

# Peel's Child Care Service Plan 2010-2011



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## Table of Contents

### Part One: Planning for Local Early Learning Program (ELP) Impacts

<b>Section One: The Region of Peel</b>	<b>2</b>
<ul style="list-style-type: none"><li>• Purpose</li><li>• Consolidated Municipal Service Manager's Role</li><li>• The Vision for Peel's Children</li><li>• Family-Centered Services</li><li>• Environmental Scan</li></ul>	
<b>Section Two: Peel's Early Learning and Child Care Service System</b>	<b>8</b>
<ul style="list-style-type: none"><li>• Best Start</li><li>• Licensed Child Care</li><li>• Licensed Child Care Accessibility</li><li>• Child Care Fee Subsidy Management</li></ul>	
<b>Section Three: Fiscal Pressure</b>	<b>12</b>
<ul style="list-style-type: none"><li>• Funding Inequities</li></ul>	
<b>Section Four: Community Consultation</b>	<b>13</b>
<ul style="list-style-type: none"><li>• Pressures and Issues</li><li>• Community Solutions</li></ul>	
<b>Section Five: Conclusion</b>	<b>19</b>
<b>Part Two: ELP Appendix - Community Plan for Transition Funding</b>	<b>21</b>
<ul style="list-style-type: none"><li>• Minor Capital Funding Allocations</li><li>• Operating Funding Allocations</li></ul>	
<b>Appendices</b>	<b>23</b>
<ul style="list-style-type: none"><li>A. Best Start Network Member Agencies</li><li>B. Consolidated Municipal Service Manager Roles and Responsibilities</li><li>C. Peel Immigration Project</li><li>D. Aboriginal and Francophone Communities</li><li>E. Programs and Services in Peel</li><li>F. Maps</li><li>G. Quality Assurance</li><li>H. Special Needs Resourcing Agencies</li><li>I. Community Consultation</li></ul>	

# Peel's Child Care Service Plan 2010-2011

## Part One: Planning for Local Early Learning Program (ELP) Impacts

### Section One: The Region of Peel

#### Purpose

The Child Care Service Plan was prepared in collaboration with the community in response to the May 2010 provincial direction. In developing this plan, the Region of Peel embarked on a community engagement process with stakeholders, including the Best Start Network (Appendix A), service providers and parents.

This report will inform the Ministry of Children and Youth Services, Ministry of Education, Regional Council, early learning and child care service providers and community partners about Peel's unique features and challenges. The service plan includes a snapshot of Peel's early learning and child care system, its distinct qualities, partnerships, needs and future directions. While there have been a number of significant achievements, there continues to be a number of pressures facing Peel's early learning and child care service system.

The direction in the 2010–2011 Child Care Service Plan is to articulate an agenda for continuous improvement in program delivery and management. The collaborative work will progress over the 2010-2011 period with a focus on:

- Advocacy for improved access and equity to services for children
- Development of an integrated system of services for children and families
- Development of a system throughout the transition to full-day kindergarten
- Creation of a multi-year Child Care Service Plan
- Demonstration of strategic leadership

The Child Care Service Plan 2010-2011 will be used to guide the funding and management of Peel's early learning and child care system, allowing planning and delivery of services in an accountable and equitable manner that maximizes the use of the resources available to the system. This plan will act as the foundation for the future development of a multi-year plan.

The plan was developed by the Region of Peel's Human Services Department which is responsible for leading, planning, managing and co-ordinating a region-wide early learning and child care system. Providing children and families with access to a range of family-centered services, programs are offered in partnership with community agencies and organizations to meet the needs of children and families, and build on community strengths.

### **Consolidated Municipal Service Manager's (CMSM) Role**

As a CMSM, the Region of Peel is responsible for local service planning for an early learning and care system for children from birth to 12 years. Within this role, staff have demonstrated success in engaging the community through planning, implementing, delivering, monitoring and evaluating programs within budget. Key responsibilities include: system planning, system management, quality assurance and direct delivery (Appendix B).

Peel's early learning and child care services are delivered within the scope of the Human Services Department's mandate:

- To plan, manage and deliver quality integrated human services and resources that invest in people to enable participation in the changing community and the economy.

The long-term focus of the Department is to:

- Strengthen individual, family, neighbourhood and community resilience.

The Department manages the child care service system – co-ordinating service planning throughout the Region, and administering Ministry of Children and Youth Services provincial programs. These programs include child care fee subsidy, wage subsidy, health and safety funding, special needs resourcing and early years integration through Best Start funding and a community network table.

### **The Vision for Peel's Children**

The Success By 6 vision for early learning and child care is: "In Peel, all children will thrive supported by a comprehensive system of culturally sensitive services in a community that meets basic needs: income, housing, nutrition, education and healthy parent/child relationships."

This vision was furthered by the development of the Peel Children's Charter of Rights which was endorsed by Regional Council in May 2007. The 12 Peel Children's Charter of Rights has given Peel a deeper understanding of the individual, familial, and community factors deemed important to children. As a community, Peel is committed to upholding children's rights and ensuring that the best interests of the child are of primary consideration.

#### ***Peel Children's Charter of Rights***

1. The Right to Basic Needs
2. The Right to Make Friends and Freely Meet in Groups
3. The Right to Religion, Culture and Beliefs
4. The Right to Privacy
5. The Right to Justice, Protection and Treatment
6. The Right to Education
7. The Right to a Caring Home Environment
8. The Right to be Heard
9. The Right to an Identity
10. The Right to Peace
11. The Right to Equal Access
12. The Right to Play

The Success By 6 vision was supported by the October 2009 *Early Learning in Peel – Visioning Session*, attended by key leadership and staff of Success By 6, the Peel Best Start Network and community partners. This session was an opportunity to begin joint planning and “dreaming” in preparation for the implementation of the recommendations within Dr. Charles Pascal’s report, *With Our Best Future in Mind: Implementing Early Learning in Ontario*. This session allowed participants to reflect upon Peel Region’s distinctive features and imagine full implementation for key stakeholder groups.

This visioning day highlighted three purposeful outcomes:

- A sense of hope, excitement and possibility for children.
- A better understanding of the early learning initiative.
- A united commitment toward the collaboration and successful implementation of early learning work.

To support the continued planning for implementation in Peel, participants felt that sustained collaboration with one another was imperative for remaining informed and involved, so that a cohesive system focused upon family-centered services is built.

### **Family-Centered Services**

Following a holistic perspective, family-centered services aim to support and strengthen the parent’s abilities to nurture and enhance the child’s well-being and development by acknowledging emotional, social and developmental domains as integral components of care.\* To that end, family-centered services should be considered a best practice approach for the future of child care and early learning supports because of the positive outcomes for families. Benefits for children and families include better psychological adjustment for parents and children as well as greater satisfaction and use of services.\*

Research clearly demonstrates that family-centered care is the best approach for children and families as it shapes policies, programs, facility design and the day-to-day interactions between children, families and professionals. This philosophy recognizes the vital role of the family in meeting healthy outcomes for the child. It acknowledges the uniqueness of the family, the family as the core constant in the child’s life, and the family members as the experts on the child’s abilities and needs.\* Furthermore, it promotes healthy partnerships between parents and service providers and it supports the family’s role in making decisions for the child.

The key to successful early intervention programs is the actual delivery or *how* help is provided as well as the *type* of service that is provided. Therefore, the intervention must look beyond the needs of the child and consider the family as a whole for responsive service delivery.

The Region of Peel is focusing its service delivery efforts upon the best needs of the child and family for a higher quality of life. Following a holistic continuum, successful early learning and intervention programs are working collaboratively to strengthen equitable access to family-centered supports inclusive of all children and families.

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\* CanChild Centre for Childhood Disability Research, 2006 <http://www.canchild.ca/en/>

## **Environmental Scan**

### Peel's Diverse Populations

Peel's Human Services is committed to the design and implementation of innovative services which meet the needs of residents from diverse backgrounds; to advocate for clients; and to actively involve members of community groups in planning the services that affect them. The Region of Peel has a corporate diversity strategy that aims to respect diversity and remove barriers for all clients and employees.

For this report, the focus is upon children and their unique individual needs which vary along the developmental continuum. In addition, the family's environment, socio-economic and cultural backgrounds contribute to the various ways in which children develop. Therefore, children require various learning experiences reflective of their age and developmental milestones.

### Fast facts on Peel's newcomer population

- Canada is a nation of immigrants. Residents of Peel take pride in their long history of immigration. Immigrants are very much part of the fabric of life in Peel today, and add economic, social and cultural wealth to our community.
- According to the 2006 census, recent immigrants make up over 49% of Peel's population. Peel is home to more than 93 distinct ethnic groups and 60 different languages.
- Immigration is a major driving force behind the growth of Peel's community. Immigrants accounted for approximately 80% of the growth in Peel's population between 2001 and 2006. From 2001 to 2006, Peel's immigrant population increased by 45%.
- By 2011, immigrants will account for 100% of net labour force growth in Canada.
- Peel's Human Services Department is engaged in collaborative efforts with other levels of government and jurisdictions, business and non-profit groups striving for increased levels of inclusion for newcomers in the Peel community and the labour market (Appendix C). This includes the Peel Immigration Project, a cross-sectoral community collaboration aimed at better coordination of services for newcomers; the Peel Immigration Web Portal, a website that provides newcomers with valuable information about services, the labour market, and employment opportunities in Peel; and Liveable Peel, a Region of Peel research initiative aimed at ensuring future generations are welcomed into our community.

### Supporting Aboriginal and Francophone Communities

Two distinct groups in Peel which have been recognized as requiring increased service provisions are the Aboriginal and Francophone communities. Human Services supports the early learning and child care needs of Aboriginal and Francophone families in Peel by raising awareness of the diverse needs in these communities. In addition, a Community Engagement Specialist for the Aboriginal and Francophone communities; Early Childhood Outreach Worker for the Aboriginal community; the creation of the Peel Aboriginal Steering Committee (PASC); and the Peel Francophone Steering Committee

(PFSC) have helped to ensure that the needs of the Aboriginal and Francophone communities are taken into account when planning services and programs for children and their families (Appendix D).

