

***Building Our Community from the Kids
Up***

**Child Care and Early Years 10 Year Plan
2022 to 2032**

2023 Status Report / Update

Accessibility

All children have the right to fully participate in a quality licensed early learning and care child program. Unfortunately, not all children have access for a variety of reasons including cost, availability, cultural barriers and/or special needs. As the CMSM for child care and early learning, City of Brantford strives to ensure that:

- Families know about available programs and how to access them
- Families have access to child care and early years' programs that meet their specific needs
- Families can make informed decisions about early years and child care programs to meet their specific needs
- The Child Care and Early Years system is responsive to increased demands and the evolving needs of families

Key Action Update

- | | |
|----------------|--|
| 1.1 | Provide the opportunity for all licensed child care providers, including those without a Purchase of Service (POS) agreement with the City, to be included in the OneList waitlist management system without cost to the child care operator by 2024. <ul style="list-style-type: none">➤ Achieved |
| 1.4
Amended | Support growth of the licensed child care system to meet the growing population with licensed child care spaces for 1 in 5 children through to 2032. <ul style="list-style-type: none">➤ Amended target:
Support the growth of CWELCC full day child care spaces by 853 b 2026, with Ministry funding, as projected in Figure 1, at the projected pace identified in Figure 2, resulting in 31% of children aged 0-4 having access to CWELCC funding child care (based on 2021 Census population data). Growth will be in accordance to Ministry direction regarding percentage of profit based spaces and in accordance with population in the City and the County. |

Key Action Update

CWELCC Full Day Space Growth Projection: Location

	Location	# Spaces
School Based	Banbury Public School Expansion	49
	Cobblestone Public School	64
	GEDSB Public School West Brant	64
	Saint Marguerite-Bourgeoys Expansion	24
	BHNCDSB New High School	128
Community Based	Central (East of Grand River, South of 403 Hwy, West of Wayne Gretzky Pkwy, North of Grand River)	176
	East (East of Wayne Gretzky Pkwy, South of 403 Hwy)	110
	North (North of 403 Hwy)	120
	West (South of 403 Hwy, West of the Grand River)	118
Total		852

Figure 1 CWELCC Full Day Space Growth Projection: Location

CWELCC Full Day Space Growth Projection: Time Frame

	2022	2023	2024	2025	2026	Total
School-based Spaces	N/A	N/A	137	64	128	329
Community-based Spaces	39	224	49	110	102	524
Total	39	224	186	174	230	853

Figure 2 CWELCC Full Day Space Growth Projection: Time Frame

- 1.6 Collaborate with local school boards, agencies, and municipalities regarding the use of authorized recreation programs for after school care, supporting the current County of Brant pilot and recommending it be made ongoing
 - Pilot successfully extended
- 1.7 Leverage opportunities for capital funding through all levels of government to support the creation of additional child care spaces

Key Action Update

- Administer capital grants to support child care growth of 852 spaces (notional target) in accordance with Ministry of Education direction.

1.12 Align EarlyON Child and Family Centres with City of Brantford and County of Brant community centres.

- New EarlyON centres opened at Wayne Gretzky Sports Centre (Pilot) and TB Costain in 2022. Pilot to be reviewed in 2023. New centre planned for Cainsville Community Centre in 2023.

1.13
NEW Evaluate the impact of EarlyON programming in community recreation centres

Affordability

Attending a high quality licensed child care program comes at a significant financial cost to families. The City of Brantford administers funding to local licensed child care operators to help offset the costs of operating a child care site and reduce daily fees. Financial assistance through the Child Care Fee Subsidy program is available to eligible families to cover part or all of the cost of attending child care.

Key Action Update

- 2.1 Continue to provide timely Child Care Fee Subsidy for Eligible Families
Fee Subsidy spaces have increased with the addition of YES Kids Christian Child Care
- 2.2 Leverage funding from all levels of government to keep fees affordable.
Costs for children 0-5 in participating child cares have been reduced by 50%+ from March 2022 through Canada Wide Early Learning and Child Care funding. This includes families in receipt of Fee Subsidy

	Mar-22		Jan-23		Jan-23		Sept-25		Sept-25	
	Pre-CWELCC		CWELCC		Non-CWELCC		CWELCC Projected		Non-CWELCC Projected	
	Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual
Full day program for child aged 0-4	\$47.58	\$11,943	\$22.48	\$5,642	\$48.38	\$12,625	\$10	\$2,510	unknown	unknown
Before and After school program for child aged 4-5	\$18.07	\$4,536	\$12.00	\$3,012	N/A		\$10	\$2,510	N/A	

Inclusivity

Children with social or special needs must be welcome and included in child care and early learning programs. Inclusion supports healthy child development and positive self-esteem, facilitates the development of positive social skills, and supports the families of children with special needs. Research shows that all children benefit from inclusive child care, as it promotes respect and celebration of diversity.

