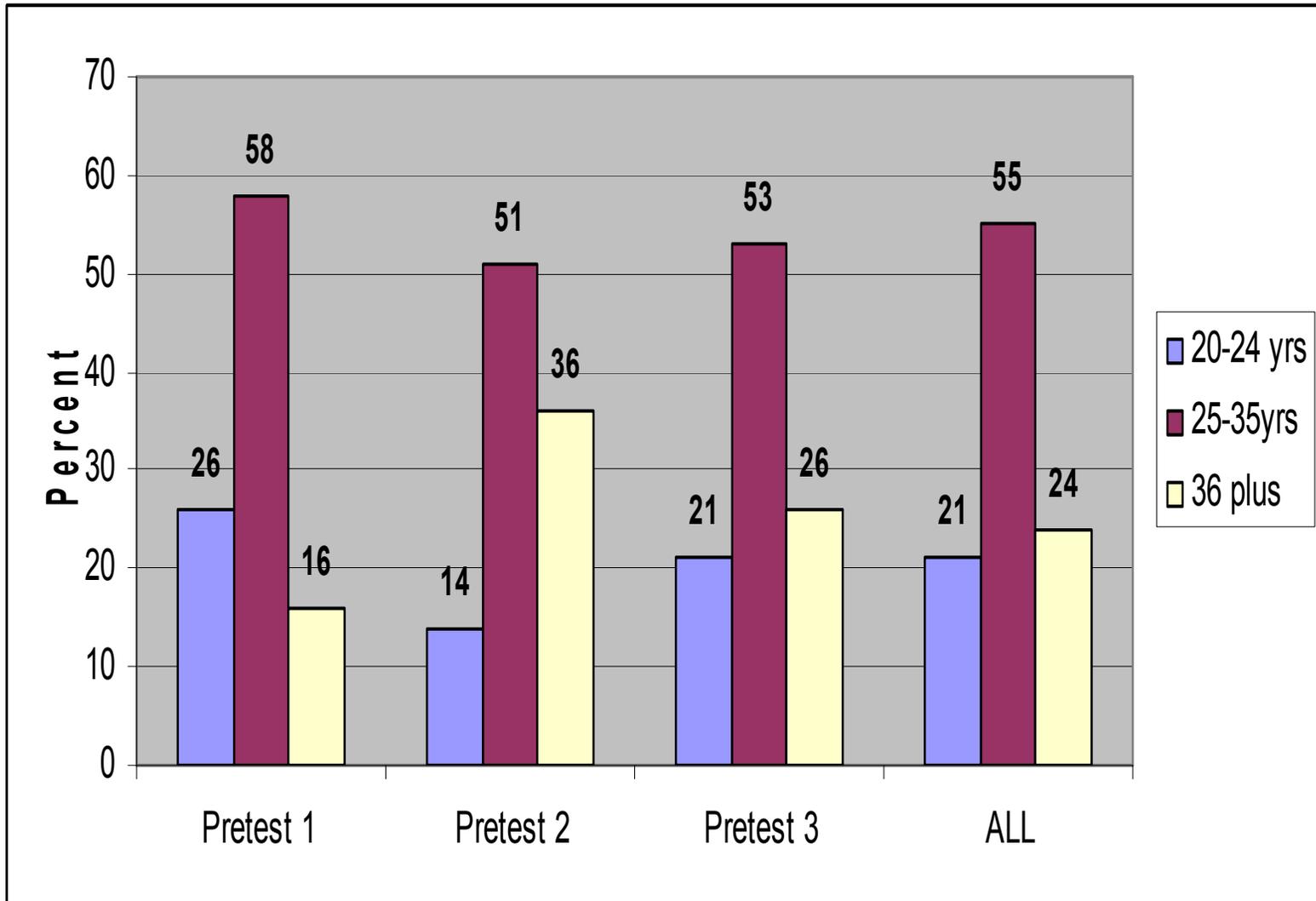
Program length

- Allows for small group development/support