**Peel's Children – Demographics**

The 2006 census reported that Peel Region is home to 107,320 children aged 0 to 6 years and 102,395 children aged 7-12 years. There are 324,115 census families living in Peel, of which 78,550 families have at least one child, specifically between the ages of 0 to 6 years. Eighty-five percent of these children live in two-parent families, while 15% live in single parent families. Peel's families require a range of tailored services to meet their early learning and care needs.

**Total population of children 0-12 years old in Peel (2006 census)**

	<b>0-6 years old</b>	<b>7-12 years old</b>
Peel	107,320	102,395
Brampton	45,385	40,650
Caledon	5,350	5,280
Mississauga	56,590	56,470

It is evident from the above statistics that the proportion of children under the age of 6 years is increasing with an estimated 44 live births per day. By full implementation of the early learning program in 2015-2016, 116,632 children aged 0-6 years old are projected to be living in Peel which represents an increase of 7.9% within 5 years or 1.6% per year. By 2015-2016, it is projected that there will be an increase of 7.8% of 7-12 year olds or 1.6% per year. Therefore, the number of children requiring licensed child care will remain consistent over the next 5 years. The charts below outline the projected number of children aged 0-6 years and 7-12 years living within Peel.

**Projected population by full implementation 2015-2016**

<b>Population Forecast for Children Aged 0-6</b>	<b>2011</b>	<b>2016</b>
Peel	109,708	116,632
Brampton	50,520	56,712
Caledon	6,391	6,903
Mississauga	52,465	53,532
<b>Population Forecast for Children Aged 7-12</b>		
Peel	104,564	111,163
Brampton	46,097	51,746
Caledon	8,458	9,134
Mississauga	54,036	55,134
Forecasts use single year age proportions of total population (using 2001 as the base year) and ROPA 24 2011 and 2016 municipal population totals (using 2006 as the base year). Includes 2001 Census Undercount of 4.2%.		

Service System Age Inequities

In review of the number of licensed child care spaces versus the number of children living in Peel, it is evident that there is an unequal distribution of spaces for families requiring child care, specifically for the infant and toddler age group. The number of infant child care spaces remains low at only 3.3% because of its high fees and related staffing costs. Meanwhile, the toddler age group does not fare well, with only 6.3% licensed child care spaces allocated for the 30,000 toddlers living in Peel. It is important that families requiring licensed child care have equitable access.

Geographic Inequities

Similar to the service system age inequities, the geographic distribution of early learning and child care centres in Peel does not represent the actual number of children requiring enriched learning environments for early intervention and school readiness.

Map 1 (Appendix F) depicts the proportion of children aged 0-6 years living in Peel and the geographic location of early years support sites and child care centres. In Brampton, Wards 6 and 10 have the highest proportion of children aged 0-6 years yet both wards lack an equitable distribution of early years and child care centre sites. In Caledon, the majority of children aged 0-6 years reside in Ward 5, yet it only houses one early years support site. In Mississauga, Wards 5, 9, 10 and 11 have a large proportion of children. Subsequently, geographic pockets within these wards lack adequate programs and services to serve the growing number of children and families.

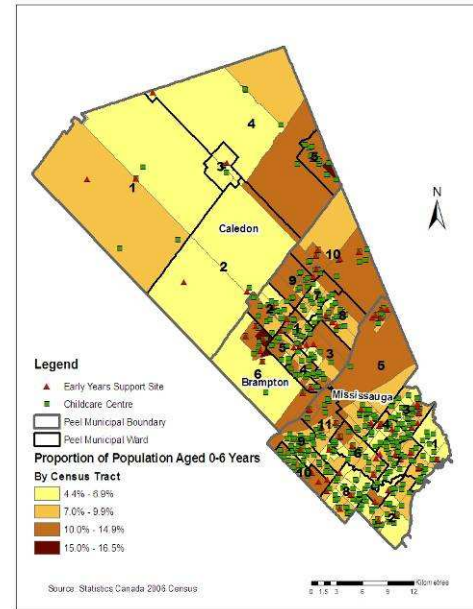
Map 2 (Appendix F) illustrates the population growth from 2001 to 2006, which shows the rate at which people settle in Peel is faster than the delivery of programs and services, specifically for children aged 0-6 years and their families (as displayed in Map 1).

The following wards demonstrate the highest population growth from 2001 to 2006:

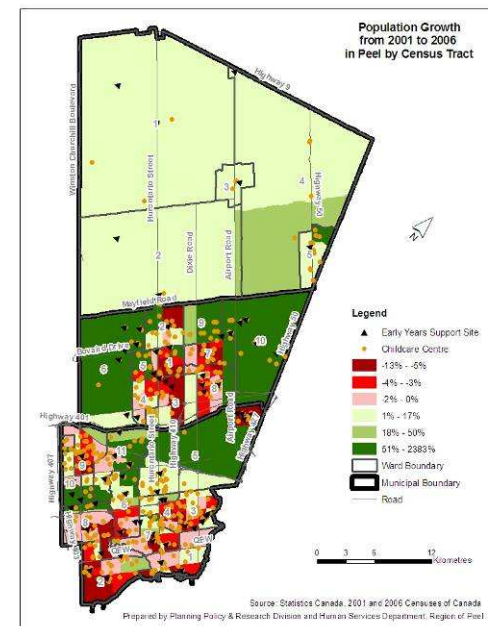
- Brampton - Wards 6 and 10
- Caledon - Ward 5
- Mississauga - Wards 5, 9, 10, 11

Therefore, this data supports the need for an increased investment in early learning and child care programs for children and families in these areas.

Proportion of Population Aged 0-6 Years in Peel Region (2006)



Map 1



Map 2

## **Section Two: Peel's Early Learning and Child Care Service System**

Peel leads early years integrated services planning through a community Best Start Network of over 40 agencies. In partnership with Success By 6, the Best Start Network, school boards and other community agencies, the Region oversees the planning and implementation of early learning programs designed to allow children from birth to six to reach their fullest potential. The resulting programs deliver inclusive and accessible services for children, promoting healthy early development and school readiness.

Programs and services include licensed child care centres, licensed home child care, school based hubs and readiness centres, nursery and play schools, Ontario Early Years Centres (OEYCs), and the Learning In Our Neighbourhood (LION) – a mobile early learning centre program (Appendix E).

### **Best Start**

Since 2005, Peel's early learning and school board partners have collaborated and delivered Best Start programs for children and families. This continued success is a direct result of the ongoing commitment, partnership and leadership of the Best Start Network. Best Start funding supports the delivery of quality-based and affordable child care and shows an investment in children's healthy early development.

Peel's commitment to families and children has been demonstrated by:

- Increased numbers of licensed early learning and child care spaces.
- Increased quality of early learning and child care by investing in Early Childhood Educators' wages to attract and retain staff.
- Increased resources for young children with special needs.
- Creation of a neighbourhood program in partnership with community partners to support families with children under six years of age.
- Establishment of two steering committees to plan services for Peel's Aboriginal and Francophone children and families.
- Establishment of an Integrated Programming Committee including key stakeholders to plan all aspects of service integration.
- Integration of early learning and care within schools by establishing seven Best Start child care centres.
- Implementation of an intensive longitudinal research and evaluation study at five Best Start sites, and five control sites which measured the effects of integration on children, parents and educators.

### **Best Start Research and Evaluation Project**

The Best Start Peel research project has pioneered an integrated approach to early childhood service delivery including kindergarten, child care and supports to families (hubs, readiness centres, parenting centres or child and family centres). This initiative has operated in seven sites across four school boards (including two French boards) which has placed Peel in an ideal position to become a pilot Child and Family Centre site.

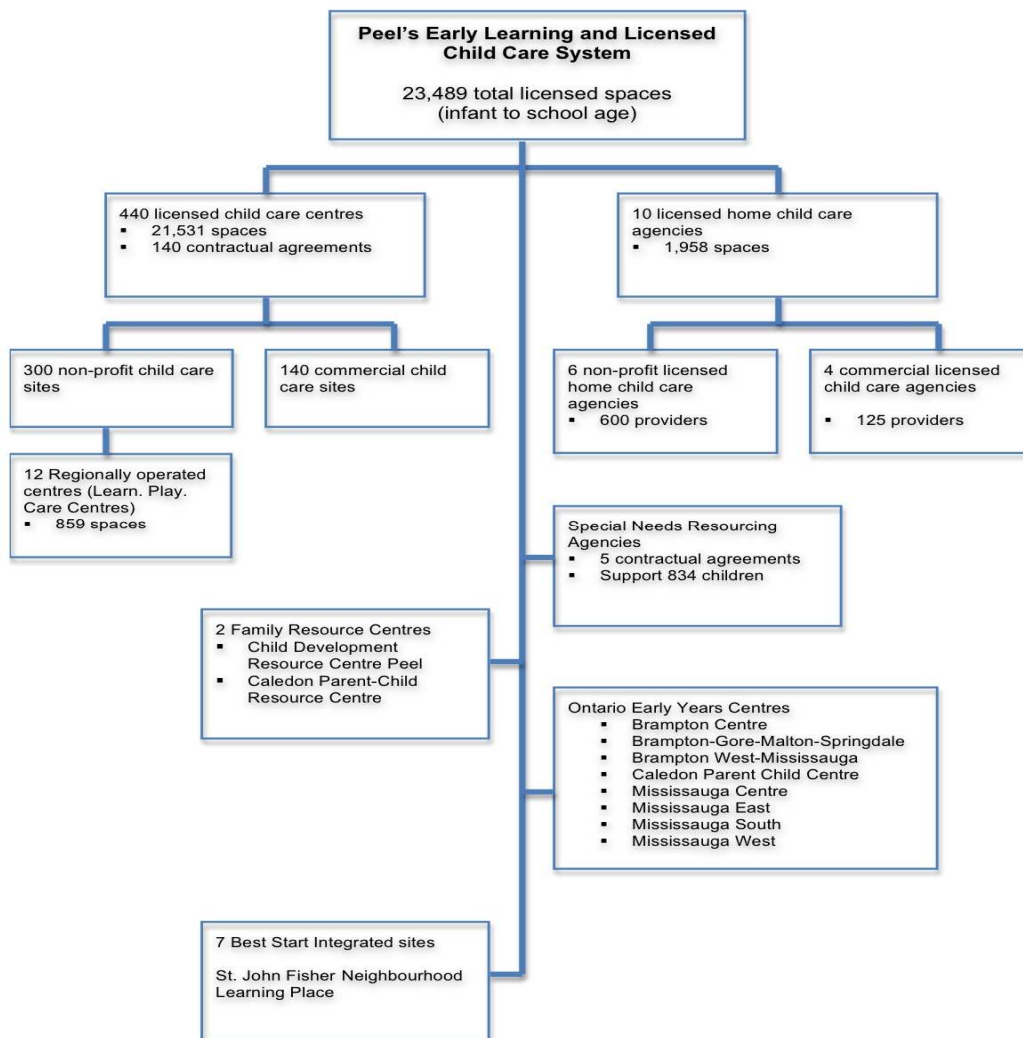
Best Start program outcomes have been evaluated and measured as part of an extensive research and evaluation project led by Dr. Janette Pelletier, Principal Researcher, Ontario Institute of Child Studies/University of Toronto.