Key Action Update

- | | |
|---------------------------|--|
| 3.2 | Make access to funded special needs resources available to all licensed child care, including those without a purchase of service agreement with the City of Brantford by 2025. <ul style="list-style-type: none">➤ Achieved |
| 3.3 | Provide the opportunity to licensed child care to embed Indigenous culture and teaching in programming, supported by Indigenous cultural facilitators <ul style="list-style-type: none">➤ Achieved and ongoing, Indigenous Cultural Facilitators reach out to all licensed child cares and EarlyONs to provide programming and support. |
| 3.5 | Support the expansion of French language child care, increasing by 50% by 2024 <ul style="list-style-type: none">➤ Approved by MEDU, projected opening Jan 24 |
| 3.9
NEW | Facilitate stakeholder consultation in 2023 to ensure that all children, including low-income and vulnerable children, Francophone and Indigenous children and children from diverse communities or with special needs have access to inclusive child care and early learning, in accordance with the Ministry of Educations' Access and Inclusion framework |
| 3.10
NEW | Develop an assessment and evaluation framework to measure inclusivity. |

Quality

A strong child care and early years' system is comprised of high-quality programs that provide environments and experiences allowing children to safely explore and learn through play and inquiry. Educators are trained professionals who have experience in early child development and participate in ongoing professional development. High quality programs use materials and teaching styles that are age-appropriate, evidence-based and respectful of children's cultural background. Moreover, high-quality programs continuously look for ways to improve through quality improvement and capacity building initiatives.

Key Action Update

- | | |
|------------|--|
| 4.1 | Make access to funded professional learning and communities of practice available to all licensed child care, including those without a purchase of service agreement with the City of Brantford by 2023. <ul style="list-style-type: none">➤ Achieved |
| 4.2 | Support the Best Start Network (BSN) focused efforts on the recruitment and retention of Registered Early Childhood Educators (RECEs). <ul style="list-style-type: none">➤ Achieved as part of the Workforce Initiative and ongoing |
| 4.3 | Create mentorship opportunities for local ECE students and graduates <ul style="list-style-type: none">➤ Achieved. Workshops with 282 high school students and 150 Early Childhood Educators |
| 4.5 | Develop and implement a local workforce strategy by 2023. <ul style="list-style-type: none">➤ Achieved. Professional Development opportunities provided to 400+ Early Learning Professionals and 63 summer camp staff. Technology to support virtual learning provided to child cares and EarlyONs. Resources provided to support 50+ student placements. Job Fair with 15 partners reached 58 participants. City of Brantford led marketing campaigns to acknowledge and recruit educators. College bursary program to support 10+ ECE students.➤ Ongoing. Participate in the Knowing Our Numbers project, a provincial project led by the Atkinson Centre, University of Toronto to create a sustainable, regional-level child care and early years' workforce data collection process, whose findings could also be rolled up to provide a province-wide picture |
| 4.6 | Investigate opportunities to work with local resources (e.g. Workforce Planning Board of Grand Erie) to recruit qualified Early Childhood Educators to Brantford and the County of Brant by 2023. |

Key Action Update

- Achieved. Best Start Network recruitment and Retention Committee will continue to be involved in the Epic Jobs Event. WFPBGE will cross post City of Brantford recruitment and retention social media / marketing
- Achieved. Conestoga Campus Early Childhood Development program was enrolled at full capacity for the fall of 2023

4.9 NEW

Align grant funding to support all licensed child care operators with access to the OneList wait list, Special Needs Resource supports, capacity building opportunities and base funding for the increasing number of licensed home child care providers

Accountability

Early years and child care system management must be future-oriented, responsive and accountable. The CMSM is financially responsible in the distribution of funding to local operators.

Key Action Update

- 5.1** Align children's services program design, data collection and analysis and grant writing functions to ensure a cohesive approach.
- Achieved and ongoing through realignment of staffing resources
- 5.2** Grow funded child care spaces through support of school built child cares and through a competitive process open to both current and potential operators, prioritizing those applicants whose proposal meet community need such as:
- 5 identified high growth population areas
 - In under serviced locations
 - Offering non-traditional hours such as evenings or weekends
 - For age groups in most need
 - Meeting other demand (i.e. French language or indigenous)
- In progress. Working with City Purchasing to develop competitive process to support expansion of the licensed, CWELCC child care system by 852 spaces by 2026.
- 5.3** Update general operating fund practices by 2023 to ensure
- The funding calculation is equitably applied to all eligible child care operators
 - The funding calculation is transparent and easy to understand
 - Funding is pro-rated for sites operating at capacity lower than a pre-determined threshold.
 - The funding calculation includes all age groups
 - Funding is pro-rated dependent upon hours and days of operation
- On hold. Ministry of Education will be providing updated child care funding formula in 2024 that will align current grant funding with CWELCC system
- 5.4** Optimize the use of technology to ensure operators have access to updated resources by 2023

Key Action Update

- Achieved. Provision of funding to support technology for new local processes and ongoing virtual learning. OCCMS updated with conversion files to support CWELCC reporting. Access to Filesend for all child care and EarlyON operators.
- Ongoing. Investigation and support of on-line EarlyON registration system by 2024.

5.9

Amend service agreements to allow for an attestation regarding required policies, decreasing submission requirements in 2022.

- Achieved

**5.10
NEW**

Participate in the consultative process and support the development of the announced new Ministry of Education data system, aligning / replacing current data systems. Projected launch date 2025/2026