

**2006 - 2009**

***Brantford/Brant Child Care Service Plan***

***with components of***

***Best Start***

## Executive Summary

As the designated “child care delivery agent” for Brantford and Brant County the Corporation of the City of Brantford is required by the Government of Ontario to submit three-year child care service plans. The plan outlined in this document covers the years 2006 – 2009. Child care service plans provide detailed information on programs, services and current issues impacting on the community. The plan also provides a set of goals for child care provision and management over the three years covered by the plan.

The 2006-2009 Child care Service Plan is based on a number consultations with child care providers, parents and relevant data. This information provided details of system pressures, changes and successes. Data sources included Statistics Canada census data from 2001 and data from local sources. Information and data were combined to provide information for discussions that were at community tables include the Child Care Advisory Committee and the Child Care Providers group.

Brantford and Brant County pose a challenge to the provision of child care services. While it is a relatively small community there is a great deal of diversity in terms of need for services both within the city of Brantford and the County of Brant. Transportation in rural areas remains a significant barrier to accessing child care.

Child care programs in Brantford and Brant County have remained relatively stable over the last three years. An additional 91 spaces were developed bringing the total number of spaces to 1174. Significant issues remain in the system including wage and program subsidies. As a result, recruitment and retention of qualified staff has become a major issue.

Over the next three years, 2006-2009, there will be a focus on maintaining and improving the child care system. Key items include:

- increasing access to high quality child care
- increasing availability of high quality child care
- promoting the inclusion of children with special needs
- recognizing the contribution of all caregivers
- promote the importance of quality early childhood education and healthy growth and development
- Full implementation of the Best Start initiative

The most significant impact on the system over the next three years will be the Best Start initiative. Best Start is a Provincial program aimed at providing children and their parents with a smooth transition from early childhood education to the school system. While the initial focus will be on the expansion of licensed child care spaces for junior and senior kindergarten age children during non-school hours. There will also be a gradual expansion of child care spaces for children age 0-4 years. This process will involve a joint effort between parents, school boards, child care providers, community based programs and municipal representatives. Best Start will provide an increase of 230 spaces over the next three years, an investment of \$10.8 million and a more integrated approach to planning and providing services.

“It takes a whole village to raise a child”

African Proverb

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## Section 1 – Introduction

On October 1, 1999 the Corporation of the City of Brantford was designated the ‘child care delivery agent’ with responsibility for managing the local child care service system – the fee subsidy program, the wage subsidy program, special needs resourcing, and resource centres.<sup>1</sup> This role, determined by the Government of Ontario, encompasses service system planning, including establishing local priorities and outcomes; the allocation of available resources; ensuring service quality in keeping with the legislative framework; and governance of the service system.

As part of its service planning responsibilities, the City is required to develop a Brantford/Brant Child Care Service Plan that is reflective of local needs and priorities and that is in keeping with provincial legislation, regulations, directives and the *Child Care Service Management Guidelines*. The first such three-year Plan was approved by City Council in April 2001 and by the Ministry of Community and Social Services in May 2001. The Plan has been reviewed and updated on an annual basis in the years that have followed to ensure that the established service delivery priorities and service management strategies remain in the forefront.

In recent years, both the federal and provincial governments have shown their commitment to children through the announcement of several funding initiatives under the Social Union Framework. The first of these, the Early Childhood Development Initiative, committed federal funds towards early childhood education and care. The Agreement specified that services for children 0-6 were to be developed in one or more of the following service areas: healthy pregnancy, birth and infancy; parenting and family supports; early childhood development, learning and care; and community support services.

The Government of Ontario’s response to the Early Childhood Development Initiative was the introduction of the Ontario Early Years Plan. The Plan’s stated goal is to give Ontario children the best possible start in life, and ensure that they are physically and emotionally healthy, safe and secure, ready to learn, and socially engaged and responsible.

A second federal/provincial funding initiative (the Multilateral Framework on Early Learning and Child Care) was announced in March 2003. The purpose of this initiative, termed by many as “the first step to a national child care program”, is to promote early childhood development and to support the participation of parents in employment or training by improving access to affordable, quality early learning and child care programs and services. In particular, provincial and territorial Social Services Ministers agreed to invest federal funds in regulated early learning and child care programs for children under six, defined as programs that meet quality standards that are established and monitored by provincial/territorial governments. They further agreed to invest in early learning and child care programs that provide direct care and early learning to children in

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<sup>1</sup> The reader is referred to **Appendix A** for a description of these and other terms used throughout the Child Care Service Plan

a variety of settings including child care centres, family child care homes, preschools and nursery schools. Federal funds could also be used to support capital and operating costs, fee subsidies, wage enhancements, professional development and support, and parent information and referral. While the Government of Ontario has not outlined its response to this five-year initiative beyond the 2004/2005 fiscal year, child care professionals are optimistic that a significant proportion of the available dollars (\$351.8M in total) will be used to support the child care service system managed by Ontario's municipalities.

The commitment of senior levels of government to early childhood education and care is also evidenced by the introduction of new Departments and Ministries. In particular, the establishment of the federal Department of Social Development provides a focal point for social policy by bringing together income security and other social programs for seniors, families and children, and persons with disabilities. Further, the Department has been given the mandate to work with stakeholders to address "the major social issues before Canadians including child care and early childhood development..."<sup>2</sup> On a similar note, the Government of Ontario created the Ministry of Children and Youth Services in October 2003 to be specifically responsible for the healthy growth and development of the province's children.

In the November 2004 the Government of Ontario announced a new initiative, Best Start is a comprehensive, evidence informed early learning and care strategy aimed at providing children with smooth transition from pre-school programs to school. This initiative is a result of the 2003 Multilateral Framework on Early Learning and Child Care (ELCC) and the new 2005 federal funds. Through an integration of pre-school programs, child care, parenting programs and school programs, children and parents will be able to access a full continuum of services in convenient locations. Best Start will:

- Help parents help their children to be successful in school;
- Enhance existing services and introduce innovative approaches to healthy child development, early learning and care; and
- Bring community services together in a comprehensive, flexible, integrated and seamless way so children and parents can access them at familiar neighbourhood locations.<sup>3</sup>

Over the next three years \$10.8 million and an additional 230 child care spaces will be added to the child care system in Brant County and Brantford. There exists a five year commitment from the Provincial and Federal government to fund the Best Start project.

The development of the *2006–2009 Brantford/Brant Child Care Service Plan* therefore coincides with a renewed national and provincial emphasis on the social and economic importance of child care and early childhood education. The Plan's content serves to provide City Council, the Child Care Services Division and the local community with the

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<sup>2</sup> Excerpt from the Prime Minister of Canada's website *Strengthening Our Social Foundations*.

<sup>3</sup> Implementation Planning Guidelines for Best Start Networks, Ministry of Child and Youth Services, June 28, 2005

knowledge and ability to appropriately respond to federal and provincial policy directions and funding criteria. In addition, through the establishment of several service delivery priorities and service management strategies, the Child Care Service Plan provides a framework within which to manage the local child care system to ensure that it is responsive to local needs and is affordable, available, accessible and of high quality.

## Section 2 – The Planning Process

This Section of the Child Care Service Plan describes the principles and objectives that have guided the child care service planning process. The Section continues with a brief overview of the methodology used in the development of the Plan. In particular, the consultation process undertaken is highlighted as a means of confirming that the service delivery priorities and service management strategies contained in Section XXX accurately reflect the needs and priorities of parents, service providers and community agencies.

### 2.1 Principles and Objectives

The Ministry of Children and Youth Services has indicated that the objective of the child care system is promoted “healthy child development and helping children arrive at school ready to achieve success. It is also an essential support for many parents, helping them to balance the demands of career and family while participating in the workforce, or pursuing education or training.”<sup>4</sup> This is accomplished through:

- Supports parents in financial need who are employed, in training, or involved in other employment activities
- Fosters early childhood development
- Is flexible and provides choice
- Has children being cared for in a safe, nurturing environment
- Provides appropriate standards of care
- Provides supports for children with special needs
- Works in partnership with others involved in Ontario’s child care system

The City of Brantford Child Care Services Division’s service objectives are twofold: (1) to provide subsidized child care for parents in need of financial assistance who are working, students, or parents of children recognized as having special needs, children needing protection or children referred for other reasons; and (2) to manage the delivery of the child care system including wage subsidy, fee subsidy, special needs resourcing, and resource centres.

Both the Ministry’s and the City’s service goals and objectives have been encompassed in the following principles that have guided the preparation of the *2006-2009 Brantford/Brant Child Care Service Plan*:

- The needs and priorities of Brantford/Brant residents will be reflected
- The participation of parents and caregivers will be encouraged
- The ‘special’ needs of children will be taken into account
- Rural and urban differences will be taken into consideration as will Brantford/Brant’s socioeconomic and cultural composition

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<sup>4</sup> Ontario Child Care Service Management Requirements Service Planning, Page 1 July 15, 2005

- Those services that receive funding under the child care envelope as well as other similar services that may receive funding from other sources will be included
- Those services available outside of Brant County that are accessed by local children, families and caregivers will be taken into consideration
- The City of Brantford will plan and manage the delivery of child care services in accordance with the Ministry of Children and Youth Services' vision, principles and objectives
- The Service Plan will comply with provincial legislation, regulations, standards, policies and priorities
- A three-year service plan will be developed as a means of promoting progression towards long term goals and of anticipating trends
- The Brantford/Brant Child Care Service Plan will be reviewed and implemented on an annual basis
- The objectives and guidelines for the Provincial Best Start initiative

## 2.2 *Methodology*

The Child Care Services Division has involved the community in the planning process in a variety of ways. Firstly, the City has utilized the expertise of the Child Care Advisory Committee<sup>5</sup> throughout the development of the Child Care Service Plan. On an annual basis, a sub-committee of the Advisory Committee has also conducted a review of the child care plan and its service priorities and action items.

Secondly, afternoon and evening community consultation sessions were held on March 24, 2004 as a means of involving the community at large in the planning process. Letters of invitation were sent to over 80 child care service providers, private home day care providers, and community agencies providing social, recreational and health services to children and families. Input from these sessions was reviewed in preparing the 2006-2009 Child Care Plan. Although significant efforts have been made to resolve the issues raised at these sessions, many of the issues remain today. As a result, it was determined that the consultation information is still relevant in this planning effort.

Thirdly, several secondary sources of information were also utilized in the development of the *2004-2006 Brantford/Brant Child Care Service Plan*. For instance, much of the data and information contained in Section 3.1 has been extracted from the *Community Profile Ontario Early Years in Brant* created by the Early Years Data Analysis Coordinator. Numerous staff reports to the Social Services Sectoral Committee of City Council and to the Child Care Advisory Committee were also used to inform the Plan's content. The Child Care Service Plan has also built upon the findings and recommendations contained in the *2004-2006 Brantford/Brant Child Care Service Plan* and in more recent community planning documents such as the *Kids Can Fly Early Years Action Plan* and the *Ontario Early Years Centre: Brant 2004-2006 Service Plan*. Service

Plans from a number of community based service providers were also reviewed to determine current issues and needs.

Finally, extensive planning has taken place with regards to the provincial Best Start initiative. This was done through community consultations with Owners/Operators and their Board members, 5500 parent survey were sent out to the community and daycare operators were also surveyed for their input. The initiative is aimed at provided expanded child care services with a particular focus on children under the age of six. Results from this planning effort have been utilized in the development of the 2006-2009 Child Care Service Plan.