Dr. Pelletier's research reports a correlation between Peel's early research findings and the internationally recognized research based Toronto First Duty project. Results of Peel's research and evaluation project will be published later this year in a new book: *New Directions in Early Childhood Education and Care in Canada*.

**Licensed Child Care**

Peel's licensed child care system reflects a variety of early learning and child care programs designed to meet the needs of children and families. The system offers families a range of options within a network of licensed non-profit and commercial child care centres and licensed home child care agencies. Licensed child care providers are closely regulated and must meet provincial health, safety and child care provider training standards as set out in the Day Nurseries Act.

**Peel's Early Learning and Licensed Child Care System**



Licensed Child Care Centres

Licensed child care centres provide care for infants, toddlers, pre-school and school-age children. In Peel, families have a choice of licensed programs to meet their needs.

The following chart provides a breakdown of spaces per age group for both commercial and non-profit licensed child care centres.

	<b>Commercial</b>	<b>Non-profit</b>	<b>Total</b>
<b># of centres</b>	140	300	440
<b>%</b>	31.8%	68.2%	100%
<b>Infant spaces</b>	285	210	495
<b>Toddler spaces</b>	1,117	778	1,895
<b>Preschool spaces</b>	4,591	4,213	8,804
<b>Kindergarten spaces</b>	655	385	1,040
<b>School age spaces</b>	531	8,766	9,297
<b>Total centre based spaces</b>	<b>7,179</b>	<b>14,352</b>	<b>21,531</b>

Licensed Home Child Care

Home child care is a unique and valuable child care option for families which supports the premise that parental choice remains paramount. Many parents choose home child care as their first choice due to the small group size, individualized attention and flexible hours of care that extend beyond traditional child care centre hours of operation.

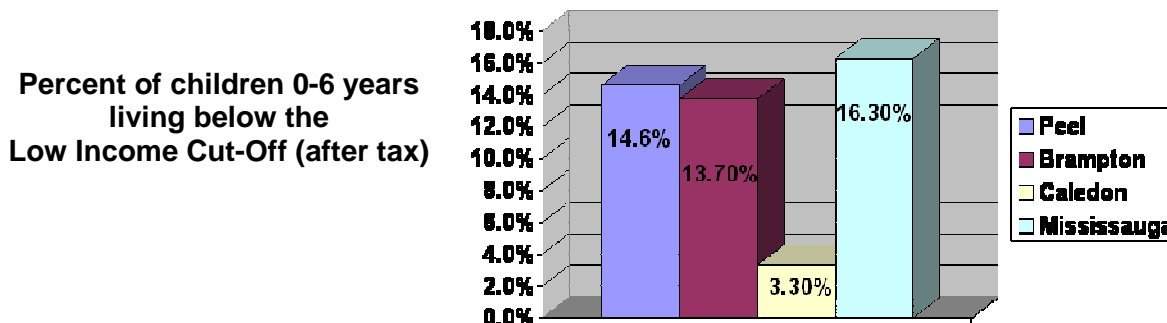
**Licensed Child Care Accessibility**

The number of children exceeds the number of licensed child care spaces:

- Of the 107,320 children aged 0-6 years, 13,952 have access to a licensed child care space.
- Of the 102,395 children aged 7-12 years, 9,216 have access to a licensed child care space.

Low Income Cut-Off for Families with Children Aged 0-6 Years

The current downturn in the economy has witnessed an upward trend in the incidence of low-income families, specifically for a high proportion of families with children aged 0-6 years old who live below the low income cut-offs. In the chart below, Mississauga has the highest number of families with children aged 0-6 living below the low income cut-off which is 1.7% higher than the Region of Peel.



To address low-income families living in high-risk neighbourhoods, community programs for children and families are currently being delivered in neighbourhoods such as Knightsbridge/Kings Cross (Brampton) to strengthen the capacity of residents who are economically disadvantaged for an increased quality of life. Regional staff created the Neighbourhood Capacity Support Strategy (NCSS) to work with community partners to facilitate programs and services to residents in high-risk neighbourhoods (Appendix E).

### **Child Care Fee Subsidy Management**

Child care fee subsidy is available to families to assist with the cost of child care while parents are participating in activities such as employment, education, training or where a family experiences social or special needs. Child care fee subsidy is also available to eligible Ontario Works recipients, medical referrals, shelter referrals, Peel Children's Aid Society referrals and teen parents attending secondary school.

Each child care program is responsible for setting their public fee. The cost of care varies across age groups and between programs. The table below shows the wide range of public fees charged by child care programs located in Peel. Even at the low range, many families must rely on child care fee subsidy to help with all or part of the cost of child care.

**2010 Daily Public Fee**

<b>Age group</b>	<b>Low range</b>	<b>High range</b>
Infant	\$39.00	\$67.00
Toddler	\$33.20	\$54.00
Preschool	\$32.00	\$46.00
School age (Before/After)	\$17.00	\$27.00
School age (Full day)	\$29.00	\$42.00

### Fee Subsidy Wait List

Based on current funding levels, Peel provides approximately 3,500 child care fee subsidy spaces. The Region has been managing a significant child care fee subsidy wait list for a number of years. Currently there are over 3,100 children on the wait list with 66% of these children from the younger age groups (i.e. infant/toddler/preschool). This wait list increases by approximately 230 new applications monthly.

With additional funding from Best Start, the number of children on the fee subsidy wait list decreased by 16% since the end of December 2009. As the Best Start funding is depleted and with the expected population growth, the wait list will increase.

The Wait List Management Strategy is based on a modified first-come, first-served approach.

Wait list categories include:

- Peel Children's Aid Society
- Incomplete Applications
- Medical
- Ontario Works Referrals
- Shelter
- Special Needs
- Teen Parents
- Directly Operated Centers
- Job Search
- Maternity Leave
- Region of Peel Employees
- Social Needs
- Students
- Temporary Care

Placement from the wait list is dependent on available funding and appropriate space at the child care centre selected by the parent. When placements occur, children from all priority categories of the wait list are placed in the fee subsidy program according to their application date within their category.

Families who are approved for a child care fee subsidy can choose to place their child with any centre and/or home based child care agency contracted with the Region of Peel.

#### Peel's Elimination of Parental Fee and Regional Maximums

In order to assist low-income families, in April 2010, the Region of Peel eliminated the \$5.00/day minimum user parental fee and the Regional per diem maximum rates.

The elimination of the parental co-payments for subsidized child care represents a significant step forward in improving the affordability and accessibility of early learning and child care opportunities for low-income families in Peel. The removal of user fees complements current poverty reduction strategies, aligns with the objectives of the Region of Peel's Human Services Plan and brings Peel into compliance with the provincial income testing methodology. Approximately 2,650 families, with 4,000 children have benefitted from the elimination of a minimum user fee and family co-payment which has reduced the financial burden on families.

### **Section Three: Fiscal Pressure**

#### **Funding Inequities**

Peel residents make up 9.5% of Ontario's population, yet only 4.4% of funding is allocated for social services. Each year, Peel is under-funded by \$100 million in funding. The United Way estimates that \$300 million would be required for Peel to catch up and rectify this 20-year funding gap. In a 2002 resolution at Peel Regional Council, it was estimated that Peel would receive approximately \$139 million per year more for services if this funding gap was addressed.

This funding inequity exists as Ontario continues to use the 1980 funding formula to fund social services – despite the fact that Peel's population has more than doubled over 25 years from 400,000 in 1980 to the 1.2 million residents living in Peel today. Each year, over 27,000 new residents make Peel their home. These residents represent

a high percentage of newcomers, single-parent families, children and seniors – all of whom require unique programs and services.

The four areas requiring funding: Child Care, Children's Services (includes welfare), Developmental Services and Adult Services, receive only 39% of total per capita which is less than 50% of the provincial per capita funding.

<b>Per Capita Funding by Social Service Sector</b>			
<b>Per Capita Funding</b>	<b>Ontario (excluding 905/ GTA)</b>	<b>Peel</b>	<b>% Peel receives</b>
Child Care	\$815.20	\$354.10	43.4%
Children's Services	\$827.20	\$278.70	33.7%
Developmental Services	\$132.90	\$61.50	46.3%
Adult Services	\$36.90	\$12.10	32.8%
<b>Total</b>	<b>\$1812.20</b>	<b>\$706.40</b>	<b>39.0%</b>
Source: Fair Share Peel Taskforce, January 2010			

Early Learning and Child Care Subsidy funding shortfall for mandated programs continues to be a critical issue. The cost of providing services continues to increase due to inflationary and other pressures, which causes subsidies to continue to lag behind.

The fiscal pressure-funding inequity is further supported by the performance and benchmarking work done by the Ontario Municipal CAO's Benchmarking Initiative (OMBI).

