



SECURING THE FUTURE FOR OUR CHILDREN

Preschool Excellence Initiative

Presented by Linda Lowther, June 1, 2011



CANADA

Education and Early
Childhood Development



ONE ISLAND COMMUNITY



ONE ISLAND FUTURE

History or the Catalyst

- Community based, publically funded kindergarten
- Kindergarten moved into school system in September 2010
- Funding implications for early childhood centres
- Staffing implications as well
- Survival crisis for centres
- Early Years Report



Context 2009-10 Children 0-4 years

2000 children in regulated programs

10% 0-2 yr

20% 2 yr

30% 3 yr

40% 4 yr

6300 children in population



CONTEXT cont.

Highest % of regulated spaces per capita in Canada

Highest % of working mothers with young children

Over capacity in some areas; under capacity in others

No comparable data on cost per enrolled child



WAGES - CERTIFIED

National Wages

Early Childhood Educators & Assistants⁽¹⁾

	Low Wage \$/hour	High Wage \$/hour	Average Wage \$/hour	Reference Year
Québec ⁽²⁾	11.08	20.67	15.76	2007
British Columbia ⁽²⁾	10.84	22.70	14.82	2008
Manitoba ⁽²⁾	9.89	24.01	14.67	2009
Saskatchewan ⁽²⁾	9.40	23.20	14.50	2009
Ontario ⁽²⁾	10.45	22.44	14.18	2007
Nova Scotia ⁽²⁾	8.86	20.69	12.31	2009
Alberta ⁽³⁾	9.00	24.25	13.86	2009
Prince Edward Island ⁽²⁾	8.45	15.90	10.60	2010
New Brunswick ⁽²⁾	7.89	21.04	10.07	2008
Newfoundland & Labrador	Data not available			

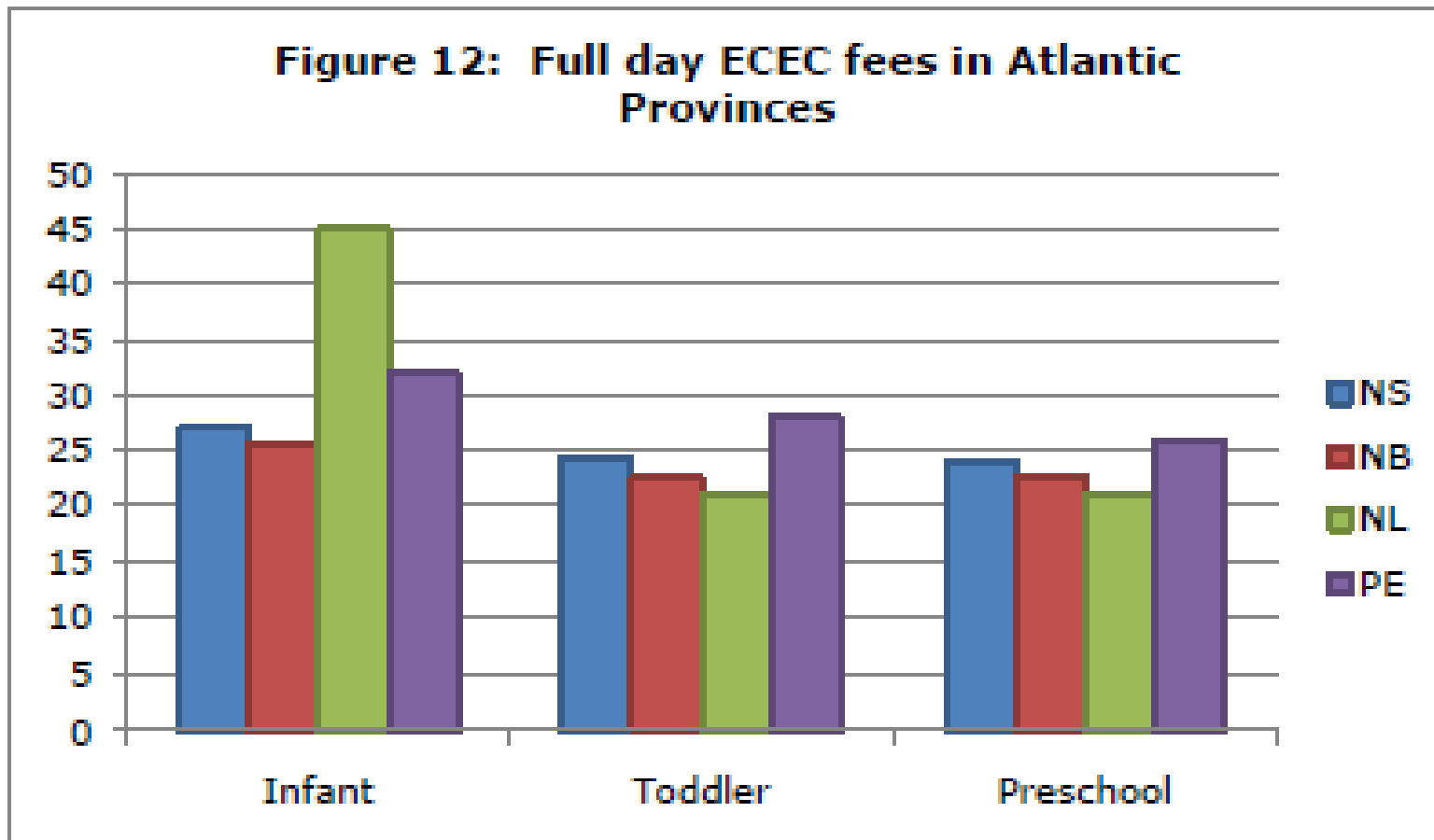
(1) Includes all ECEC program deliverers...ECE-trained and non ECE-trained