### **2.3 *Summary***

Planning principles that are in keeping with provincial child care objectives have served to guide the planning process. The planning process has also benefited from the expertise of the Child Care Advisory Committee, from the input received from child care service providers, community agencies and parents, and from the knowledge gained through secondary statistics, planning reports and other information sources.

### Section 3 – Environmental Scan

This section of the Child Care Service Plan utilizes 2001 Census data to create a profile of the Brantford/Brant community. In particular, the various demographic, social, economic and child-related indicators presented in the *Community Profile Ontario Early Years in Brant*<sup>6</sup> provide insight into the planning, management, funding and delivery of child care services in Brantford/Brant. The Section continues with a service profile that describes the current availability of licensed centre-based and home-based child care programs and that details the fee subsidy, wage subsidy, special needs resourcing and resource centre programs. Lastly, an overview of the approved 2004-2006 child care budgets and actual expenditures is followed by a brief description of the community's previously expressed child care needs and priorities.

#### 3.1 Community Profile

As stated, the information presented in this Section of the Environmental Scan has been taken, for the most part, from the 2001 Census data contained in the *Community Profile Ontario Early Years in Brant*. The next census will be taken in 2006 and will provide more up to date information.

##### Demographic Indicators

Brantford/Brant consists of over 1,093 square kilometres and in 2001 was home to a population of 118,485. The majority of the population resided in the urban areas of Brantford (73%) and Paris (9%) while the remaining 18% of the population resided in the County's rural areas. Immediately adjacent to Brant County is Six Nations – a community comprised of the Cayuga, Oneida, Onondaga, Mohawk, Seneca and Tuscarora nations and the largest of the 608 First Nations in Canada. While the child care system managed by the City of Brantford Child Care Services Division does not provide programs on-reserve, it is important to note that in 2001, approximately 50% of the 21,103 Six Nations Band members were living off-reserve and therefore had access to the local child care system.

Table 1 illustrates the population distribution of Brantford/Brant children from birth to age fourteen. Despite the fact that it has not been possible to present single year age groupings, the information contained in the Table does provide a sense of the potential demand for child care programs.

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<sup>6</sup> A more comprehensive profile of Brantford/Brant may be found in *Community Profile Ontario Early Years in Brant*, January 2004 which is available from the Ontario Early Years Centre: Brant.

Table 1  
2001 Population Distribution Birth to Age Fourteen

	Age 0-4	Age 5-14	% of Population Aged 14 and Under
City of Brantford	5,160	12,050	19.9%
Township of Brantford	295	945	19.1%
Township of Burford	335	935	21.3%
Township of Oakland	80	205	20.9%
Township of Onondaga	95	295	21.9%
Town of Paris	555	1,400	19.8%
Township of South Dumfries	360	1,015	22.3%
Total Brantford/Brant	6,910	16,920	20.1%

Source: Statistics Canada, 2001 Census

Note: While it is acknowledged that municipal amalgamation occurred in the County of Brant in 1999, the information presented for the various Townships and Towns is nevertheless informative for planning purposes.

The population of Brantford/Brant grew by 3.4% between 1996 and 2001 – a rate that varied somewhat by municipality. For instance, as a result of subdivision development, the former Township of South Dumfries (in particular St. George) grew by 13.6% while the former Town of Paris experienced a 9.9% increase in population. The Ministry of Finance has projected that the Brantford/Brant population will increase by 13.6% between 2001 and 2021. During the same period, it is estimated that the population of those from birth to age nineteen will decline by 8.5% while the population of young adults aged 20-44 is expected to increase by a similar percentage.

It is noted that there has been significant recent development in the south west of Brantford, south west of Paris and north of St. George. These large developments will place significant demands on all services, including child care. Population statistics for these areas are not reflective of recent development. The 2006 census will be the first opportunity to examine the extent to the growth in these areas.

Appendix B contains the most recent Brantford/Brant population projections for those residents from birth to age fourteen.

### Social Indicators

Family composition continues to be a key indicator of poverty as, despite positive trends in recent years, nearly one in two children still lives in poverty among female lone parent families. Stated another way, children in female lone parent families are four times as likely to be poor than are children in two-parent families.<sup>7</sup> In 2001, 63.9% of Brantford/Brant families had children and of this figure, 48.2% of families with children

<sup>7</sup> Statistics Canada. *Income Trends in Canada, 2001* as cited in *Honouring Our Promises: Meeting The Challenges To End Child And Family Poverty*.

were two parent families, 12.7% were led by female lone parents and 3% were led by male lone parents.

Canada-wide figures<sup>8</sup> also show a strong link between ethnicity and poverty. Specifically, 41% of Aboriginal children living in Canada off-reserve live in poverty. Recent immigrants and refugee families with children under 14 years of age fare no better as the 2001 child poverty rate for these families was 42.4% as compared to 17.4% for non-immigrant children. Further, the rate of poverty for children under 14 years of age who belong to visible minority groups is 34% compared to 19% for all children in the same age group. Even for those individuals whose ethnicity does not have a direct negative bearing on their economic status, access to high quality child care is of importance. As a means of promoting this access, service providers must be sensitive to cultural backgrounds as they develop their programs and activities, plan their meals and communicate with children and parents.

According to the 2001 Census, only 13% of the 2001 Brantford/Brant population was born outside of Canada as compared to 26.8% of Ontario residents. Of those Brantford/Brant residents who immigrated to Canada in recent years, the highest percentage of individuals came from India (12%) followed by the United Kingdom (8.4%) and the United States (8%). These immigration patterns have a direct bearing on the number and percentage of visible minorities in Brantford/Brant as only 4,905 individuals, representing 4.14% of the population, identified themselves as a visible minority. Census data pertaining to home language reveals that in 2001, 98.2% of Brantford/Brant residents considered English to be their first language. Of the 0.54% of residents who indicated that they did not use English or French as their home language, the most frequently cited home languages were Polish and Vietnamese.

### Economic Indicators

Research continues to show strong linkages between educational attainment, employment status and family income. As a result, such indicators have a bearing on a family's economic security and thus on the demand for and affordability of child care programs.

In 2001, the Brantford/Brant labour force participation rate was 67% while the unemployment rate was 6% – figures that are comparable to those evidenced in Ontario as a whole. When one examines labour force participation rates and unemployment rates of those Brantford/Brant families with children, differences related to the gender of the parent and the ages of the children become apparent as shown in Table 2.

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<sup>8</sup> Ibid.

Table 2

Labour Force Rates of Brantford/Brant Residents with Children

	Population Aged 15+ with Children	Population Aged 15+ with Children Under Age 6	Male Aged 15+ with Children Under Age 6	Female Aged 15+ with Children Under Age 6
Employment Rate	78.5%	77.0%	90.8%	65.4%
Unemployment Rate	4.2%	6.5%	3.5%	9.9%
Participation Rate	81.9%	82.3%	93.9%	72.6%

Source: Statistics Canada, 2001 as cited in *Community Profile Ontario Early Years in Brant*, January 2004

The labour force rates discussed above are some of the many factors that have a bearing on median family income. Adult education levels and the composition of the industrial base also influence median family incomes. In 2001, the median family income in Brantford/Brant was reported to be \$57,000 – a figure that is approximately \$4,000 less than the Ontario median family income. As has been the trend for a number of decades, female lone parent families had a median family income of \$9,000 less than their male counterparts.

Despite reported median family income levels that are below comparable Ontario figures, the incidence of low-income households in Brantford/Brant was 12.7% in 2001 as compared to 14.4% for the Province as a whole. While specific figures are not readily available for Brantford/Brant, recent statistics do reveal that approximately 13% of Ontario's children live in poverty.<sup>9</sup>

In 2001, residents of Brantford/Brant reported lower education levels than the provincial average. Specifically, 19.5% of Brantford/Brant residents aged 20-34 and 22.8% of residents aged 35-44 had less than a high school graduation certificate as compared to 13.2% and 17.3% respectively of Ontario residents. While Brantford/Brant residents had fewer university degrees than the Ontario population, more local residents held trade certificates and college diplomas. These figures may therefore be reflective of the fact that there were 9.5% more Brantford/Brant residents employed in the manufacturing and construction sectors than in Ontario as a whole.

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<sup>9</sup> Ibid.

### Child-Related Indicators

Between 1998 and 2000, 3,916 children were born in Brantford/Brant – an average of 1,305 children per year. A slightly higher percentage of these children (6.3%) were considered low birth weight babies (less than 2500 grams) as compared to Ontario figures (5.8%) for the same period.

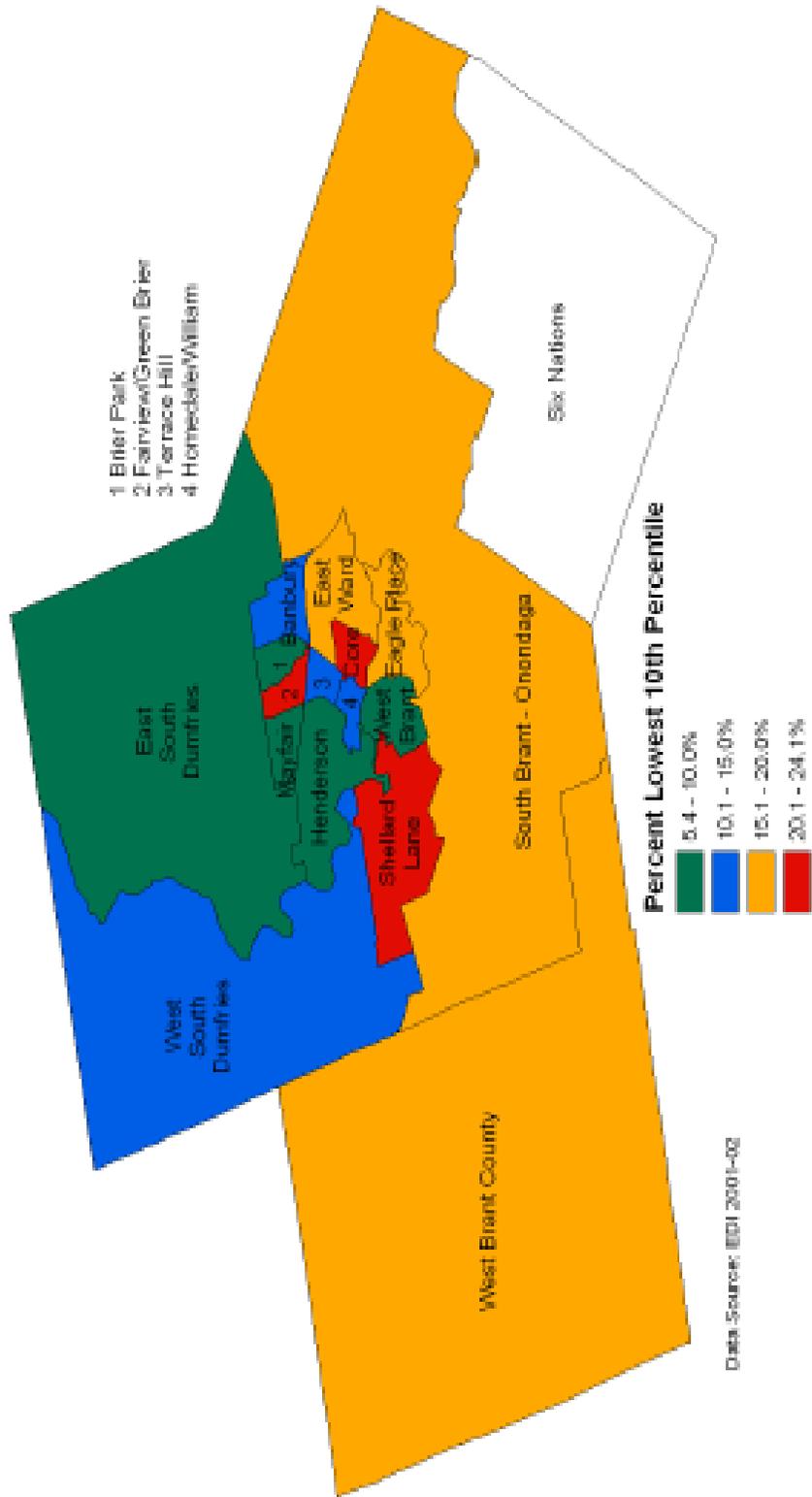
Brantford/Brant continues to experience a high rate of births to teenage mothers. For instance, in 1999 the live birth rate amongst teenage mothers aged 15 to 19 was almost double the provincial rate and in 2000 was almost 1.5 times higher. In addition, Brantford/Brant had the second highest rate of teenage pregnancies (defined as live births, abortions or still births) in the Province during 1996, 1998, 1999 and 2000. While the teenage pregnancy rate dropped from 55.4 per 1000 in 1998 to 46.2 per 1000 in 2000, these rates still far exceed the corresponding provincial rates of 38.8 and 33.5.