The OMBI child care measures for 2008 indicated that Peel ranked second in population size, but continues to rank lower than the OMBI median when compared to indicators from the 13 other reporting municipalities. Cumulatively, the indicators reflected capacity shortfalls in Peel and pointed to a correlation between the municipality ranking and the lack of sufficient funding for early learning and child care. To review further details please refer to the news and public documents section at <http://www.ombi.ca/index.asp>.

## **Section Four: Community Consultation**

Since June 2009, Regional staff have engaged early learning and child care service providers and partners in conversations about the Early Learning Advisor's report, *With Our Best Future in Mind: Implementing Early Learning in Ontario* and the implementation of the Early Learning Program.

Full-day kindergarten and the overall vision for early learning continues to be on the agenda of professional networking meetings and supported by the delivery of specially designed focus groups. Peel's early learning and child care service providers continue

to receive ongoing communication through a variety of professional associations, meetings and information and feedback sessions.

With the release of the May 2010 *Child Care Stabilization Funding Guidelines: Addendum to 2010 Child Care Service System Guidelines*, Regional staff launched a number of community consultation sessions to inform the plan (Appendix I). The report was further informed by parents via an info-line based survey and Francophone child care service providers, community colleges and Ontario Early Years Centres (OEYCs) through individual consultations and discussions. Detailed below is an executive summary of the consultation process results.

## **Pressures and Issues**

### *Licensed Child Care Consultation*

The consultation process produced common themes highlighted by clearly articulated reflections on the pressures and issues related to ELP implementation. Throughout the community consultation process, participants voiced a strong need to advocate for the stabilization of the child care system. Ongoing and adequate funding is required in order to re-engineer the 0-3.8 year-old child care system as the four- and five-year olds transition to the school boards.

The following provides a high level summary of the community consultation feedback according to MCYS' five guiding principles related to community planning.

- 1. Base planning first and foremost on the needs of families in the community.**  
Peel's vision for family-centered services remained at the core of each community consultation, as service providers expressed a commitment to deliver a range of high quality, inclusive and accessible child care options for children and families.
- 2. Support the transition of child care programs to a 0-4 focus.**  
Peel's early learning and child care service providers expressed a unified commitment to re-engineering existing services to better serve children and families. Participants agreed that a healthy child care system will ensure that children 0-3.8 years are developmentally prepared to successfully enter full-day kindergarten programs. However, the ability to successfully re-engineer the system presents complex challenges which require timely and sustainable resources. Full impact of phase one full-day kindergarten remains unknown as occupancy rates evolve as the uptake of the program is realized over the coming months. Early estimates report centres may experience a 25-50% revenue loss due to the exit of four- and five-year olds. The ability to re-invent child care spaces is dependent on adequate operating and transitional funding including fee and wage subsidies.
- 3. Focus planning on solutions that do not require funding from the government.**  
Stabilization of the child care system is solely dependent on adequate transitional and operating funding. Lack of funding will result in decreased accessibility and availability of licensed child care for children and families.

To successfully re-engineer existing four- and five-year old spaces, adequate funding is required in order to mitigate fee increases. Increased fees coupled with an upward trend in low-income rates will dramatically impact the availability of subsidized child care spaces. Early learning and child care service providers will continue to advocate for adequate base funding to support the child care system.

Partnerships continue to play an important role in the ability of the child care system to mitigate the impact of ELP. Two of Peel's four school boards continue to build upon strong partnerships by committing to a third party service delivery model for the extended day program during the transitional period. This partnership illustrates a commitment to ensuring continuity for children and families.

**4. Maintain accessibility and availability of licensed child care for children and families.**

Licensed child care service providers voiced a strong commitment to ensuring families have access to high quality early learning child care programs. This commitment will be strengthened by continued provincial investment to ensure service providers can deliver high quality, developmentally-appropriate programs. Accessibility remains a priority and service providers continue to offer choice through both centre-based and home child care programs.

Support for families of children with special needs was highlighted throughout the community consultation process. Service providers are extremely concerned that lack of adequate funding will result in diminished capacity. Reduction in services equates to less choice, access and opportunities for children with special needs. Less access and choice will further impact existing pressures and stressors on both the child and family. Children currently on waitlists may "age out" prior to receiving services thus missing a window of opportunity during key developmental periods. Future implementation of Child and Family Centres will help to alleviate such pressures as early identification and referral become a primary focus.

**5. As much as possible, maintain parental choice in the child care system.**

Peel's licensed child care system offers an extensive range of programs for families and children. Peel's system of 440 licensed child care centres and 10 licensed home child care agencies ensure a high degree of parental choice. Home child care offers increased flexibility to families and the impact on providers is significant and complex. As independent contractors, providers will experience financial loss as well as reduced capacity due to the limits under the Day Nurseries Act (DNA) that govern the number of children in each age group that a provider can serve.

Re-engineering of the system without adequate funding will result in diminished service capacity and significantly reduce parental choice. In order to maintain a flexible and responsive service system Peel's providers will continue to advocate for ongoing stabilization funding. With the loss of four- and five-year olds and

associated revenue, programs will no longer be able to offset the costs of operating programs for infant and toddlers.

Statistics clearly demonstrate the need to increase investment in programs and services for children 0-4 years old. In 2006, Peel was reported to have 75,580 children under the age of 4.

**Children in Peel: Population by Age (2006 census)**

Age	Brampton	Caledon	Mississauga	Peel
Under 1 year	6,340	660	7,835	14,835
1 year	6,445	715	7,920	15,080
2 years	6,590	715	8,100	15,400
3 years	6,355	795	7,915	15,070
4 years	6,470	775	7,960	15,205
5 years	6,435	805	8,225	15,465
6 years	6,750	885	8,635	16,265
7 years	6,490	845	8,595	15,925
8 years	6,695	865	9,055	16,615
9 years	6,775	885	9,330	16,985
10 years	7,075	920	9,700	17,695
11 years	6,820	855	9,855	17,535
12 years	6,795	910	9,935	17,640

Parent Consultation

Through this consultation process, parents expressed their greatest barrier in obtaining programs and services for their families includes:

- Accessibility (i.e. centre hours, location and transportation)
- Fees
- Program vacancies
- Subsidy waitlist
- Language barriers (i.e. limited French programming)

Parents stated that they would like to see increased service provision in the following areas:

- Licensed child care spaces for infants
- Decreased wait lists
- Reduced fees
- Special needs resourcing (i.e. occupational and speech therapy and autism supports)
- Summer programs
- Newcomer programs

Families of children with special needs indicated that they require:

- Increased funding for special needs supports and care
- Increased service capacity for special needs resourcing

### Special Needs Resourcing Agencies Consultation

As of May 31, 2010, the Special Needs Resourcing Agencies in Peel reported that they currently serve 500 children with special needs (Appendix H). Agencies indicated that there are pressures and issues related to the Early Learning Program implementation, specifically around the families' ability to make choices and access family-centered services to meet their needs (i.e. location and hours). Early identification and accessible service coordination is imperative for successful transitions and integration for children and families. Therefore, the Special Needs Resourcing Agencies require continual support in the areas of funding, staffing and increased service capacity for special needs resourcing.

## **Community Solutions**

Phase One implementation of full-day kindergarten presents significant challenges. Peel's ability to respond to these challenges will be strengthened by the existing network of local partnerships with boards of education, early learning and care service providers and community support agencies.

Local solutions were realized in the community consultations and include:

### Working Together

- *Key Stakeholders Meetings*

Collaborative partnerships among the Peel District School Board, Dufferin-Peel Catholic School Board, the Region of Peel and early learning and child care service providers continue to be enhanced through networking and dialogue. Both school boards have demonstrated a commitment to working with early learning and child care service providers in delivery of the extended day program.

- *Connecting with Local Community Colleges*

To mitigate concerns regarding a lack of Early Childhood Educators (ECEs), Humber and Sheridan Colleges will be engaged in ongoing communication with school boards and the early learning and child care system regarding Early Childhood Education program enrolment and placement opportunities.

Together the colleges anticipate an annual enrolment of 885 students, with an anticipated graduation rate of about 70%. Recruitment and retention of ECEs will remain an ongoing agenda item at monthly community meetings.

Service providers report that retention of ECEs will become a compounded pressure over the next five years as many operators anticipate a reduced staffing complement as experienced ECEs transition to school board positions. Service providers anticipate that parent fees will increase in order to offer attractive salary and benefit packages to ECEs. Community colleges report that current enrolment levels will support the recruitment of Early Childhood Educators.

- *Connecting with Parks and Recreation Departments*

A working group has been formed and includes Parks and Recreation staff from the City of Brampton, Town of Caledon and City of Mississauga. In consultation with Regional staff, this group is collaborating and discussing opportunities to enhance programs and services for children with special needs and summer program opportunities for four- and five-year olds.

*Supporting Children with Special Needs*

Special Needs Resource Agencies report a continued willingness to provide support to children within the school system. Continued conversations between school boards and special needs resource agencies will be solution-focused as children transition into the full-day kindergarten program. The child care system will continue to build partnerships and share information between teachers and administrators prior to children transitioning into kindergarten.

*Building on Best Start Research*

Two years of research is currently being correlated and will be presented to the early learning community in the fall of 2010. This research will report on the integrated sites' movement towards integration and a look forward to how the research will help inform full-day kindergarten and the full vision of *With Our Best Future in Mind: Implementing Early Learning in Ontario*. A proposal to extend the research and evaluation project is being discussed, as it provides two years of invaluable data on staff teams, parents and children.

*Strengthening Services for Children and Families*

Based on a strong history of collaborative partnerships and innovative services, Peel is well positioned to pilot the implementation of Child and Family Centres. Success of this initiative would be ensured if plans build upon the existing local resources and expertise, including the wide range of programs and services that are clearly connected in communities both locally and provincially. Leadership will be provided by the Region's Human and Health Services Departments in collaboration with the Best Start Network, school boards and early learning and child care service providers in the re-engineering of existing services into a network of Child and Family Centres.

Ontario Early Years Centres (OEYCs) will play an integral role in the planning and implementation of Child and Family Centres. The centres will focus on the development

and co-ordination of services for children and families as currently being delivered in communities across Ontario.