Exhibit 9 Source: (2) Service Canada

(3) 2009 Alberta Wage and Salary Survey

PARENT FEES

Figure 12: Full day ECEC fees in Atlantic Provinces



FUNDING

Targeted

Child Care Subsidy Program

Special Needs Program

Universal

Daycare Maintenance Grant

Spending 2009/10 children 0-4 years

Child Care Subsidy Program \$1.7M

Special Needs \$1.0 M

Best Start \$1.0 M

Maintenance grant \$950 K

Training \$650K

ECDA \$50K

TOTAL \$5.35M



2010-2011 KINDERGARTEN IMPACT

Community	Severely at Risk	At Risk	Viable	Total
Rural East	7	3	6	16
Charlottetown	14	3	26	43
Rural Centre	4	2	4	10
Summerside	2	3	8	13
Rural West	0	3	4	7
French	2	1	3	6
Total	29	15	51	95

PARENT FEES

Age	Range – full day	Median – full day
Infants (under 2yrs)	\$27 - \$46	\$ 32
Toddlers (2 yrs old)	\$18 - \$32	\$ 26
Preschool (3-5 yr olds)	\$20 - \$30	\$ 25

Immediate Solutions

- Convert from sector to system
- Refocus from child care only to early learning and care
- Encourage collaboration
- Respect existing centers
- Early Years Centers
- Infant Homes
- Rationalize sector



EARLY YEARS CENTRES

- Curriculum framework
- Open year round
- All certified staff with PD and coordinated in-service
- Geographic distribution
- Parent advisory committee
- 40-50 children (local circumstances may require smaller)
- Integrated model including children with special needs and infants
- New funding model

Set fee for parents

Wage grid for Early Childhood Educators

Set operating margin for operators

Government pays the difference

EARLY YEARS CENTRES

Funding Model

- Set fee for parents

\$25 for 3-4 yrs, \$26 for 2yrs, \$32 for infants

- Wage grid for Early Childhood Educators

4 certification levels with wage grid + 13%

- Set operating margin for operators

22%

Profitable if 91% occupancy

- Government pays the difference

Sustainable for centers and Government

INFANT HOMES

- Certified ECE (s)
- Maximum of 6 infants
- Regulated parent fee
- Supported by department staff
- Linked to Family Resource Centers
- \$2,000 - \$4,000 start-up grant
- \$1,000 per child grant under discussion