While specific figures are not readily available to develop a profile of Brantford/Brant children under the age of six with special needs, data from the National Longitudinal Study on Children and Youth (NLSCY) can be extrapolated to provide a general degree of insight. For example, the NLSCY reveals that 10% of young children have hyperactivity challenges, 9.7% have a conduct disorder, and 8.7% have emotional problems. This means, therefore, that approximately 1,000 Brantford/Brant children aged two to six may exhibit hyperactivity, 970 may have a conduct disorder, and 870 may experience emotional problems. Further, Autism Canada contends that one in 300 children is likely to suffer from autism/PDD. Lastly, data available from Health Canada states that the 1997 Brantford/Brant rate of congenital anomalies (including Down Syndrome, neural tube defects plus hydrocephalus, cleft palate and lip) was 56.2 per 1,000 live births – a rate that was considerably higher than the Ontario rate of 41.9.

### EDI Results

The Brant-Haldimand-Norfolk Catholic District School Board and the Grand Erie District School Board are participants in the Early Development Instrument (EDI) project – a project which assesses readiness to learn at the junior and senior kindergarten level. A short teacher-completed instrument measured children's readiness to learn in five general domains: physical health and well-being; social knowledge and competence; emotional health and maturity; language and cognitive development; and general knowledge and skills. Through the Boards' participation in the EDI project, the strengths and challenges of students are measured, the effectiveness of early childhood interventions are assessed, and predictions can be made on how well children will perform in elementary school. The EDI results indicate that three neighbourhoods; the core, Fairview/Greenbrier and Shellard's Lane, have the lowest EDI scores.

**Map 2: Percent of Children Scoring in the Lowest 10th Percentile on Two or More EDI Domains**



### 3.2 Service Profile

The Ministry of Children and Youth Services has issued licenses to twenty-seven (27) non-profit and commercial centre-based child care programs in Brantford/Brant, an increase of two from the 2004-2006 service plan. Six of these programs operate on a for-profit basis while the remainder are non-profit. The 1174 spaces provided by these programs are distributed across the following age categories in the locations identified in Table 3. It should be mentioned that the licenses held by several of the centres allow them a level of flexibility within age groupings on the condition that appropriate staffing levels are in place. As a result, the actual number of children in a particular age-group may change from time to time.

**Table 3**  
Summary of Licensed Capacity in Day Nurseries

Location	Licensed Day Nursery Programs	Infant Spaces < 18 months	Toddler Spaces 18 – 30 months	Preschool 1 Spaces 2.5 – 5 years	JK/SK 3 Years 8 Months to 5 years (included in preschool)	School Age Spaces 6-9 Years	School Age 6 – 12 Years	Total Licensed Capacity
Brantford	19	28	110	542		120		800
Burford and Scotland	2	0	11	48		12		71
Paris	2	0	10	64		30		104
St. George	3	0	0	72		30		102
Jerseyville	1			16		0		16
<b>Total</b>	<b>27</b>	<b>28</b>	<b>131</b>	<b>758</b>	<b>32</b>	<b>0</b>	<b>225</b>	<b>1174</b>

Source: Ministry of Children and Youth Services, September 15, 2005

Of the 21 non-profit centers, four are operated within schools (3 public, 1 Catholic). The three operated in public schools have 112 spaces in two elementary and one secondary school. The one center located in a catholic school (secondary school) has 62 spaces. (Appendix C)

Two licensed home day care programs are also available to Brantford/Brant families. These non-profit programs, operated by the City of Brantford Child Care Services Division and by Wee Watch Private Home Day Care, provide supervised child care placements in provider's homes and are frequently able to accommodate evening, early morning and weekend care requirements. As of September, 2005 the programs had a total of 31 licensed homes

The City of Brantford funds the Early Integration Program of the Lansdowne Children's Centre on behalf of children with special needs who are accessing licensed centre-based or home-based child care programs. Specifically, the special needs resourcing envelope of the City's child care budget provides funds for the Centre's Resource Teachers and Resource Teacher Assistants. In so doing, the inclusion of children (five years of age and

under) is promoted and supported in Brantford/Brant's 27 licensed centre-based programs and two licensed private home day care programs.

With the designation of Community Living Brant as the 'lead agency' for the Ontario Early Years Centre: Brant (OEYC), the programs and services of the Professional Resource Centre were assumed under the early years centre umbrella in March 2002. The OEYC has established a main centre in Brantford and six satellite centres distributed throughout Brantford (one) and Brant County (five). (Appendix D)

In addition to the OEYC centres a local initiative, Kids Can Fly, provides child development and parenting programs in community based settings, including schools. Programs include Parachute (for children up to 12 months), Roots of Empathy and Early Childhood Educator Day, Book Camp and Children's Authors Wine and Cheese. They also partner in the Patta Cake program, a drop in program for babies up to 18 months. Kids Can Fly is a key partner in the Launch Pad Programs that are distributed throughout Brantford and Brant County. Launch Pads are a drop-in program for children (age 0-6) and caregivers. They are provided through a partnership of community agencies, including school boards, with the agencies/boards providing staffing for the programs. (Appendix E)

Specific details related to other social, recreational and health programs that complement the child care system and the early year's system will soon be available through the Brantford/Brant Early Years Community Inventory. This inventory is being developed by the Early Years Data Analysis Coordinator in conjunction with the Haldimand-Norfolk Community Information Centre. An updated version will be available in November 2005 (<http://www.eycbrant.ca>). The information is updated and maintained by the Ontario Early Years Centre: Brant.

Table 4 Child Care Service Statistics as of December 31, 2004

<b>Local Services</b>	<b>Data</b>
<b>Spaces</b>	
number of licensed full day equivalent subsidized spaces for all age groups	55000
number of non-profit and for-profit child care spaces	893 non-profit 281 for Profit
licensed capacity for all age groups,	1104
<b>Children</b>	
number of children enrolled in licensed child care centres for all age groups	
number of children subsidized in licensed child care centres for all age groups	631
number of children subsidized in approved recreation programs	42(summer only)
number of children served in licensed private-home daycares for all age groups	100
number of children subsidized in licensed private-home daycares for all age groups	57
<b>Agencies/Centres/Programs/Services:</b>	
number of licensed private-home day care agencies and number of approved homes	2 agencies 31 homes
number of non-profit and for-profit private-home day care agencies	2 non-profit
number of licensed child care centres	27
number of non-profit and for-profit child care centres	20 non-profit 7 for-profit
number of child care resource centres	2
number of approved recreation programs with a purchase of service contract	3
number of special needs resourcing programs	1
number of other related programs for children, e.g., Healthy Babies, Healthy Children, preschool speech and language services, infant hearing, autism initiatives, children's mental health, infant development	
range of child care services available, including full-time, part-time, before and after school, emergency, rural and any others	

Table 4 Child Care Service Statistics - Continued

<b>School Related:</b>	
number of licensed before and/or after school programs	11
number of licensed spaces in schools, by school board	112 Grand Erie District School Board 62 Brant, Haldimand Norfolk Catholic District School Board
number of licensed programs in schools by school board, including the number of stand-alone before and after school programs, JK/SK stand-alone programs and programs serving infants, toddlers, preschoolers and school-age children	GEDSB 4 BHCNDSB 2 (does not include before/after school) 126 spaces GEDSB 104 spaces BHCNDSB
<b>Francophone Related:</b>	0
<ul style="list-style-type: none"> <li>• number of centres providing services in French (also identify number of centres providing services in French in schools) licensed capacity in schools for all age groups</li> <li>• number of fee subsidies for all age groups</li> </ul>	
<b>Other:</b>	Resource Centres
all other service data elements as outlined in the service contract	Workshops – 97 Participants – 701 Play Groups - 3023

### 3.3 2004-2006 Program Expenditures

As a condition of the transfer of service management responsibilities from the Ministry to the City of Brantford, the City was required to maintain existing fee subsidy, wage subsidy, special needs resourcing and resource centre service levels during its first year of its designation (i.e. during 2000). Beginning in 2001, the City was able, however, to negotiate its annual operating budget in such a way as to be more reflective of local service priorities. Table 5 illustrates these budget adjustments and also provides an indication of the expenditures that were attributed to each component of the City's child care budget.

Table 5

**2004-2006 Approved Child Care Budgets and Actual Expenditures**

Element	2004		2005		2006 *	
	Budget	Expenditure	Budget	Expenditure	Budget	Expenditure
Fee Subsidy	1,515,093	1,451,393	1,575,000	1,575,000	1,575,000	1,575,000
Wage Subsidy **	1,284,165	1,284,165	1,355,832	1,355,83	1,349,314	1,349,314
Special Needs Resourcing	746,685	746,685	746,685	746,685	746,685	746,685
Resource Centres	405,480,	405,480	416,444	416,444	416,444	416,444
Ontario Works Child Care	305,000	121,976	305,000	305,000	305,000	305,000
<b>TOTAL</b>	<b>4,256,423</b>	<b>4,009,699</b>	<b>4,398,961</b>	<b>4,398,961</b>	<b>4,392,443</b>	<b>4,392,443</b>

\* **Does not include Best Start funding**

\*\* **Wage Subsidy includes Wage Subsidy Pressures**

Source: City of Brantford Child Care Services Division, October, 2005

Expenditures in the fee subsidy program have increased in recent years, in part, as a result of increased service demand. Increased fee subsidy expenditures resulted from the payment of market rate per diems to those licensed child care programs with which the City maintains a fee subsidy agreement. It should also be noted that under-expended fee subsidy dollars have been utilized each year, on a one-time basis, to address the health and safety needs of licensed child care programs. In 2004 \$56,754 was allocated to address 25 Health and Safety requests. Funds went to repair or replace indoor play areas, exterior playgrounds, food preparation areas, appliances and major systems.

Over the last three years that has been an overall increase in wage subsidies. This increase has provided assistance to child care providers as they have been experiencing difficulties in recruiting or retraining staff. Staffing issues has become a major concern for child care providers, especially in times of expansion of the system.