The OEYC programs are a gateway to community supports and social service programs. Over the past seven years, OEYCs have developed a strong identity and presence in local communities. They have successfully established multi-generational client relationships and are well-known for educating parents and other service consumers on the value of early learning. The network of centres are flexible and responsive across a wide range of communities from rural to urban and deliver universal services tailored to meet the needs of specific populations.

## **Section Five: Conclusion**

### Looking to the Future: What Does Science Say?

The evidence is clear. Research tells us that the building blocks of the brain are created during the very first years of a child's life. Scientific research tells us that the years before six are the most influential to a child's development as they set the stage for their lifelong learning, behaviour and health. *The Early Years Study 2: Putting Science into Action\** - confirms clearer links between early child development and its impact on the growing brains of young children, increasing evidence that experience-based brain development in the early years of life sets neurological and biological pathways that affect lifelong health, learning, and behaviour.

Ideally, by age six, children have a solid foundation for reaching their full potential in the years ahead. As a society, we cannot afford to postpone investing in children until they become adults, nor can we wait until they reach school age. In Peel, the population of children is rising. Over the next five years, Peel anticipates a 7.9% increase in children ages 0-6 years and a similar increase in the 7-12 year old population. Therefore, the provision of ample developmentally-appropriate services to meet growing demand is vital.

### Setting Directions

Numerous studies have proven that good early learning and care programs can reduce inequities among children, and economists have demonstrated that public spending in early childhood provides far greater return on investment than interventions later in life. As a result, establishing a strong foundation in the early years, and building on it, is essential to Peel's social and economic future. This plan has been designed to help build that foundation.

As the Service System Manager for early learning and child care in Peel, Regional staff are working closely with community partners including school boards, Ontario Municipal Social Services Association, service providers, Success By 6 Peel and the Peel Best Start Network to develop a transition plan to stabilize early learning and child care services for children. The success of this transition is contingent upon sufficient

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\* McCain, N., Mustard, J.F., and S. Shanker. (2007) *The Early Years Study 2: Putting Science into Action*.

resources and tools to support new funding models, address service levels, ensure high quality of services and establish an integrated service system that is seamless and accessible to families and their children aged 0 to 12 years.

Regional staff will continue to advocate in support of service providers as they experience the largest transformation of early learning in the history of the province to ensure that the system remains stable and sustainable as it re-engineers its services. The transformation of the child care system into a cohesive and resilient 0-3.8 sub system requires adequate base funding and transitional resources. Regional staff are committed to working with the broader community to develop and implement a new model of the child and family service system that meets the needs of Peel families while strengthening the current system of early learning and child care.

Peel's vision is clear: together, the early learning community envisions a future where partners will be able to:

- Provide a multidisciplinary, collaborative environment that is well-planned and resourced;
- Offer improved co-ordinated, seamless and integrated services and supports that meet the diverse needs of families;
- Maximize the strengths of each service without duplication;
- Act on our collective responsibility to support the development of our youngest citizens, regardless of the system from which the community partners come; and
- Focus on the outcomes for children and families rather than inputs.

Peel's early learning and child care community fully supports quality-focused early learning services which prepare children to succeed and promote school readiness. United, Peel service providers are committed to support programs which strengthen and build supportive caring environments that contribute to the positive future of children, families and the community. Through this plan, Peel's partners will continue to collaborate on innovative early learning community initiatives which result in enhanced service provision to families in Peel.

## Part Two: ELP Appendix - Community Plan for Transition Funding

### Minor Capital Funding Allocations

Through two impact analyses, a list of child care centres have been identified as being eligible for minor capital funds from the 2010-2011 Child Care Stabilization funding allocated to the Regional Municipality of Peel.

The overarching element in the funding guidelines is the focus on supporting children and families rather than the impact on child care centres. Therefore, a layered approach was used to determine the eligible programs that meet the following criteria:

- Service Delivery Areas (SDA) where families with children under age 6 are living in an area with high low-income cut off (LICO) percentages.
- Centre has been identified as being at risk by MCYS.
- Centre is within 2 km radius of a school offering FDK.
- Centre has been assessed as being financially viable for the next 12 months.
- Top six percentages of low-income cut off (LICO) included.
- Only non-profit centres are eligible for minor capital funds (as per guidelines).
- The highest LICO percentage does not have any non-profit centres in that area, so it was removed from the chart.
- Financial viability has been assessed by reviewing the two most recent audited financial statements.

It should be noted that four regional child care centres were identified as meeting the criteria for the minor capital funding (identified in blue). Regional child care centres will not be accepting funding in stage one of FDK; funds will be distributed to community child care centres.

### Eligibility Assessment Criteria

Service Delivery Area/ Miss. (M) Bram. (B)	LICO	Risk as per Provincial Assessment - Stage 1	Centres	Viable for Next 12 Months (Y/N)
M025	26.30%	H	EDUCARE CHILDREN'S CENTRE	Y
		M	3's AND 4's CO-OPERATIVE PRESCHOOL	Y
		H	BRIAN W. FLEMING ELC - PLASP	Y
		M	ERNEST MAJURY LPC – Region of Peel	Y
		M	MINI SKOOL-CAWTHRA	Y
		M	SALVATION ARMY DAY CARE MISSISSAUGA TEMPLE	Y
M028	25.30%	M	CHRIST OUR KING NURSERY SCHOOL	Y
		M	MAC PRESCHOOL AND CHILDCARE	Y
		M	WENLEIGH JR. YMCA	Y

M007	23%	M	LANCASTER LPC – Region of Peel	Y
		H	NEW STEPS DIVISION 1	Y
M008	21%	H	MALTON LPC – Region of Peel	Y
M010	19.10%	M	ST FRANCIS XAVIER-Family Day Care	Y
		M	FAIRWIND ELC-PLASP	Y
		L	HUNTINGTON RIDGE-PLASP	Y
		L	ST MATTHEW ELC-PLASP	Y
		L	ST HILARY Y CC-YMCA	Y
B024	20%	H	BRAMPTON JR. YMCA	Y
		H	KRT KIDDIES KOLLEGE	Y
		H	MINI SKOOL-BRAMPTON	Y
B026	19.70%	M	NEW STEPS CHILD CARE CENTRE DIV. 2	Y
B023	18%	H	HAPPY LIFE CENTRE	Y
B018	16%	M	HOWDEN LPC – Region of Peel	Y
B010	15%	M	ACTIVE LEARNING CENTRE (ST.THOMAS AQUINAS) - PLASP	Y
B013	14%	M	ESKER LAKE CHILD CARE CENTRE – Family Day Care	Y
		L	PATHWAY CHILD CARE CENTRE	Y
		L	ST AGNES CHILD CARE CENTRE - PLASP	Y

### **Operating Funding Allocations**

Regional staff have begun the initial process of identifying potential usages for the Operating Child Care Stabilization funding announced by the Ministry of Children and Youth Services. A number of locally determined solutions have been identified and require further analysis to determine which option or combination of options would be most effective in stabilizing the child care system.

Some options include utilizing the funding for:

1. Fee Subsidy
2. Wage Subsidy/Enhancement
3. Equipment and Learning Materials
4. Staff Training

Staff will conduct an in-depth analysis of the potential options and will weigh the benefits of each in conjunction with Ministry Guidelines to customize a disbursement plan which meets the unique needs of the Peel child care community.

**Appendix A:**

<b>Best Start Network Member Agencies</b>
1. Best Start Health Coalition in Peel
2. Brampton Caledon Community Living
3. Brampton Neighbourhood Resource Centre
4. Brampton Library
5. Caledon Parent-Child Centre
6. Catholic Family Services Peel-Dufferin
7. Children's Aid Society
8. Child Development Resource Connection
9. City of Brampton
10. Community Care Access Centre (CCAC)
11. Community Living Mississauga
12. Conseil scolaire de district catholique Centre-Sud
13. Conseil scolaire de district du Centre-Sud-Ouest
14. Dufferin-Peel Catholic District School Board
15. Dixie Bloor Neighbourhood Centre
16. Early Identification
17. ErinoakKids
18. Family Day Care Services
19. Halton-Peel Preschool Speech & Language Program
20. Malton Neighbourhood Services
21. Ministry of Children & Youth Services
22. Ministry of Education
23. Mississauga Parent Child Resource Centre
24. Multicultural Inter-Agency Group of Peel (MIAG)
25. Multi-Site Child Care Operators
26. PLASP Child Care Services
27. Peel Aboriginal Network & Credit River Métis Council
28. Peel Children's Centre
29. Peel District School Board
30. Peel Early Learning and Special Needs Resource Agencies (PELSNA)
31. Peel Infant Development
32. Region of Peel
33. Service Providers Resource Information Network Group (SPRING)
34. Social Planning Council Peel
35. Success By 6 Peel
36. Trillium Health Centre
37. YMCA

\*This list includes but is not limited to the above noted agencies. Attendance varies according to Network agenda items and community initiatives.

## **Appendix B: Consolidated Municipal Service Manager (CMSM) Roles and Responsibilities**

**System Planning** – improving equitable access to child care services through:

- Service System planning
- Capital development
- Co-ordination of planning activities with other municipal divisions and non-government organizations
- Support for service delivery, planning and advocacy
- Placement of eligible clients in accordance to the principles of equity

### **System Management**

- Determines eligibility, financial assessment and placement of subsidized clients
- Payments to service providers on behalf of subsidized clients
- Support to children with special needs attending child care programs
- Funding of wage subsidies for programs providing child care services

**Quality Assurance (Appendix G)** – promoting and ensuring quality child care services through the:

- Completion of the Metro Operating Criteria for licensed child care centres and licensed home child care
- Maintenance of a Serious Occurrence Reporting System
- Provision of ongoing educational training opportunities for early learning and child care providers
- Delivery of the Raising the Bar in Peel (RTBP), an accreditation program which is a commitment to best practices in early learning and care programs.
- Training, monitoring and evaluation of Directly Operated Centre's status as Certified HighScope Centres

**Direct Delivery** – Municipal Child Care Services

- Operating 12 child care centres in Peel
- Setting priorities to address the child care needs of the Region's youngest and most vulnerable children
- Planning and delivery of services following the principles of the Human Services plan

## **Appendix C: Peel Immigration Project**

The Immigration Project examines how the Region can better assist the settlement and integration of immigrants in Peel. This project was undertaken in conjunction with the Peel Newcomer Strategy Group, a community collaborative co-led by the United Way and the Region of Peel that is developing a new model for enhancing the integration and settlement of newcomers in Peel.