Early Years Centres' Parent Fees and the CCSP

- Infants - \$32 per day
- 22 to 36 months - \$26 per day
- 36 to 56 months - \$25 per day

PREVIOUS EDUCATOR WAGES

Staff Level	Current Avg. Pay
Director (supervisor)	\$15.00
Certified	\$12.06
Uncertified	\$10.00

WORKPLACE-BASED TRAINING

- 90 hr entry level
- 90 hr infant care
- 90 hr 5-12 yr olds
- 1yr certificate program
- 2 yr diploma in existence
- Post-diploma for directors

This is new training and certification requirements allowing the move to a wage grid

WAGE GRID

Staff Level	Previous Avg. Pay	New Start	New End
Director (Level 3) – post diploma	\$15.00	\$21.00	\$23.64
Certified (Level 2) – 2 year program	\$12.06	\$15.00	\$16.88
Certified (Level 1) – 1 year (new)	\$10.00	\$13.50	\$15.17
Certified (Entry) – 90 Hour (new)	\$10.00	\$12.00	\$13.50
Uncertified	\$10.00	\$10.00	\$10.00



TRANSITION SUPPORT

- Infrastructure support
- Parent Fee assistance
- Sector adjustment measures program
 - License Retirement fund
 - Bridging fund
 - Legal and Financial Advice
 - Cooperation and Collaboration
- ECDA core funding



FUNDING 2010/11

- Existing budget \$ 5.35 M
- New investment \$ 4.4 M
- Reinvestment \$150K
- Total \$9.9M

PROCESS

- June 2010-Jan 2012
 - Transition from existing sector to new system
- July 1, 2010
 - Identify preferred option
 - Early Years Center
 - Infant Home
 - Collaboration
 - License retirement
 - Private sector





EARLY YEARS CENTRES

July 1, 2010

Centers identified preferred options

All existing centers submit detailed expressions of interest

July 15, 2010

Initial Early Years Centers informed

Potential additional Early Years Centers identified publicly

September 1, 2010

Initial Early Years Centers implemented

Bridging support for conversions to Early Years Centers



October 1, 2010

Remaining centers submit Early Years Centers Proposals
AND start Evaluation Process

October 15, 2010

Inform centers of final decisions

Identify remaining centers selected to become Early Years Centers

Unsuccessful candidates opt for Infant Homes or become private centers

January 2011 through January 2012

Implement second group of Early Years Centers

Implement additional Early Years Centers within a timeframe so as to not cause excessive disruption

January 2012

Publish evaluation findings

Modify Early Years Centers as required

Announce decision on funding of private centers



INFANT HOMES





COLLABORATION



LICENSE RETIREMENT

July 1, 2010

Centers identified preferred options

All existing centers submitted detailed expressions of interest

July 15, 2010

Centers informed of initial decision

Centers who exit are paid





PRIVATE SECTOR

July 1, 2010

Centers identified preferred options

All existing centers submitted detailed expressions of interest

July 15, 2010

Private Centers opting out are identified

October 1, 2010

Commence evaluation of funding of private centers

January 2012

Publish evaluation findings

Announce decision on funding of private centres



Research and Evaluation

- Intention is to build capacity
- Being lead by Audrey Penner at Holland College
- Work shared between Holland College, UPEI, with advice from UNB
- Administrative team includes Dept. staff, Jane Bertrand and Kathleen Flanagan
- Evaluation to provide a baseline summary of the status of the Initiative's core elements: governance, quality, access and sustainability.

Lessons Learned Thus Far

Lots of hand holding

Pros and cons of fast pace

Massive legislative changes

Administrative staff burn out with K implementation at the same time

Capacity building

Hard to get “true” numbers of children

Infant homes needed

Infant capacity increased





QUESTIONS?