### 3.4 *Child Care Needs and Priorities*

Several recent local planning documents such as the *2003-2006 Brantford/Brant Child Care Service Plan*, the *Kids Can Fly Early Years Action Plan* and the *Ontario Early Years Centre: Brant 2004-2006 Service Plan* have utilized community consultation, parent surveys and statistical evidence to identify community needs and priorities. Additionally, early results from the Best Start planning initiative have provided further information. Many of the identified topics continue to be of concern while others have been, at least in part, addressed. Those needs and priorities directly related to the child care system include, in no particular order:

- Low wages for staff
- Recruitment and retention-CCS sent out survey to all licensed centres regarding recruitment/retention; established recruitment and retention committee;
- Ratios for children due to 1 year maternity leave, need ratio change for children 12-14 months because of low demand for care for this age group
- Recognition in the field of Child Development and from families to the value of child care
- JK/SK consistent schedules , with Principals having a choice it is not consistent and therefore difficult to place children i.e. some schools have half-day/every day programs and other schools have alternating full-day programs
- Transportation continues to be an issue both rural and urban i.e. getting children to and from day care centres

Several gaps in early years and early years related programs and services have also been identified in recent local planning documents. While the Ministry of Children and Youth Services is the designated early years ‘system manager’, the City of Brantford Child Care Services Division does have a role to play in addressing these gaps given its mandated relationship with child care resource centres and its partnership with the Ontario Early Years Centre: Brant (as outlined in the Memorandum of Understanding contained in Appendix G). The identified gaps in early year’s services are as follows:

- Limited structured program options are available for infants under age one and their parents
- Increasing the number and range of parent/child drop-in programs and parenting programs
- Providing programs at times that are convenient for parents and caregivers
- Expanding the number and range of ‘family friendly’ workplace policies and practices
- Making available programs that focus on literacy, social skills, readiness to learn, emotional development and behaviour development
- Increasing the accessibility and affordability of leisure, recreation, art, drama and music activities and events for children under age six

Lastly, a number of more generic service priorities have also been identified in Brantford/Brant. While these service priorities are not specific to any one service system, they are worthy of consideration by all providers of human services.

- Increasing access particularly in rural portions of the County
- Overcoming barriers attributed to the lack of program affordability
- Reducing barriers caused by the lack of or affordability of transportation
- Preventing teenage pregnancies
- Increasing the utilization of post-natal programs for teenage parents
- Ensuring that programs and services respect ethno-cultural and Aboriginal diversity, culture and heritage
- Ensuring that programs are inclusive and increasing access to special needs resourcing programs

### **3.5 Summary**

This Section of the Plan has profiled Brantford/Brant using 2001 Census information as it pertains to child care service planning. In particular, a number of demographic, social, economic and child-related indicators have been presented. From this profile, it is evident that the urban and rural make-up of Brantford/Brant must continue to be taken into consideration if accessibility issues are to be addressed. The social indicators presented re-affirm the fact that Brantford/Brant's population is more homogenous than that of Ontario as a whole. Despite this fact, the child care system must continue to ensure that its programs reflect the culture and heritage of the community's Aboriginal and immigrant populations. The economic indicators point to the need to ensure that licensed child care programs are affordable and accessible for lone parent, teenage parent and low income families.

The service profile reveals that 91 additional licensed centre-based spaces have been established over the past three years. A review of the child care budgets approved by the Ministry in each of the past three years shows an overall increase, reflecting the increase in spaces.

This Section of the Service Plan concludes with an overview of those service needs and priorities that continue to be identified in the community. While some of these priorities are specific to the child care system, others relate to the early years system (and thus remain relevant to the child care system), while still others are more generic in nature.

## Section 4 – Program Updates

The 2004–2006 Brantford/Brant Child Care Service Plan identified five service delivery priorities and two broad service management strategies and associated goals, objectives and action items. The Section that follows provides an update on the activities that have been undertaken in response to the expressed needs of community agencies, service providers and parents.

### 4.1 Update of 2004-2006 Service Delivery Priorities

**What has been done about these priorities/issues?**

<b>Service Delivery Priority: To increase access to high quality child care programs</b>
<p><i>Goals and Objectives:</i></p> <ul style="list-style-type: none"> <li>• To ensure that licensed child care is accessible, affordable and responsive to the needs of ‘low income’ families</li> <li>• To ensure that Ontario Works and LEAP participants have priority access to child care</li> <li>• To provide early intervention support to children and families who are ‘at risk’, ‘high risk’ or who have special needs</li> <li>• To be responsive to the cultural and geographic diversity that exists within Brantford/Brant</li> </ul>

<b>Priority/Issue – 2004-2006</b>	<b>What’s Been Done?</b>
Explore options to address the transportation barriers faced by parents	<ul style="list-style-type: none"> <li>- Attempts have been made to make placement more convenient for parents</li> <li>- Transportation needs of parents will be examined as part of the development of the Best Start Initiative.</li> </ul>
Ensure that service providers are aware of the resources available to Brantford/Brant children and families	<ul style="list-style-type: none"> <li>- Recent projects such as mapping of services and the Child Care Directory have been shared with service providers</li> <li>- Fee Subsidy brochures have been distributed to agencies throughout Brantford and Brant County</li> <li>- City of Brantford web site with lists of Child Care sites, has been promoted throughout the community</li> <li>- Parenting Programs i.e. Resource Centres; OEYC Programs and Launch Pads have been actively promoted through various mediums</li> </ul>

Continued

<b>Service Delivery Priority: To increase access to high quality child care programs</b>	
<b>Priority/Issue – 2004-2006</b>	<b>What's Been Done?</b>
Partner with community agencies and service providers to ensure that parents have access to up-to-date, user-friendly information on programs and services, vacancies and waiting lists	<ul style="list-style-type: none"> <li>- On-going collaboration with Ontario Works program workers to encourage client participation in LEAP</li> <li>- Referred children have been moved off wait list (completed May 2005) and continue to be</li> </ul>
Support community outreach efforts aimed at teenage families, low-income families and families living in at-risk or high-risk environments	<ul style="list-style-type: none"> <li>- Brant Community Protocol to protect infants living in at-risk environments has been implemented</li> </ul>
Support the development of programming that is culturally sensitive	<ul style="list-style-type: none"> <li>“Quality Inclusive training” has been actively promoted with many child care workers participating</li> </ul>
Conduct annual reviews of the discretionary limits within the ‘needs test’ to ensure that they are reflective of the cost of living within Brantford/Brant	<ul style="list-style-type: none"> <li>- Annual internal review</li> <li>- Also reviewed through OMSSA surveys.</li> <li>-Currently reviewing Exemption on Earnings policy</li> </ul>
Survey parents on their satisfaction with the fee subsidy and placement process	<ul style="list-style-type: none"> <li>- Current satisfaction survey of all parents seen between August to November 2005</li> </ul>
Explore the feasibility of entering into reciprocal agreements with neighbouring child care delivery agents	<ul style="list-style-type: none"> <li>- Currently examining the need to enter into reciprocal arrangements</li> <li>- Child Care services recognizes the potential need and benefit of these arrangements</li> </ul>

**Service Delivery Priority: To increase the availability of high quality child care programs**

*Goals and Objectives:*

- To ensure that high quality licensed child care is available to children of all ages throughout Brantford/Brant
- To increase the percentage of children that are able to access high quality licensed child care
- To provide a flexible array of licensed child care options that are responsive to the needs of parents
- To coordinate a system of support for new child care operators

<b>Priority/Issue – 2004-2006</b>	<b>What's Been Done?</b>
Encourage the expansion of licensed infant, toddler, preschool and school-aged centre-based spaces through the establishment of a Working Group to review the support, resources and information required by new child care operators	<ul style="list-style-type: none"> <li>- ELCC funding has been made available for expansion of these spaces</li> <li>- Best Start Network working group established with MCYS, , CMSM and OEYC to facilitate smooth transitions</li> <li>- consistent information strategies have been developed (a MOE is in place for this)</li> </ul>
Facilitate the creation of new licensed child care options in under-serviced areas, in areas where children and young families are known to reside, and in areas deemed to be at-risk or high-risk	<ul style="list-style-type: none"> <li>- EDI, Community service inventory and demographic patterns reviewed to identify under serviced areas (September 2005)</li> <li>- Increased number of Child Care Providers providing flex care</li> <li>- Entered into fee subsidy agreement with Parks and Recreation and County of Brant school age summer camps (June 2005)</li> </ul>
Continue to actively recruit licensed private home child care providers	- Ongoing
Conduct annual reviews of the per diems and rates paid to licensed centre-based and home-based child care providers on behalf of subsidy eligible families	- Per Diems were increased in 2005 for Licensed Centre Based services
Encourage child care providers to provide flexible hours of care	- Ongoing although difficult as Home Child Care Providers are self employed.
Promote the availability of complementary early years programs such as Child Care Resource Centres, the Ontario Early Years Centre: Brant and Launch Pad programs	- Ongoing promotion to clients especially if they are waiting for service.

Continued

<b>Service Delivery Priority: To increase the availability of high quality child care programs</b>	
<b>Priority/Issue – 2004-2006</b>	<b>What's Been Done?</b>
Partner with service providers and community agencies in the development of creative models of service delivery	<ul style="list-style-type: none"><li>- Participating in “Raising the Bar” program aimed at developing different service models</li><li>- Ongoing distribution of pamphlets explaining role of CMSM, Ministry and OEYC</li><li>- Continued promotion of OEYC activities and innovative programs such as Launch Pads</li><li>- Assisted in development of new Launch Pads at St. Gabriel School;(May2005)and Centennial- Grand woodlands.(Sept 2005)</li></ul>

**Service Delivery Priority: To promote the inclusion of children with special needs**

*Goals and Objectives:*

- To ensure that children with special needs have access to a range of quality child care options that enable them to maximize their individual potential
- To provide information and support to families whose child has special needs
- To provide knowledge, resources and support to service providers and caregivers working with children who have special needs
- To collaborate with community partners to promote excellence in inclusive programming

<b>Priority/Issue – 2004-2006</b>	<b>What’s Been Done?</b>
Explore a means of ensuring that funding for special needs resourcing reflects the demand for service	- Utilized ELCC funding increases to reflect demand - January –December 2005
Explore methods of expanding special needs resourcing services to informal caregivers, parents caring for children at home and early years programs	- Continue financial support of Lansdowne Preschool Speech and Language and/or Child Care Development Workers providing resource to Early Years Programs for Informal Caregivers and Parents.
Promote the importance of early intervention and prevention	- Implemented Brant Community Protocol to protect infants living in at-risk environments
Support information sharing and collaboration amongst those working with children with special needs	-Ongoing support and information sharing with Lansdowne Children’s Centre -Collaborating with Raising the Bar and Professional Development Opportunities such as “Into the Pepper Pot” and “Quality Inclusive” training.
Encourage the provision of educational opportunities for child care professionals to further the concept of inclusion	- Continued support of initiatives in the community <ul style="list-style-type: none"> <li>• “Into the Pepper Pot”</li> <li>• “Raising the Bar”</li> <li>• Quality Inclusive Training</li> </ul>
Provide parents of children with special needs with options while they are waiting for specialized services	- Parents are provided with lists of alternative programs such as: <ul style="list-style-type: none"> <li>- OEYC Parenting Programs</li> <li>- Launch Pad</li> </ul>