The Immigration Project is essentially a portfolio of three projects funded by one federal department and two provincial ministries. Phase one of the projects were completed in early 2010 and described below.

### Phase One

- **The Peel Immigration Web Portal** ([www.immigrationpeel.ca](http://www.immigrationpeel.ca)) provides local information to newcomers about government services, the labour market, the challenges and realities of life in Peel, and settlement and integration tips. It was launched in November 2008. Funding was provided by the Ontario Ministry of Citizenship and Immigration (MCI).
- **Immigration Discussion Papers** (<http://www.peelregion.ca/social-services/discussion-papers.htm>) provide an understanding of the immigrant experience and contain a number of recommendations about immigrant integration in Peel, which have implications for Regional services, the corporate diversity strategy and public services in Peel.
- **Peel Immigration Labour Market Survey** (<http://www.peelregion.ca/social-services/labourmarketsurvey.htm>) surveyed 1425 immigrants and Canadian-born Peel residents to examine their labour market experiences including: skill utilization, success factors and barriers to accessing the job market. The findings reveal that job seekers are generally satisfied with Peel's workplaces. The study also revealed that newcomers to Canada are underutilizing their skills and face far greater barriers to accessing the job market than Canadian-born job seekers. The survey was completed in 2009 and the final report issued in February 2010. The Ministry of Training, Colleges and Universities funded the survey.

## **Appendix D: Aboriginal and Francophone Communities**

According to the 2006 Census, there are 5,500 Peel residents who identify as being Aboriginal (i.e. First Nations, Inuit or Métis). The Census also asks if people have ancestry (i.e. a grandparent or a more distant family ancestor who is/was Aboriginal). In Peel there are 11,750 people who have Aboriginal ancestry.

In 2007, Children's Services consulted with the Aboriginal community to identify the need for programs and services for Aboriginal families with children aged birth to six years. As a result, Children's Services established the Peel Aboriginal Steering Committee (PASC) to raise awareness and educate Peel residents (including Aboriginal and non-Aboriginal people) about Aboriginal People's heritage and culture. Members of PASC include three Aboriginal agencies/groups in Peel: Credit River Métis Council and the Métis Nation of Ontario who provide services and programs for Métis citizens and the Peel Aboriginal Network (PAN) which provides education and awareness of Aboriginal heritage.

PASC has raised the profile of Aboriginal culture and heritage through events such as *A Gathering* (which included Aboriginal entertainment, Elder teachings, cultural displays/vendors and Early Years exhibits); Aboriginal Awareness Day for Regional Staff, early years professionals and community providers; development of Aboriginal resource kits for every early learning environment in Peel; and in June 2010, the launch of the first Aboriginal Family Program in Peel.

### **Francophone Community**

The 2006 census shows that Peel's Francophone population grew by 8.8% between 2001 and 2006. In addition, 39.7% of the Francophone population was composed of visible minorities, while 12.3% of the Francophone population included recent immigrants, compared to 10.2% of Peel's total population. Currently in Peel, 35% of French speaking children do not attend French language school.

Children's Services consulted with the Francophone community in 2007 to identify the gaps in programs and services for Francophone families with children aged birth to six years. Consequently, Children's Services established the Peel Francophone Steering Committee (PFSC) in partnership with the two French language school boards and various community agencies to begin to address the gaps. With the help of Best Start funding, two francophone child care centres provide new and expanded facilities within the following schools:

- École Carrefour des jeunes - Le Cercle de l'Amitié
- École Saint-Jean-Baptiste

PFSC has raised the profile of the Francophone Community through a cultural celebration and awareness raising event, *Le lien français*, which included French language community service providers and the launch of the online French Language Services directory. In addition, Children's Services runs Family Literacy Programs in three of the French language schools, and has translated all of their program literature brochures into French.

## Appendix E: Programs and Services in Peel

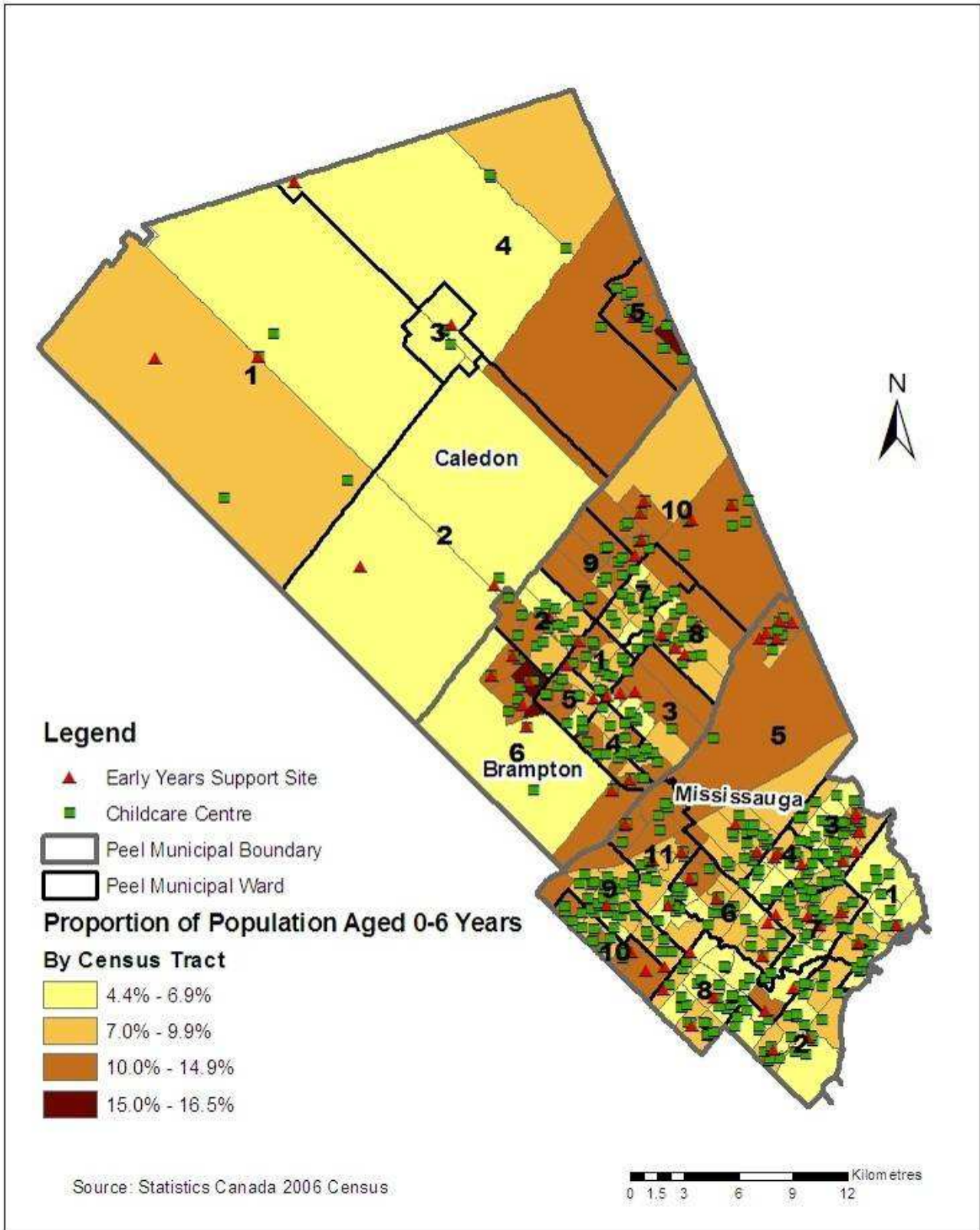
Community Programs/Initiatives	Purpose
<b>A. Licensed Child Care</b>	
Subsidized Child Care	Child care fee subsidy helps eligible low-income parents, foster parents or legal guardians of children to pay for licensed care from birth to 12 years of age. In 2010, the Region eliminated parental co-payment for child care, assisting 2,650 working families that currently receive a child care subsidy.
Licensed Child Care	Region of Peel has 140 purchase of service agreements with early learning and child care service agencies who deliver licensed care in 440 programs for children aged 6 weeks to 12 years old.
Licensed Home Child Care	Licensed home early learning and child care service offers flexible full-time, part-time, shift, evening and weekend child care from caregivers based in their own homes.
Licensed Nursery Schools	Nursery school programs offer the same early learning opportunities as child care programs, however, are typically offered on a half day basis.
Regionally Operated Learn.Play.Care (LPC) Child Care Centres	The Region operates 12 Learn.Play.Care. Centres, offering licensed early learning and child care services for children aged 18 months to 5 years, including children with special needs. Specialized programs include evening care, inclusive nursery school and an intensive, therapeutic program for infants and their caregiver. HighScope curriculum (child-centered preschool curriculum) is delivered at the centres by Early Childhood Educators (ECEs) through child directed, hands on, active play and problem solving.
Special Needs Program in Regionally Operated Child Care Centres	Resource teachers are located at each of the 12 Learn.Play.Care. Centres to support children with special needs. An individual education plan is developed to assist the child to participate fully in all aspects of the program.
Raising the Bar in Peel (RTBP)	RTBP is a voluntary, peer-driven accreditation system supporting child care service providers to achieve an outcome-based quality program. RTBP is measured over a three-year process using Bronze, Silver, and Gold bars to indicate the level of quality care. There are currently 158 child care programs enrolled in RTBP.
<b>B. Best Start in Peel</b>	
	In partnership with the provincial government, school boards, early learning and child care service providers, Region of Peel, Best Start Network and community agencies, Peel provides integrated programming and supports to children and families in seven Best Start early learning and child care sites.  Peel's Best Start programs are:

	<p>Conseil scolaire de district du Centre-Sud-Ouest Carrefour des Jeunes Conseil scolaire de district catholique Centre-Sud Saint-Jean-Baptiste Peel District School Board Brian W. Flemming P.S. Lancaster P.S. Dufferin-Peel Catholic District School Board St. Barbara E.S. St. Herbert E.S. St. Gregory E.S.</p> <p>The Best Start Program includes a comprehensive research and evaluation program conducted by the Ontario Institute of Studies and Education and the University of Toronto.</p>
<b>C. Child and Family Support Programs</b>	
Ontario Early Years Centres (OEYCs)	<p>Created by the Ontario government, OEYCs provide parents and caregivers with information about the program, services that are available for young children, and an opportunity to network with early years professionals, other parents and caregivers in the community.</p> <p>There are eight main OEYCs in the Region of Peel and various satellite offices:</p> <p>Brampton Brampton Centre Brampton West-Mississauga Bramalea-Gore-Malton-Springdale</p> <p>Caledon Caledon</p> <p>Mississauga Mississauga South Mississauga East Mississauga Centre Mississauga West</p>
St. John Fisher Neighbourhood Learning Place	<p>A collaborative partnership between the Region of Peel and community agencies that provides families with children from birth to six years with free, inclusive programs and services that support healthy child development and prepare children for school success.</p>
Parenting and Family Literacy Centres	<p>Delivered by local school boards, these centres offer a variety of enjoyable and educational learning activities for children while engaging parents in their child's learning.</p>
Early Years Hubs and Readiness Centres	<p>The Peel District School Boards early years hubs and readiness centres prepare children for entrance into the kindergarten program.</p>
Child and Family Programs	<p>The Region of Peel delivers, funds, and collaborates on a number of programs that strengthen families and children through a wide range of support services such as:</p>

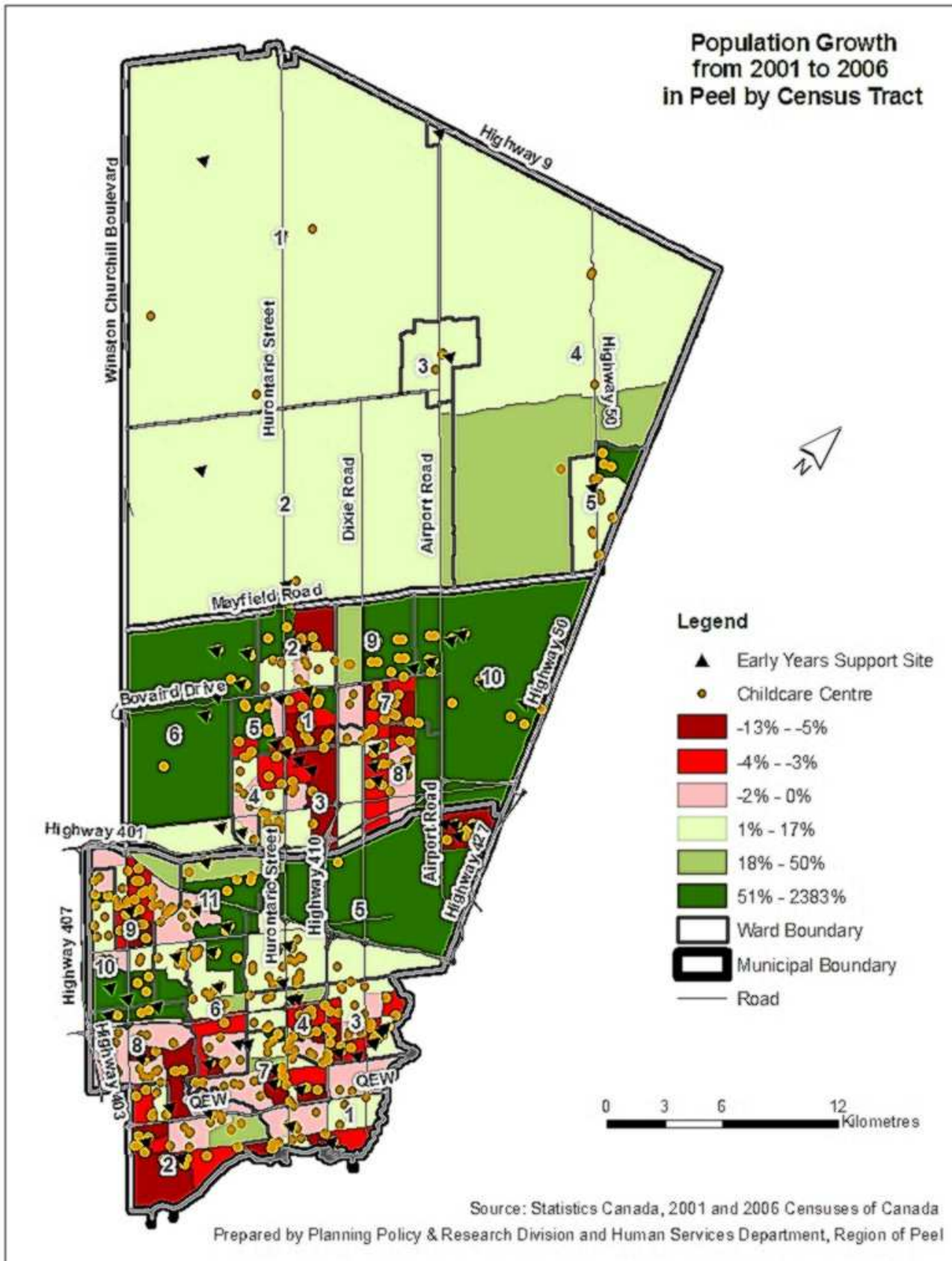
	<p><u>Family Literacy Programs</u> are presented in collaboration with Peel's four school boards and encourages language and early literacy and numeracy activities that can be done at home for children and families from birth to six.</p> <p><u>Early Literacy Programs</u> are delivered by two Early Literacy Specialists who provide workshops to parents and caregivers that promote children's early language and literacy development. The Specialists act as a resource to a variety of programs such as Ontario Early Years Centres, providing support, consultations and workshops to professionals to develop literacy strategies, programs and events.</p> <p><u>Parenting workshops</u> allow parents to refresh parenting skills, learn new information and make connections with other parents.</p>
L.I.O.N. (Learning In Our Neighbourhood)	Fully-equipped mobile early learning resource program vehicles travel to high growth, under-served communities throughout Peel to ensure that all children start school prepared with literacy, numeracy and social skills. Children enjoy interactive, play-based programs while parents talk to early childhood professionals about parenting and development.
Special Needs Resourcing	Special Needs Access Point-Peel (SNAP-Peel) provides a single point of access to coordinate services supporting inclusion of preschool children with special needs in licensed early learning and child care programs; this occurs in collaboration with Peel Early Learning Special Needs Resource Agencies (PELSNA).
Early Learning in Peel Homeless Family Shelters	The early learning and child care program in family shelters provides sensitive care and developmentally-appropriate activities for children and their parents or guardians who are homeless.
Neighbourhood Capacity Support Strategy (NCSS)	Since 2007, the Region of Peel's Neighbourhood Capacity Support Strategy (NCSS) has been instrumental in establishing and facilitating community events, programs, activities and space for service providers to deliver programs to residents within identified priority neighbourhoods. In collaboration with community agencies, NCSS has helped facilitate concerted, proactive and inclusive opportunities as a supportive intervention for seeking positive changes in the lives of children and families.

Appendix F: Maps

Map 1: Proportion of Population Aged 0-6 Years in Peel Region (2006)



Map 2: Population Growth from 2001 to 2006 in Peel by Census Tract



### **Appendix G: Quality Assurance**

The Region of Peel is committed to providing and enhancing the overall quality of early learning child care services. Research shows that early child development is an investment opportunity for society that outstrips any other type of human capital investment. The type of setting and the implementation of child care standards and quality systems have a direct correlation to the overall development of the child.

The development of quality early learning child care services depends upon four key factors:

1. Effective policies, funding and infrastructures
2. Knowledgeable, committed practitioners with post secondary education in early childhood development who are appropriately compensated for their work
3. Well designed programs with the capacity to meet the physical, cognitive and social/emotional needs of all children
4. Strong partnerships with parents and community services

### Appendix H: Special Needs Resourcing Agencies

The Region of Peel provides funding to special needs resourcing agencies to support the inclusion of children with special needs in licensed child care programs within the community. Consultation and support are provided through these agencies for children from birth to six years of age.

#### Special Needs Resourcing Agencies

Agencies	Number of children served May 31	Current waitlist May 31	Overview	Service priorities
Community Living Mississauga	125	63	A non-profit, charitable organization which provides support to individuals who have an intellectual disability	2-6 years attending child care
Brampton Caledon Community Living	77	39	A non-profit, charitable organization which provides support to individuals who have an intellectual disability	2 -6 years attending child care
ErinoakKids	155	6	The mission of ErinoakKids is to support children and youth with physical, developmental and communication disabilities	0-6 years attending child care
Ontario Foundation for Visually Impaired Children	37	0	The mission of OFVIC is to enable babies and young children who are blind or low-vision to learn, experience and live all aspects of a full, productive life.	0-6 years
Peel Children's Centre	106	101	An accredited children's mental health agency offering a range of services for children who are experiencing emotional, social and or behavioural difficulties	0-6 years attending child care
<b>Total</b>	<b>500</b>	<b>209</b>		

This list includes but is not limited to the agencies listed below. These agencies are not funded by the Region of Peel but are supported by provincial funds:

- Infant and Child Services Peel
- Halton Peel Preschool Speech & Language Programs
- Peel Behavioural Services
- Kerry's Place Autism Services

## **Appendix I: Community Consultation**

**Informants:** Early Identification Committee  
Peel Early Learning Special Needs Network Advisory Committee

### **Pressures and Issues**

#### **Funding**

- Lack of funding to support children and families
- Lack of fee subsidies for families
- Infants with special needs have increased higher costs

#### **Re-engineering of programs and services**

- Programs and services need to stay unique to meet the needs of children and families and each community
- Lack of parental choice and access to inclusive services
- Agencies may need to offer off-hour services which do not meet children and families needs
- Disrupted services and flawed day