- Parents will stay if engaged

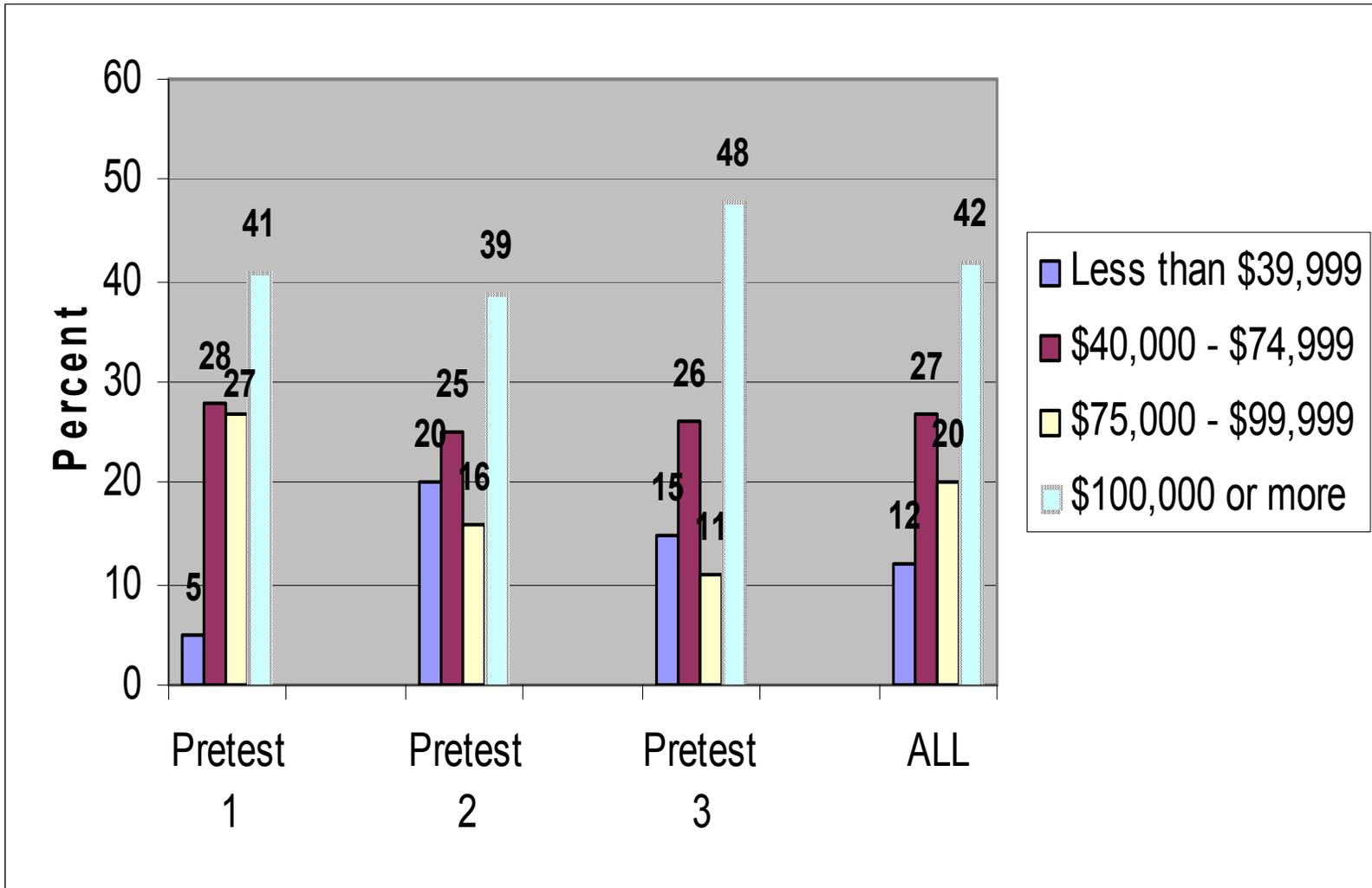
Who are our parents?