<b>Service Delivery Priority: To recognize the contributions that all caregivers make to early childhood education, care and development</b>	
<i>Goals and Objectives:</i>	
<ul style="list-style-type: none"> <li>To ensure that the wage subsidy program is equitable for all staff working in licensed child care programs, Child Care Resource Centres and special needs resourcing</li> <li>To increase the quality of care by reducing staff turnover, attracting and retaining qualified staff, and recognizing caregivers for their contribution to children, families and society</li> <li>To promote continuous learning, skill development and information sharing opportunities among service providers and caregivers</li> </ul>	
<b>Priority/Issue – 2004-2006</b>	<b>What's Been Done?</b>
Continue to advocate for and monitor the need for increased wage subsidy funding to address 'pressures' within the wage subsidy program	<ul style="list-style-type: none"> <li>- ELCC funding used to meet pressures</li> <li>- January to December 2005</li> </ul>
Promote the early childhood profession as a career choice	<ul style="list-style-type: none"> <li>-Committee (Recruitment and Retentions Task Force) established to review (Jan 2005)</li> <li>- ECE staff surveyed ( April 2005)</li> <li>- Survey results available (Oct 2005)</li> </ul>
Continue to ensure that all child care operators are informed of the criteria utilized in the allocation of wage subsidies	<ul style="list-style-type: none"> <li>- All new Operators are provided with training regarding criteria and guidelines used in determining Wage Subsidy</li> </ul>
Collaborate with community partners in the development of a community-wide plan to address staffing in licensed centre-based programs	<ul style="list-style-type: none"> <li>- Recruitment and Retention Committee consists of OEYC, Daycare Administrator, Mohawk College and CMSM,</li> <li>- Surveys were distributed</li> </ul>
Partner with service providers and community agencies in assessing and responding to the professional development needs of child care professionals and caregivers	<ul style="list-style-type: none"> <li>- Increased of professional development opportunities for community partners through: <ul style="list-style-type: none"> <li>• In the Pepper Pot series</li> <li>• Raising the Bar</li> <li>• Quality Inclusive training</li> </ul> </li> </ul>
Continue to publicly recognize the contributions made by child care professionals and licensed home day care providers	<ul style="list-style-type: none"> <li>- Provided ongoing support for ECE Awards Night</li> <li>- Obtained resolution from city council declaring October 26 ECE day (October 2005)</li> <li>- Centres participating in "Raising the Bar" receive certificate in recognition of involvement in program (Oct 2005)</li> </ul>

Continued

<b>Service Delivery Priority: To recognize the contributions that all caregivers make to early childhood education, care and development</b>	
<b>Priority/Issue – 2004-2006</b>	<b>What's Been Done?</b>
Advocate to the Ministry for the granting of equivalency status of child care professionals and for reviewing child/teacher ratios	<ul style="list-style-type: none"><li>- CMSM , as member of OMSA, advocates to the Ministry for Ratios and Review of the DNA</li><li>- Presented Owner/Operator concerns regarding need for Reviewing child /teacher ratios</li></ul>
Provide orientation and ongoing development opportunities for Boards of Directors	<ul style="list-style-type: none"><li>- Established meeting for Board of Directors in Oct 2004</li><li>-CMSM provided overview of Best Start Program</li></ul>

**Service Delivery Priority: To promote the importance of quality early childhood education and healthy growth and development**

*Goals and Objectives:*

- To educate the general public on the importance of and the benefits to be achieved through high quality child care
- To provide parents with the tools and information necessary to choose high quality child care
- To furnish child care providers and other service providers with the knowledge and resources necessary to provide high quality child care
- To promote quality within the formal and informal child care system

<b>Priority/Issue – 2004-2006</b>	<b>What's Been Done?</b>
Enhance public awareness efforts in the rural portions of the County	<ul style="list-style-type: none"> <li>- City web site (with links to child-care information has been actively promoted</li> <li>- Child Care Services Quality checklist has been produced and distributed</li> </ul>
Partner with service providers and community agencies in enhancing the community's awareness of child care issues and the importance it has on ensuring that children have the best possible start in life	<ul style="list-style-type: none"> <li>- Take lead role in the Best Start Network (August 2005)</li> <li>- Develop a transitional plan to increase licensed child care spaces for children in JK and SK October 2005</li> <li>- Breakfast Programs (NCB dollars)</li> <li>- Infants at Risk</li> <li>- Into the Pepper Pot work shop</li> </ul>
Provide parents with the knowledge and skills to select quality child care	<ul style="list-style-type: none"> <li>- Enhance information brochures in Child Care Services lobby</li> <li>- Promote city web site with links to child care information</li> <li>- Child Care Services Quality checklist produced and distributed</li> </ul>
Collaborate with the Ontario Early Years Centre: Brant in implementing the <i>Raising the Bar on Quality</i> initiative	<ul style="list-style-type: none"> <li>- Child Care Services Staff sits on the Raising the Bar committee (ongoing)</li> <li>- Over 80% centres participating in committee.</li> </ul>
Encourage recreational programs to attain <i>High 5</i> accreditation	<ul style="list-style-type: none"> <li>- Both County and City Recreation Programs have attained their High 5 accreditation</li> <li>- have entered into a purchase of service agreement with City of Brantford for Summer Recreational Programs</li> </ul>

Continued

<b>Service Delivery Priority: To promote the importance of quality early childhood education and healthy growth and development</b>	
<b>Priority/Issue – 2004-2006</b>	<b>What's Been Done?</b>
Advocate for the enhancement of provincial licensing standards under the <i>Day Nurseries Act</i>	- Ongoing through Child Care Advisory, and OMSSA
Make parents aware of the information, resources and support available through the resource centres, the Ontario Early Years Centre: Brant and the Launch Pad projects	- Enhance information brochures in Child Care Services lobby (Sept 2005)
Encourage innovation and collaboration in the design and delivery of child care programs	- Investigating the possibility of Web-enable attendance for purpose of service operators January 2006
Promote the economic and social benefits of quality child care as a support to families and as an important contributor to healthy growth and development	- Raising the Bar - Promoting parenting Programs

## 4.2 Update of 2004-2006 Service Management Strategies

### What has been done to implement these strategies?

<b>Service Management Strategy: To provide a leadership role in the continued development of a coordinated, integrated, inclusive child care system</b>
<p><i>Goals and Objectives:</i></p> <ul style="list-style-type: none"> <li>• To ensure that the Brantford/Brant child care system is reflective of community needs and priorities and federal and provincial policy and funding directions</li> <li>• To encourage the involvement of service providers, caregivers, parents and community agencies in the Brantford/Brant child care system</li> <li>• To ensure that the child care system is integrated with other service systems that contribute to the education, care and development of children</li> <li>• To ensure that the Brantford/Brant child care system is planned, managed, funded and delivered in an efficient and effective manner</li> </ul>

<b>Priority/Issue – 2004-2006</b>	<b>What's Been Done?</b>
Seek ongoing advice from the Child Care Advisory Committee on the planning, management, funding and operation of the child care system	- Goals and Objectives of Child Care Advisory are established to reflect the child care plan
Continue to enhance partnerships with the early years service system, the health care system, the education system and other such systems utilized by children, and their parents and caregivers	- Established the Best Start Network, Expanding on partnerships to meet the needs of the community.
Monitor emerging trends, research, best practices and policy directions	- Using EDI, CSI and current trends to identify emerging trends i.e. Before and After school care are always full and need for more infant care
Provide ongoing opportunities to consult with and seek the input of key stakeholders	- Ongoing through BEYSAT , Child Care Advisory Committee (CCAC), the Best Start Network
Participate in local and provincial planning activities that are mandated to address the needs of children, parents and families	- BEST Start Network and CMSM taking a lead for the first component
Partner with the resource centres and the Ontario Early Years Centre: Brant (under the terms of the Memorandum of Understanding) in measuring program satisfaction and outcomes once the provincial evaluation template is made available	N/A Template was never made

Continued

<b>Service Management Strategy: To provide a leadership role in the continued development of a coordinated, integrated, inclusive child care system</b>	
<b>Priority/Issue – 2004-2006</b>	<b>What's Been Done?</b>
Utilize demographic, social, health, economic and child related indicators to assist in establishing community priorities	Used specifically when planning and starting new parenting programs or transferring programs.
Complete annual reviews of the Brantford/Brant Child Care Service Plan	Ongoing

<b>Service Management Strategy: To seek opportunities to increase the amount of funding available to support the child care needs of Brantford/Brant</b>	
<p><i>Goals and Objectives:</i></p> <ul style="list-style-type: none"> <li>• To ensure that health and safety concerns are addressed within licensed child care programs</li> <li>• To ensure that ‘rural’ and ‘urban’ residents receive equitable benefit from any new funds that may become available</li> <li>• To ensure that existing and ‘new’ funds are fully utilized on an annual basis</li> <li>• To advocate for increased federal and provincial funding</li> </ul>	
<b>Priority/Issue – 2004-2006</b>	<b>What’s been done?</b>
Continue to monitor program expenditures and service levels	<ul style="list-style-type: none"> <li>- Quarterly reporting to MCYS</li> <li>- Monthly reporting through OCCMS</li> </ul>
Continue to prioritize and allocate in-year fee subsidy surplus dollars as they become available	<ul style="list-style-type: none"> <li>- Child Care Operators are encouraged to send in Health and Safety requests, which may be filled if there is a surplus</li> </ul>
Continue to utilize a portion of the National Child Benefit Supplement reinvestment funds to support Brantford/Brant child care priorities	<ul style="list-style-type: none"> <li>- This is done through Ontario Works</li> </ul>
Collaborate with community agencies, businesses and voluntary sector organizations to seek funding to meet identified Brantford/Brant child care priorities	<ul style="list-style-type: none"> <li>- Working closely with Community agencies and key stakeholders to ensure funds are fully utilized</li> <li>Best Start network</li> </ul>
Explore options to make available start-up funds or minor capital dollars to promote the enhancement or expansion of child care programs	<ul style="list-style-type: none"> <li>- Best Start Network and task forces set up to explore options and community consultation and input for Owners/Operators</li> </ul>

## **Section 5 – Service Delivery and Service Management Topics**

In preparing this section a number of information sources were utilized. These sources included previous community consultations, current discussion regarding Best Start planning, Child Care Advisory Committee meeting discussions and agency/program service plans.

### ***5.1 Positive Aspects of the Brantford/Brant Child Care System***

As mentioned previously, the City of Brantford was designated the ‘child care delivery agent’ in October 1999. Since that time, many of the service delivery priorities and service management strategies identified in the *2001-2003 and the 2004-2006 Brantford/Brant Child Care Service Plans* have been addressed in whole or in part. Through working together child care providers, city and county officials, OEYC, Kids Can Fly and local school boards the child care system in Brantford/Brant the child care system in Brantford/Brant has been improved to meet the needs of children and parents. Improvements include:

- More licensed care options are available to parents
- Increased options for School age summer care in Recreational programs. Entered into agreement with Brantford Parks and Reek and the County of Brant
- The fee subsidy process is equitable and complies with Ministry standards
- Some wage subsidy pressures have been addressed due to the ELCC funding
- The contributions made by Early Childhood Educators are being increasingly recognized
- A coordinated approach is in place to support children with special needs
- Parents and child care staff acknowledge the professional contributions made by Resource Teachers
- Access to community resources, information and support has been increased. Launch Pads and OEYC satellites have expanded in the community
- Public awareness on the importance of ‘quality’ child care and of the early years has increased
- The service system (and service providers and community agencies) operates in a more integrated, coordinated fashion
- Creativity and innovation has occurred in service delivery
- The City’s commitment to child care is evidenced by the strong leadership that it provides. Council are well informed of child care issues and new initiatives
- The input of stakeholders has helped to shape the service system
- Child care providers (both for-profit and non-profit) have come together in the Child care Advisory Committee and Best Start Network
- Organizations have worked together to produce the first EDI report
- Commitment to Best Start has been overwhelming with the vast majority of child care and service providers taking an active role on the Network

## **5.2 Enhancements Required to the Brantford/Brant Child Care System**

In many instances, the issues raised by child care providers, parents and others at planning tables and consultations are not new and have been identified through other child care and early year's service planning exercises. It should also be noted that many of the issues are not unique to Brantford/Brant but rather are systemic issues that are evident throughout Ontario and in fact across the nation.