#### **Enrolment and Waitlist**

- Lack of identification in school system until formal learning stage, increases special needs resourcing agencies' waitlist
- Lack of support in schools may result in children returning to child care without resourcing supports

#### **Subsidy availability**

- Subsidy needs to be reviewed and made a priority

#### **Staffing**

- Grievances with unionized positions working within the schools
- Roles need to be clearly defined for school board staff and community agencies
- Lack of qualified support staff
- Fear lay-offs

#### **Future Direction**

- Intervention awareness within education system to support bigger concept of early learning
- Supportive transitions
- Proactive planning for non FDK children or re-routed children from FDK
- Well prepared documentation of children's steps and suggestions
- Possibly early identification
- Off-hour service provisions

**Key Informants:** Licensed Home Child Care Agencies

## **Pressures and Issues**

### **Funding**

- Lack of funding
- 2010: three Phase One full-day kindergarten schools in Malton – great financial need

### **Re-engineering of programs and services**

- Malton is an issue: Three full-day kindergarten sites, fully subsidized caseload. Caregivers in this area will be severely impacted and are very scared
- Many shift workers – schedules change rapidly; require flexible hours
- Hours are not flexible for extended day within the schools, unlike home child care
- Lack of children for care providers
- Lack of infant care
- Increase in the use of informal child care – parents look for cheapest avenue not the quality of care

### **Enrolment and Waitlist**

- Decreased enrolment – lack of subsidized care spaces
- Many families have not registered children for September; too many unknowns

### **Subsidy availability**

- Decreased enrolment – lack of subsidized care spaces

### **Staffing**

- Lack of qualified caregivers; decline of caregivers: aging population (dual care) – sandwich generation
- Lack of children for care providers
- Not all caregivers are trained to provide services to children with special needs – increased level of risk
- Caregivers work for more than one agency, therefore require consistency between agencies with regards to rules, regulations and operations

### **Future Direction**

- Accommodating / flexible schedules – evening, shift work and weekends
- Offer programs to meet individual schedules – (recreation programs/summer programs)
- Advocate to the Ministry to support licensed care and enforce regulations within informal system
- Require emergency care regulations (i.e. for transitions for children going to school, allow a flex ratio for children going to school to have a good breakfast)

**Key Informants:** Multi-Site Operators

## **Pressures and Issues**

### **Funding**

- Diminished capacity to serve families
- Rising costs to support 0-3.8 year old child care system
- Lack of consistent and long-term stabilization funds

### **Re-engineering of programs and services**

- Families in Peel have unique needs – it is not a 9 to 5 working world (i.e. shift work, single parent families)
- Shrinking service capacity with loss of four- and five-year olds
- Competition between child care centers and home child care
- Lack of knowledge and awareness of licensed child care versus informal child care
- Support for newcomer families – unknown options and advocacy
- Shift work – require flexible hours
- Wider gap for middle class families
- High growth neighbourhoods without services
- Limited space to operate programs

### **Enrolment and Waitlist**

- Infant care is costly resulting in shrinking infant care options
- Many families reporting not having enrolled in FDK yet

### **Subsidy availability**

- Most in need are receiving subsidy for licensed care

### **Staffing**

- Difficulties retaining qualified frontline staff
- Potential lay-offs: capacity is decreasing more than the number of children moving in ELP
- Long-term staff not going to school board – no confidence in team approach with teachers
- Expertise of child care system is needed for special needs

### **Future Direction**

- Wider gap for middle class – middle paying full fee
- Fewer parental choices in the near future
- Business plan changes – room conversion, program adaptation
- Strategic planning for program and service locations

**Key Informants:** Service Providers Resource Information and Network Group  
(SPRING)

### **Pressures and Issues**

#### **Funding**

- Lack of funds for re-engineering of programs and services
- Funding required for: wage subsidy (non-profit) and support services for children with special needs
- Inequitable funding for non-profit and commercial operators impacts the children, families and community
- Increased overheads to off-set economic constraints and introduction of HST (added taxes to rent)

#### **Re-engineering of programs and services**

- Shrinking service capacity due to increased child care fees
- Licensing re-adjustments are not time efficient
- Centres are unable to retrofit rooms due to building structure (i.e. room with limited light can only run a program for six hours; foundation is cinder block, therefore can not put in windows)

#### **Enrolment and Waitlist**

- Decreased enrolment
- Increase in toddler waitlist

#### **Subsidy availability**

- Increased subsidy waitlist

#### **Staffing**

- Decreased supply/casual staff retention (more so for ECEs than EAs)
- The ECEs desire to teach JK/SK in child care environment will be diminished
- Increased service provision to offer off-hour services may result in staff burn out and/or unavailability
- Salary competition
- Lay-offs and/or lack of qualified staff

#### **Future Direction**

- Re-invent programs: mom and tot groups, increased number of toddler and preschool spaces, before/after school and March break
- Programming to meet community needs (i.e. ESL, parenting, drop-in center, inter-generational programs)
- Need to provide flexible services (i.e. PD days, summer, March break)
- Licensing restrictions and changes
- Fear of the unknown: what will September bring
- Best Start Child and Family Centers will increase the strain on viability of stand-alone child care operators

**Key Informants: French Language Child Care Service Providers**

**Pressures and Issues**

- Overall, there is great concern regarding the future of child care
- Financial pressures on child care service providers will increase if school boards choose to deliver the extended day program for 6–12 year olds. The revenue from these programs helps offset program costs for younger age group. A service provider advises that if this occurs the school board would have to assume operation of the child care centre.
- Parent Boards may feel the need to stop providing service as program vulnerability increases
- Existing programs could be jeopardized due to decreasing enrolment. The Ministry should grandfather existing service providers in order to protect their businesses
- Lack of Francophone Early Childhood Educators, limited educational opportunities
- Lack of mentorship opportunities to support and guide Francophone ECEs

**Funding**

- Service providers required enhanced wage subsidy in order to recruit and retain Early Childhood Educators

**Re-engineering of programs and services**

- Will advocate to ensure that before and after school programs for children remain with child care service providers
- A service provider reports that the ability to retrofit existing space is highly problematic as it is too small to accommodate younger age groups
- Highly unlikely to offer toddler care as it requires an increased ECE staffing ratio and it is already extremely difficult to find qualified staff.

**Enrolment and Waitlist**

- A service provider reports that programs fill up quickly due to specialized language program

**Subsidy availability**

- Program is self sufficient and does not rely on subsidy agreements. Families are often of higher socio-economic status and experience a high employment rate due to dual language abilities.

**Staffing**

- Highly problematic as child care system is currently understaffed with Francophone Early Childhood Educators
- Child care centres also employ Francophone qualified teachers and service providers and expect to lose them to the school board
- It is already quite difficult to attract ECEs and future retention will be challenging due to the attractive status of employment with a school board
- Lack of post-secondary programs for Francophone ECEs

- ECEs require additional training in addition to post-secondary education; high error rate in written skills
- Will need to increase salaries to attract qualified staff which would result in an increase in parent fees
- As staff leave service providers must be creative to fill gaps (i.e., moving an ECE from another centre)
- Staff graduate ECE programs with program knowledge but lack training and skill in working with parents. This is a key responsibility of service providers to act as mentors and help staff develop their capacity to work with parents
- A service provider reports that she pays tuition for staff to upgrade ECE qualifications in order to retain staff (Correspondence courses cost \$380)

### **Future Direction**

- School Boards are committed to protect child care and will avoid selecting future FDK sites with existing child care programs
- School Boards and child care service providers are working closely together regarding employment opportunities for ECEs
- Continue to attract co-op students for placements in order to increase interest in the ECE profession
- Continue to offer programs for ECE placements
- A service provider offers creative solutions to optimize program capacity; offers a reduced fee program charge for care based on school hours (e.g. 9 a.m.– 3:30 p.m.) and fills the spot for the remainder of the day with a school age child
- A service provider may have to branch out into rural areas which would present a challenge to have a supervisor at each centre
- A service provider has some good news to report – she does not need to advertise as her programs are high quality and sought by parents and school boards. Recently opened a new school based program in a growing area of Halton and thanks to “word of mouth,” is at capacity. Feels program in Maple is very viable due to a lack of competition.

**Key Informants:** Humber and Sheridan Colleges  
Early Childhood Education Departments

**1. On average, how many students enter the ECE program each year?**

Humber College

At Humber – North campus, we have continuous intake – fall, winter and spring sessions. We would have an intake of 225 in the fall, 90 in the winter and 45 in the spring. At Humber – Orangeville campus, we have a fall intake only. We would have an intake of 30 students. Enrolment in Continuing Education would be 35 per semester (fall, winter and summer). Enrolment in both the day program and Continuing Education has increased partially due to full-day kindergarten.

Sheridan College

We have 8 intakes of 45 students in September and 3 intakes of 45 in January. Continuing Education sees about 100 new registrants a semester (3 semesters per year.)

**2. On average, how many students graduate from the ECE program each year?**

Humber College

Each year, approximately 300 students graduate.

Sheridan College

We graduate approximately 250-300 students each year through time.

**3. How many students, or what percentage, go into the ECE field upon graduation?**

Humber College

Many of our graduates go on to further education. Most will go on to get their degree in child studies or a related field. Some will do post-graduate programs such as ECE – Advanced Studies in Special Needs Certificate Program

Sheridan College

We have a 97% placement rate but we don't know if that is ECE related. Many students go on to other educational opportunities.

**4. What pressures is the program feeling due to the province's direction for Full Day Kindergarten and Early Learning Program?**

Humber College

We have more applicants applying to the program. Lack of infant and toddler field placement sites may become an issue. We may also lose some field sites due to closures. We feel confident that our ECE program addresses the changing landscape of the early learning and care field, as we significantly revised our

program curriculum last year. We begin the second year of the new curriculum in September.

Sheridan College

The main pressure we are feeling is to remain current with meeting the needs of our students by preparing them for the future (which isn't completely mapped out yet) and to maintain that the ECEs will not be "assistants" to the kindergarten teacher. We also do not want the 0-3 or 6-12 year old child lost in the focus of full-day kindergarten.