Age



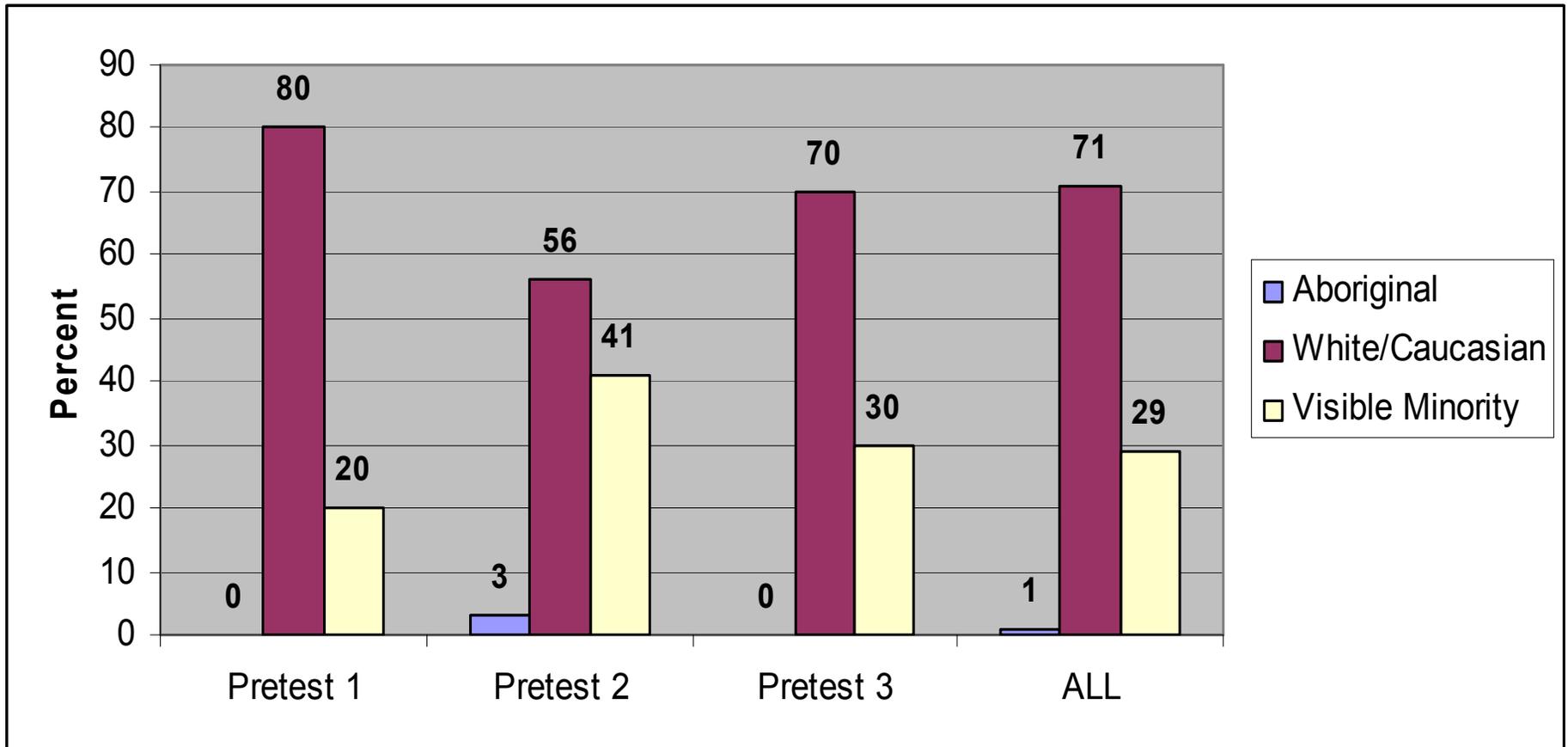
Household Income



Education

	Pretest 1	Pretest 2	Pretest 3	All
Highschool or less	6% (7)	8% (5)	7% (4)	7% (16)
Some college/ university	11% (12)	3% (2)	17% (10)	10% (24)
Completed college/university	65% (71)	73% (48)	50% (29)	63% (148)
Post graduate degree	18% (20)	17% (11)	26% (15)	20%(46)
Total	(110)	(66)	(58)	(234)

Ethnicity



Questions



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