### Accessibility Issues

Accessibility issues take many forms and if not adequately addressed can pose barriers to participation. Generally speaking, the accessibility issues raised can be categorized as those relating to transportation, specific segments of the population, information and affordability.

Transportation barriers continue to exist for parents living in both urban and rural areas of Brantford/Brant. In some cases, these issues revolve around the affordability of private or public transportation while in other instances they relate to the lack of transportation. Rising gas prices and operating expenses have decreased the affordability of owning a car, thus restricting access to services. It has been suggested therefore that transportation or transportation subsidies be provided to increase access to licensed child care programs.

The ongoing need to provide more outreach activities to ensure that teenage families, families isolated by geography or socio-economics, at-risk or high-risk families, and families from diverse cultural backgrounds have access to licensed child care has been somewhat addressed through OEYC satellite centres and Launch Pad centres. These centres located throughout the rural areas of Brant County (OEYC centres) and the City of Brantford (Launch Pads). (Appendices C&E) The centres provide a user-friendly environment and information that is readily available in a variety of venues and formats.

Affordability is an issue that continues to be key to the child care system. There is a need to increase the availability of fee subsidies and to improve community awareness of the subsidy program, particularly in the areas of the city/county scoring low on the EDI index.

### Availability Issues

For those parents working shifts, evening or weekend hours, and for those attending school, flexibility within the licensed child care system is of critical importance. This is of particular importance in Brantford as one of the largest employers in the city, Brantford Charity Casino, operates 24 hours per day, 7 days a week. None of the licensed child care providers in the community provide overnight care. There are some in-home licensed child care providers who may provide this level of care.

### Inclusion of Children with Special Needs

In recent years there have been significant improvements in the early identification of children with special needs. Programs such as the Healthy Babies, Healthy Children initiative have improved the screening for child development issues. These programs have resulted in a significant increase in the number of families of children with special needs who are seeking child care and support programs. While this is an important trend it has increased the need for Ministry funding for special needs resourcing programs, as funding has not kept pace with the demand for service.

### Quality Issues

In the 2003-2006 Child Care Service Plan it was identified that there was a need to address the issue of service quality among child care providers. Since that time the Raising the Bar program has been fully implemented by the OEYC: Brant. This quality control program provides an objective opportunity for child care providers to be evaluated. The program is funded through grants solicited by the OEYC: Brant with the support of child care providers. As a further means of enhancing quality within the child care system, recreation programs have attained the *High 5* accreditation

### Provider Recruitment, Retention, Recognition and Compensation

Recruitment, retention, recognition and compensation levels continue to be major issues in the child care system. At recent Best Start planning forums child care providers identified that although they, are interested in providing additional child care spaces they face significant problems in hiring qualified staff. Other operators reported that they are having difficulty retaining existing staff due to a number of issues including working hours and compensation levels. Additionally, there continues to be a lack of recognition of early childhood educators as a valued occupation by the general public. As a result, it is difficult to attract early childhood educators to an undervalued, underpaid profession.

### Public Education and Awareness

While the need to engage in public education and awareness has been referenced in earlier comments, the importance of these activities warrants further mention. In particular, the community-at-large must continue to be informed of:

- child care issues;
- ways to ensure that children have the best possible start in life;
- ways to support that child care brings to families
- the economic benefits that quality child care brings to the community.

Equally as important, community members must be made aware of the availability and accessibility of other related supports that are available to them through the education, health, recreation and early years service systems. Both the OEYC program and Launch Pad programs have played an active part in providing forums for public education and awareness. Additionally, a key component of the new Best Start program will be a significant public education and awareness campaign.

#### Service Coordination and Integration

Over the past three years there has been the strengthening of community partnerships and the increase in collaboration and integration that has occurred amongst service providers and community agencies. The ongoing commitment of child care operators Service providers key stakeholders, Child Care Advisory, OEYC, boards of education and City of Brantford has resulted in a system that is anxious to plan and improve itself. The recent establishment of the Best Start Network is a reflection of this. The Network has been quickly formed and taken on a number of difficult planning tasks all with the space of a few months. This has only been accomplished through dedication and commitment of the members. It is evident from this process that there has been an established practice of service coordination and integration. Rather than competing for new resources, child care providers and services are working together in a collaborative effort to develop system of services that will benefit parents and children.

#### Service System Management

Although recent announcements such as the Best Start initiative are providing much needed additional child care spaces and services they do not respond to the predominant theme that was identified in the 2004-2006 Child care Service plan and which continues to exist – the need for significant funding increases to existing services, in addition to funding new spaces. Operating costs, wages and service demands have all increased but there is a lack of recognition of this by the Province. Additional pressures include the significant growth occurring Brantford, Paris and St. George which will require additional child care spaces as much of this development is marketed to younger families

### **5.3 Summary**

The consultation and environmental scanning processes undertaken and the insight gained through other planning documents have identified a number of ongoing and emerging issues in the Brantford/Brant child care program. The majority of these issues are not unique to Brantford/Brant but rather are systemic challenges facing the child care sector in Ontario, Canada and beyond. Ultimately, all of these issues relate or contribute to the ‘quality’ of child care. Child care and service providers in Brant/Brantford are committed to providing the best possible care/service. That said, quality takes money and as such an infusion of funds to existing programs/services, in addition to new programs, will be required if the goals are to be achieved.

## Section 6 – 2006-2009 Service Priorities and Strategies

As illustrated in Section 4, the Child Care Services Division has been successful in addressing the service delivery priorities, goals, objectives and action items identified in its *2004-2006 Brantford/Brant Child Care Service Plan*. Now that many operational policies and procedures have been put in place, increased attention will focus on more strategic issues.

The continued active involvement of service providers, parents, caregivers and community agencies will be necessary if the child care system is to be truly reflective of the needs of Brantford/Brant residents. As stated previously, for the local child care system to be responsive, it must be adequately funded. For this reason, the Child Care Services Division, with the support of its Advisory Committee and City Council, will also continue to seek opportunities and to advocate for increased funding to address the ongoing and emerging child care needs and priorities identified throughout this Service Plan.

### 6.1 2006-2009 Service Delivery Priority

<b>Service Delivery Priority: To increase access to high quality child care programs</b>
<p><i>Goals and Objectives:</i></p> <ul style="list-style-type: none"><li>• To ensure that licensed child care is accessible, affordable and responsive to the needs of 'low income' families</li><li>• To fully implement the Best Start initiative</li><li>• To ensure that Ontario Works and LEAP participants have priority access to child care</li><li>• To provide early intervention support to children and families who are 'at risk', 'high risk' or who have special needs</li><li>• To be responsive to the cultural and geographic diversity that exists within Brantford/Brant</li></ul>
<p><i>Action Items:</i></p> <ul style="list-style-type: none"><li>• Explore options to address the transportation barriers faced by parents</li><li>• Ensure that service providers are aware of the resources available to Brantford/Brant children and families</li><li>• Partner with community agencies and service providers to ensure that parents have access to up-to-date, user-friendly information on programs and services, vacancies and waiting lists</li><li>• Support community outreach efforts aimed at teenage families, low-income families and families living in at-risk or high-risk environments</li><li>• Support the development of programming that is culturally sensitive</li><li>• Conduct annual reviews of the discretionary limits within the 'needs test' to ensure that they are reflective of the cost of living within Brantford/Brant</li><li>• Survey parents on their satisfaction with the fee subsidy and placement process</li><li>• Explore the feasibility of entering into reciprocal agreements with neighbouring child care delivery agents</li></ul>

**Service Delivery Priority: To increase the availability of high quality child care programs**

*Goals and Objectives:*

- To ensure that high quality licensed child care is available to children of all ages throughout Brantford/Brant
- To increase the percentage of children that are able to access high quality licensed child care
- To provide a flexible array of licensed child care options that are responsive to the needs of parents
- To coordinate a system of support for new child care operators
- To carry out planning for new child care spaces resulting from Best Start

*Action Items:*

- Encourage the expansion of licensed infant, toddler, preschool and school-aged centre-based spaces through the establishment of a Working Group to review the support, resources and information required by new child care operators
- Facilitate the creation of new licensed child care options in under-serviced areas, in areas where children and young families are known to reside, and in areas deemed to be at-risk or high-risk
- Continue to actively recruit licensed private home child care providers
- Conduct annual reviews of the per diems and rates paid to licensed centre-based and home-based child care providers on behalf of subsidy eligible families
- Encourage child care providers to provide flexible hours of care
- Promote the availability of complementary early years programs such as Child Care Resource Centres, the Ontario Early Years Centre: Brant and Launch Pad programs
- Partner with service providers and community agencies in the development of creative models of service delivery
- Recruit Child Care providers willing to expand or provide new child care spaces as part of Best Start

**Service Delivery Priority: To promote the inclusion of children with special needs**

*Goals and Objectives:*

- To ensure that children with special needs have access to a range of quality child care options that enable them to maximize their individual potential
- To provide information and support to families whose child has special needs
- To provide knowledge, resources and support to service providers and caregivers working with children who have special needs
- To collaborate with community partners to promote excellence in inclusive programming
- To ensure that any new Best Start child care spaces provide services are inclusive of children with special needs

*Action Items:*

- Explore a means of ensuring that funding for special needs resourcing reflects the demand for service
- Explore methods of expanding special needs resourcing services to informal caregivers, parents caring for children at home and early years programs
- Promote the importance of early intervention and prevention
- Support information sharing and collaboration amongst those working with children with special needs
- Encourage the provision of educational opportunities for child care professionals to further the concept of inclusion
- Provide parents of children with special needs with options while they are waiting for specialized services

**Service Delivery Priority: To recognize the contributions that all caregivers make to early childhood education, care and development**

*Goals and Objectives:*

- To ensure that the wage subsidy program is equitable for all staff working in licensed child care programs, Child Care Resource Centres and special needs resourcing
- To increase the quality of care by reducing staff turnover, attracting and retaining qualified staff, and recognizing caregivers for their contribution to children, families and society
- To promote continuous learning, skill development and information sharing opportunities
- among service providers and caregivers
- To further recognize the contribution of the OEYC: Brant and Launch Pads as part of the continuum of child care in Brant and Brantford

*Action Items:*

- Continue to advocate for and monitor the need for increased wage subsidy funding to address 'pressures' within the wage subsidy program
- Continue to ensure that all child care operators are informed of the criteria utilized in the allocation of wage subsidies
- Collaborate with community partners in the development of a community-wide plan to address staffing in licensed centre-based programs
- Partner with service providers and community agencies in assessing and responding to the professional development needs of child care professionals and caregivers
- Continue to publicly recognize the contributions made by child care professionals and licensed home day care providers
- Advocate to the Ministry for the granting of equivalency status of child care professionals and for reviewing child/teacher ratios
- Provide orientation and ongoing development opportunities for Boards of Directors
- Promote the early childhood profession as a career choice

**Service Delivery Priority: To promote the importance of quality early childhood education and healthy growth and development**

*Goals and Objectives:*

- To educate the general public on the importance of and the benefits to be achieved through high quality child care
- To provide parents with the tools and information necessary to choose high quality child care
- To furnish child care providers and other service providers with the knowledge and resources necessary to provide high quality child care
- To promote quality within the formal and informal child care system
- To fully participate in the Best Start programs and the newly developed HUBS
- To promote the services provided in the OEYC: Brant, Launch Pads and Best Start programs

*Action Items:*

- Enhance public awareness efforts in the rural portions of the County
- Partner with service providers and community agencies in enhancing the community's awareness of child care issues and the importance it has on ensuring that children have the best possible start in life
- Provide parents with the knowledge and skills to select quality child care
- Collaborate with the Ontario Early Years Centre: Brant in implementing the *Raising the Bar on Quality* initiative
- Encourage recreational programs to attain *High 5* accreditation
- Advocate for the enhancement of provincial licensing standards under the *Day Nurseries Act*
- Make parents aware of the information, resources and support available through the resource centres, the Ontario Early Years Centre: Brant and the Launch Pad projects
- Encourage innovation and collaboration in the design and delivery of child care programs
- Promote the economic and social benefits of quality child care as a support to families and as an important contributor to healthy growth and development

## 6.2 2006-2009 Service Management Strategies

<b>Service Management Strategy: To provide a leadership role in the continued development of a coordinated, integrated, inclusive child care system</b>
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*Goals and Objectives:*

- To ensure that the Brantford/Brant child care system is reflective of community needs and priorities and federal and provincial policy and funding directions
- To encourage the involvement of service providers, caregivers, parents and community agencies in the Brantford/Brant child care system
- To ensure that the child care system is integrated with other service systems that contribute to the education, care and development of children
- To ensure that the Brantford/Brant child care system is planned, managed, funded and delivered in an efficient and effective manner

*Action Items:*

- Seek ongoing advice from the Child Care Advisory Committee on the planning, management, funding and operation of the child care system
- Continue to enhance partnerships with the early years service system, the health care system, the education system and other such systems utilized by children, and their parents and caregivers
- Monitor emerging trends, research, best practices and policy directions
- Provide ongoing opportunities to consult with and seek the input of key stakeholders
- Participate in local and provincial planning activities that are mandated to address the needs of children, parents and families
- Partner with the resource centres and the Ontario Early Years Centre: Brant (under the terms of the Memorandum of Understanding) in measuring program satisfaction and outcomes once the provincial evaluation template is made available
- Utilize demographic, social, health, economic and child related indicators to assist in establishing community priorities
- Complete annual reviews of the Brantford/Brant Child Care Service Plan

<b>Service Management Strategy: To seek opportunities to increase the amount of funding available to support the child care needs of Brantford/Brant</b>
<p><i>Goals and Objectives:</i></p> <ul style="list-style-type: none"> <li>• To ensure that health and safety concerns are addressed within licensed child care programs</li> <li>• To ensure that ‘rural’ and ‘urban’ residents receive equitable benefit from any new funds that may become available</li> <li>• To ensure that existing and ‘new’ funds are fully utilized on an annual basis</li> <li>• To advocate for increased federal and provincial funding</li> </ul>
<p><i>Action Items:</i></p> <ul style="list-style-type: none"> <li>• Continue to monitor program expenditures and service levels</li> <li>• Continue to prioritize and allocate in-year fee subsidy surplus dollars as they become available</li> <li>• Continue to utilize a portion of the National Child Benefit Supplement reinvestment funds to support Brantford/Brant child care priorities</li> <li>• Collaborate with community agencies, businesses and voluntary sector organizations to seek funding to meet identified Brantford/Brant child care priorities</li> <li>• Explore options to make available start-up funds or minor capital dollars to promote the enhancement or expansion of child care programs</li> <li>• Participate in local, provincial and federal advocacy efforts for the development of an adequately funded child care system</li> </ul>

### **6.3 Analysis of Fiscal Impact**

The City’s fiscal strategies over the next three year period are to continue to monitor program expenditures and service levels and address gaps in the services as stated in the child care plan when funding becomes available. This will be done in consideration of the newly funded Best Start program which is fully funded for a period of three years. Concern has been expressed at the availability of funding after year three.

Ongoing monitoring and evaluating of service priorities will enable an appropriate and quick response to new funds as they become available. The on set of new Federal dollars over the next few years will respond to community identified priorities. An example of this would be increased funding for the wage subsidy program. It has been clearly identified that this is a priority among daycare providers. This has only been done by the ongoing monitoring and evaluation afforded by groups such as the Child Care Advisory Committee.

Mechanisms currently in place allows the city to monitor its in year performance against agreed targets. Year to date reports are used to identify any in year surplus or deficit. With approval of in year surplus dollars the city has the flexibility to address health and safety issues identified in the child care community using the one time dollars.

The city continues to use some of its National Child Benefit (NCB) funds to reinvest into child care and other related services such as: After School Program and New Beginnings Resource Centre, Breakfast programs, as it was identified in the plan. The systems management will also continue to access available funding opportunities for child care e.g. Early Years Challenge Funds, NCB etc. The city will continue to petition the Ministry on behalf of the Service Providers for sufficient funding to meet the child care needs that were addressed in the child care plan.

The municipality continues to implement financial policies and related business practices as outlined in both the Ontario Child Care Service Management Guidelines and municipal policies and procedures. These guidelines, policies, and procedures ensure the self-monitoring to both the Service Providers and the Consolidated Municipal Service Managers.

In regards to staff training, the municipality will continue to make available related training opportunities. Key areas for ongoing training are in the Ontario Child Care Management System and the Service Management Guidelines

What is the fiscal impact of the city/province funding?

The City will continue to contribute their shared cost as outlined in the service agreement with the Province. There is however concern regarding the Best Start funding allocation and the resulting increase in child care services. The City of Brantford has given a three year allocation of the Best Start funding at 100%. However the Federal and Provincial agreement extends for five years. There is no indication of whether funding will continue after this time period. There is concern that the City will be responsible for increased funding after this five year period.

Fee Subsidy

With the expansion of new licensed spaces 230 over the next three years, there will be an increase to the Fee Subsidy budget as more spaces become available. Each individual Day Care Operator that has a service agreement with the Municipality is paid through fee subsidy according to their per diems. The municipality has a policy of paying operators a subsidy rate equivalent to the fee paid by full fee paying parents. Over the years there has been an increase in the per diem rates charged by operators to meet increased operating expenses. As a result the fee subsidy per individual child has increased. Since the fee subsidy budget has not increased this has effectively reduced the number of subsidized spaces available.

The Province has stated that the needs testing for financial assistance will be replaced by “income testing”. The impact of the new income testing is not known yet. If more parents will be eligible for day care subsidy there will be an increased demand for fee subsidy dollars to meet the needs of the community. With the onset of the City entering into agreements with Recreational programs for the purpose of school age summer care will also increase the demand on the fee subsidy budget

## Wage Subsidy

The creation of 230 new licensed child care spaces over the next three years will have a significant impact on the wage subsidy program. Although this is difficult to estimate a cost not knowing the breakdown of ages connected to the 230 new spaces a projection was made estimating a projection for new sites with 6 infant, 10 toddler and 32 preschoolers. Based on an appropriate number of staff the wage subsidy would be approximately \$78,732, plus the addition of an estimated 44 more preschool spaces or approximately \$49,667 for a total of \$128,399.00.

The City Of Brantford continues to contribute their 20% share to meet the current wage subsidy pressures in the system. The Early Learning and Child Care Funding from the Province provides the remaining 80% of funding for wage subsidy pressures. The current funding to meet the Wage Subsidy pressure is \$277,064.00. This amount does not include any new programs for 2005/2006

## Resource Centers

Currently the City of Brantford has two service agreements with agencies that provide Resource Centre programs. No new funding has been allocated to the existing Resource Centers that prove to be a valuable service to at risk areas in our community. In the 2004/06 Child Care plan, Service Priority 5 states that Resource Centres “provide information support and resources to parents, informal caregivers and child care professionals”. Child Care Services staff has worked very closely with these agencies to ensure that information, support and resources are available to all who require these services while using limited dollars. The Child Care Plan speaks of focusing on methods to increase access to Resource Centre programs and on ways of enhancing existing services as a means of responding to evolving community needs. Statistics show there has been an increase in the number of parents and caregivers utilizing these programs. Both agencies have been very creative in expanding their services to meet the community needs. This is evident through the expansion of Launch Pads within the school system. Both agencies continue to use their existing allocated funding however it must be noted their quarterly reports indicate deficits in their 2005 /2006 Service Contract

## Special Needs Resourcing

The most significant impact on Special Needs resourcing will be as a result of the Best Start Initiative. With an additional 230 child care spots coming online during the next three years there will be an increased number of spots for special needs children thus increasing the needed resources, including resource teachers and resource teacher assistants. Other programs, such as Parenting Centres, that support parents of special needs children will also increase, placing larger demands on services.

**Table 6**  
**Proposed Allocation for Child Care Services – 2007 – 2009**

Proposed Allocation For Child Care Services			
	2007	2008	2009
Fee Subsidy	\$1,858,861	\$1,992,886	\$2,495,311
Wage Subsidy	1,477,713	1,527,380	1,705,446
Special Needs Resourcing	769,085	792,157	815,921,
Ontario Works Child care	305,000	305,000	305,000
Resource Centre	436,865,	449,970	463,469
<b>TOTAL</b>	<b>\$4,847,524</b>	<b>\$5,067,393</b>	<b>\$5,785,147</b>

**NOTE: These figures include Best Start Funding**

Fee Subsidy- based on the number of new licensed spaces per year x 50%. Calculated that about 50% of new licensed spaces will be filled with subsidized children, therefore increasing fee subsidy dollars.

Wage Subsidy for 2007 approx 92 spaces added (85 needed), \$128,399, 2008, approx 44 spaces added (35 needed) \$49,667 and 2009 approx 12

**Table 7**  
**Best Start Funding - \$'000s**

Fiscal Year	Admin	Program Funding	Wage Enhance. Funding	Planning Funding	Total Operating Funding	Total Capital Funding	Total Funding	CMSM/DSSAB Savings	Est. # of New Licensed Child Care Spaces by March 31
2005/06	149.9	1184.9	164.6	60.6	1560.0	1305.0	2865.0	434.8	85
2006/07	221.9	1620.0	377.5	60.6	2280.0	580.0	2860.0	643.6	35
2007/08	333.9	2370.3	635.2	60.6	3400.0	1720.0	5120.0	968.4	110
Total	705.8	5175.2	1177.3	181.7	7240.0	3605.0	10845.0	2046.9	230

## **7.0 Conclusion**

The *2006-2009 Brantford/Brant Child Care Service Plan* has been developed in accordance with provincial legislation, regulations, directives and the *Child Care Service Management Guidelines* and has attempted, where possible, to show the linkages that exist with the early years service system. Perhaps more importantly, the Plan is reflective of the child care needs and local priorities of those Brantford/Brant parents, service providers and community agencies who willingly contributed their time, knowledge, experience and expertise to the planning process.

Through the development of the Service Plan, the City of Brantford Child Care Services Division, as well as those organizations and agencies with which it regularly interacts, are now equipped with evidence-based service delivery priorities and service management strategies to guide their actions in the coming three years. In addition, the City of Brantford now finds itself well-positioned to direct the federal/provincial dollars that are anticipated to become available to it, to the further development of an inclusive, high quality, licensed child care system that is available and accessible to all children and parents. The recent addition of Best Start funding and the development of the Best Start Network will ensure the coordinated and integrated expansion of the child care system in Brant and Brantford over the next several years.

## Appendix A

### Glossary of Terms

*Consolidated Municipal Service Manager:* The thirty-seven (37) Municipalities and ten (10) District Social Services Administration Boards (DSSABs) designated by the Government of Ontario as having responsibility for the integrated service system management of Ontario Works, child care, and social housing.

*Day Nurseries Act:* The Government of Ontario's legislation that provides the Ministry of Children's Services with the authority to issue licenses to operators of day nurseries and private home day care agencies. The Act also contains standards of care, and identifies the role of Consolidated Municipal Service Managers in child care.

*Day Nursery:* A premises that provides temporary care or guidance for more than five children who are not of common parentage, for a continuous period not exceeding twenty-four hours.

*Fee Subsidy:* Financial assistance towards the cost of licensed day nursery or private home day care services. Parents who are 'persons in need' and parents of children with special needs may be eligible to receive fee subsidies.

*Flexible Program:* Child care programs that offer care according to a parent's varied work or study schedule.

*Full Day Program:* Child care that is provided for six or more hours in a day.

*Half Day Program:* Child care programs that operate for less than six hours in a twenty-four hour period.

*Healthy Babies, Healthy Children Program:* Operated by Health Units and funded by the Ministry of Children's Services, the program ensures that families with children who are at risk of physical, cognitive, communicative and psycho-social problems have access to early intervention services.

*Learning, Earning and Parenting (LEAP) Program:* A mandatory program for teen parents aged sixteen and seventeen in receipt of Ontario Works. (The program is voluntary for parents aged eighteen to twenty-one in receipt of Ontario Works.) LEAP provides financial support for these parents while they complete their secondary school education, participate in 'earning' and employment preparation programs, and attend parenting programs. Assistance is also provided for other supports such as child care and transportation.

*Licensed Care:* Often referred to as 'formal' or 'regulated' care, this care may be provided in child care centres or in supervised private homes in accordance with the licensing standards of the provincial Day Nurseries Act.

*Licensed Capacity:* The maximum number of children, including the number in each age group, allowed to be in attendance at a day care centre at any time. Licensed capacity also refers to the number of homes that a licensed private home day care agency may have under contract at any one time.

*National Child Benefit Supplement:* A federal/provincial/territorial initiative intended to improve benefits for children in low income families through an enhanced Canada Child Tax Benefit and through reinvestment of corresponding social services savings by provinces and territories. Because of the role of Ontario's municipalities in social assistance delivery and funding, municipalities are also required to reinvest in programs that reduce the depth of child poverty and that promote attachment to the work force.

*Nursery School:* A half day program for a group of five or more children 2.5 to five years of age that operates two or more days per week for less than six hours each day.

*Ontario Early Years Centres:* A network of 103 Centres located in communities across the province that provide a range of core services that address children's cognitive and physical requirements as well as their emotional and social needs. Programs and services are also provided for parents and caregivers as a means of providing them with the skills, knowledge, information and resources to promote children's optimal development and readiness to learn in healthy, safe and supportive communities so that they may reach their full potential.

*Ontario Works:* This program replaced the General Welfare Assistance program in 1998. The program provides both financial assistance and employment assistance to those individuals and families determined to be 'in need'. Participation in employment assistance programs is mandatory for most recipients.

*Outreach Services:* Programs and services designed to promote broad community awareness and familiarity with early year's programs and services, to raise awareness of the importance of healthy child development, and to encourage community participation.

*Preschool Speech and Language Services:* A provincial government initiative that emphasizes the identification of children under two years of age who are in need of speech and language services.

*Private Home Day Care:* Licensed care typically available in the home of a provider. Individual caregivers, operating as independent contractors, provide child care for up to five children less than twelve years of age (in addition to their own) and are supervised by a licensed home day care agency. The agency is responsible for placing children, monitoring the caregiver, providing resources and support, and in ensuring that the caregiver and the setting meet the regulations stipulated in the Day Nurseries Act.

*Resource Centres:* Provide a range of programs and support services to parents, informal caregivers, children and child care staff. While the centres are not licensed, many do follow the guidelines outlined in the Day Nurseries Act.

*School-Aged Program:* Child care provided for children age six, up to and including age twelve, either before and after school, during lunch hours and/or on school holidays.

*Unlicensed Care:* Informal private arrangements made between a parent and caregiver for the care of children. These arrangements are not licensed and are not regulated by the Day Nurseries Act. The only requirement is that the caregiver may care for no more than five children, plus their own, at a time.

*Wage Subsidy:* A subsidy for the enhancement of salaries and benefits for employees of day nurseries, private home day care agencies, and resource centres

Appendix B

**Brantford/Brant Population Projections of Residents Birth to Age 14**

Municipality	2004			2005			2006		
	0-4	5-9	10-14	0-4	5-9	10-14	0-4	5-9	10-14
City of Brantford	4880	5333	6177	4893	5143	6117	4910	4960	6086
Township of Brantford	291	327	441	308	306	432	324	304	404
Township of Burford	288	359	456	290	341	437	298	325	418
Township of Oakland	50	87	100	50	79	97	50	68	91
Township of Onondaga	88	103	170	93	95	162	98	101	147
Town of Paris	515	625	710	520	582	727	531	564	711
Township of South Dumfries	359	466	572	384	451	560	409	442	556
<b>Total Brantford/Brant</b>	<b>6467</b>	<b>7296</b>	<b>8622</b>	<b>6534</b>	<b>6993</b>	<b>8528</b>	<b>6616</b>	<b>6760</b>	<b>8409</b>

Source: Estimates provided by the Grand River District Health Council, April 2004.

Note: Caution must be exercised in the literal interpretation of these estimates given the 1999 amalgamation of the former municipalities that now constitute the County of Brant.

**Appendix C**  
**Licensed Centre-Based Capacity by Age Grouping and Type of Care**

PROGRAM	AGE GROUP					Total
	< 18 Months	18 – 30 Months	2.5 – 5 Years	3.8 – 5 Years	6 – 12 Years	
<b>BRANTFORD</b>						
A Child's Paradise	6	15	52	15		88
A Child's Paradise Too		15	24	15		54
A Child's Place Preschool			24			24
Banbury Child Care Centre			32		15	47
Beryl Angus Municipal Children's Centre		10	32			42
Boys & Girls Club After School Program					60	60
Grandview Child Care Centre			20		15	35
Just 4 Moms & Kids Co-op		11	32	12		55
Kiddy Korner Daycare		10	32			42
Kidsworld Y Blueridge			24	20		44
Kidsworld Y Downtown		10	32			42
Noah's Ark Preschool		10	32			42
Our Lady Queen of Peace Montessori Bilingual Centre			16			16
Pauline Johnson Child Care Centre	10	10	24			44
St. Joseph's Y Child Care Centre	6	10	32			48
Three Bears Preschool	6	10	60			76
West End Y Day Care		10	58			68
<b>BURFORD</b>						
Burford Co-operative Preschool			16			16
<b>JERSEYVILLE</b>						
Jerseyville-Langford Co-op Nursery School			16			16
<b>PARIS</b>						
Paris Child Care		10	32			42
Holy Family Child Care			32		30	62
Montessori Children's Academy Inc.			24			24
<b>ST. GEORGE</b>						
St. George Children's Centre			32		30	62
St. George Co-op Nursery School			16			16
Village Playschool			24		15	39
<b>OTHER</b>						
Wee-Watch Private Home Day Care						
City of Brantford – Private Home Day Care						

Source: City of Brantford Child Care Services Division, November 2003

**Appendix D**  
**Licensed Centre-Based Fee and Wage Subsidies**

<b>PROGRAM</b>	Fee Subsidy	Wage Subsidy	For- Profit	Non- Profit	Co- located in School
<b><i>BRANTFORD</i></b>					
A Child's Paradise	Yes	Yes	Yes		
A Child's Paradise Too	Yes	Yes	Yes		
A Child's Place Preschool	Yes	Yes	Yes		
Banbury Child Care Centre	Yes	Yes		Yes	YES - Public
Beryl Angus Municipal Children's Centre	Yes	Yes		Yes	
Boys & Girls Club After School Program	Yes	Yes		Yes	
Grandview Child Care Centre	Yes	Yes		Yes	Yes - Public
Just 4 Moms and Kids Co-op	Yes	Yes		Yes	
Kiddy Korner Daycare	Yes	Yes		Yes	
Kidsworld Y Blueridge	Yes	Yes		Yes	
Kidsworld Y Downtown	Yes	Yes		Yes	
Noah's Ark Preschool	Yes	Yes		Yes	
Our Lady Queen of Peace Montessori Bilingual Centre	Yes	No		Yes	
Pauline Johnson Child Care Centre	Yes	Yes		Yes	Yes - Public
St. Joseph's Y Child Care Centre	Yes	Yes		Yes	
Three Bears Preschool	Yes	Yes		Yes	
West End Y Day Care	Yes	Yes		Yes	
<b><i>BURFORD</i></b>					
Burford Co-operative Preschool	Yes	Yes			
<b><i>JERSEYVILLE</i></b>					
Jerseyville-Langford Co-op Nursery School	Yes	No		Yes	
<b><i>PARIS</i></b>					
Paris Child Care	Yes	Yes		Yes	
Holy Family Child Care	Yes	Yes		Yes	Yes - Separate
Montessori Children's Academy Inc.	No	No	Yes		
<b><i>ST. GEORGE</i></b>					
St. George Children's Centre	Yes	Yes		Yes	
St. George Co-op Nursery School	Yes	Yes		Yes	
Village Playschool	Yes	No	Yes		
<b><i>OTHER</i></b>					
City of Brantford – Private Home Day Care					
Wee-Watch Private Home Day Care					

Source: City of Brantford Child Care Services Division, December 31, 2004  
 Note: Several of the licenses allow for flexibility within age groupings on the condition that appropriate staffing levels are in place.

## **Appendix E**

### **Launch Pad Sites**

OEYC Launch Pad  
Central School, Brantford

Bellview School  
Brantford

Major Ballachey School  
Brantford

Branlyn-Notre Dame  
Brantford

East Dale – Echo Place School  
Brantford

St. Gabriel School  
Brantford

Centennial Grand Woodlands  
Brantford

## **Appendix F**

### **Ontario Early Year's Site**

OEYC Centre  
West Street, Brantford

Burford Satellite  
Burford District Elementary School

OEYC Launch Pad  
Central School  
Brantford

Onondaga Satellite  
Onondaga-Brant School

Paris Satellite  
Paris North Ward School

Scotland Satellite  
St. Anthony Daniel School

St. George Satellite  
St. George Lawn Bowling Club

## Appendix G Bibliography

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