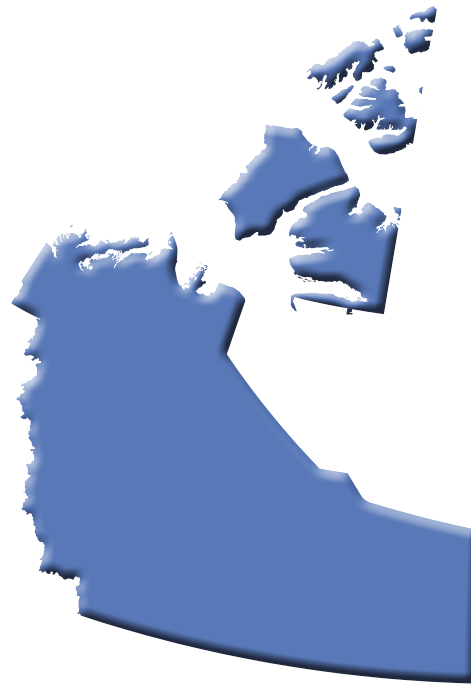


# EARLY CHILDHOOD EDUCATION REPORT 2020

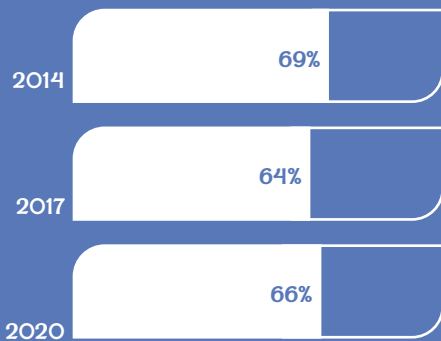
## NORTHWEST TERRITORIES



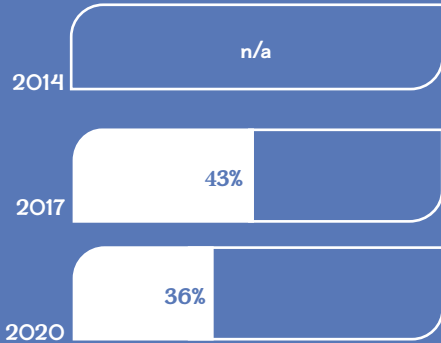
### CHANGE IN ECEC SPENDING



### % OF 2- TO 4-YEAR-OLD CHILDREN ATTENDING ECEC



### ECE SALARIES AS A PERCENTAGE OF TEACHER SALARIES



### PERCENTAGE OF CENTRE SPACES (NON-PROFIT/PROFIT)



# EARLY CHILDHOOD EDUCATION REPORT 2020



## ABOUT THE EARLY CHILDHOOD EDUCATION REPORT BENCHMARKS

The Early Childhood Education Report (ECER) is produced by the Atkinson Centre for Society and Child Development at the Ontario Institute for Studies in Education/University of Toronto. Twenty-one benchmarks are organized into five equally weighted categories, totalling a score of 15. The benchmarks evaluate governance structures, funding levels, access, quality in early learning environments, and the rigour of accountability mechanisms. Results are populated from detailed provincial and territorial profiles developed by the researchers and reviewed by provincial and territorial officials.

For the Canada-wide overview, a detailed look at the benchmarks, the full methodology, and all federal, provincial, and territorial profiles please visit [ECEReport.ca](https://ecereport.ca).

Please cite this publication as:

Akbari, E., McCuaig, K., & Foster, D. (2021). *The Early Childhood Education Report 2020*. Ontario Institute for Studies in Education/University of Toronto.

This profile of the Northwest Territories captures early learning and child care initiatives to March 31, 2020. The New Developments section highlights activities occurring after this date.

The Department of Education, Culture and Employment has been directed to undertake a new Early Learning and Child Care Strategy to 2030. The goal is to advance the government's mandate for universal child care by expanding the availability of spaces, lowering child care costs to families, and recruiting a qualified workforce.<sup>1</sup>

The government has established a new funding program to provide non-profit organizations and First Nations, Inuit, and Métis governments with funding for infrastructure repairs and retrofits to support the creation of new centre-based child care spaces. Grants of up to \$500,000 are available for the 2020-2021 fiscal year, with priority given to communities with limited or non-existent early learning and child care programming.<sup>2</sup>

## COVID-19 RESPONSE

Schools in the Northwest Territories closed in March 2020 as a preventative measure against COVID-19 and remained closed until the 2020-2021 school year.<sup>3</sup>

Public health officials recommended early learning and child care programs stay open during the emergency wherever possible. To support providers, the government committed \$5.1 million toward child care support for essential workers responding to COVID-19 and to lessen the financial impacts on licensed family day homes and centre-based early learning and child care programs. The fund created four temporary child care programs,

offset child care costs for essential workers, topped up wages by \$1,000 for each child care staff providing emergency care, and provided cleaning supplies and personal protective equipment. The fund also covered fixed costs such as rent and utilities for programs that closed due to COVID-19.<sup>4</sup>

At the height of the pandemic, about 70% of programs were closed. Most emergency funding ended June 30, 2020. The exception was support for cleaning supplies and fixed facilities costs, which continued at 75% for programs that were closed. Supports for additional cleaning supplies remain in place.

TABLE 1.1 NORTHWEST TERRITORIES GOVERNANCE STRUCTURE FOR EARLY CHILDHOOD EDUCATION

<b>Lead Ministry/ Department</b>	Department of Education, Culture and Employment (ECE) <sup>a</sup>
<b>Related Ministry/ Department</b>	Department of Health and Social Services <sup>b</sup>
<b>ECE Supervisory Unit</b>	Early Childhood Program <sup>c</sup>
<b>Policy Framework</b>	<i>Right from the Start: A Framework for Early Childhood Development in the Northwest Territories (2013)</i> <sup>d</sup>  <i>A Framework for Early Childhood Development: Action Plan: 2017-2020 (2017)</i> <sup>e</sup>
<b>Legislation</b>	<i>The Northwest Territories Child Day Care Act</i> <sup>f</sup>  <i>Child Day Care Standards and Regulations (amended 2014)</i> <sup>g</sup>  <i>Education Act (amended 2017)</i> <sup>h</sup>
<b>Related Legislation</b>	
<b>Local Service Delivery</b>	10 educational bodies <sup>i</sup>  5 regional offices supporting licensed child care <sup>i</sup>
<b>Community/Sector Oversight</b>	n/a

a GNWT. Department of Education, Culture and Employment. Retrieved from: <https://www.ece.gov.nt.ca/en>

b GNWT. Department of Health and Social Services. Retrieved from: <https://www.hss.gov.nt.ca/en>

c GNWT. Department of Education, Culture and Employment. *Early Childhood Program*. Retrieved from: <https://www.ece.gov.nt.ca/en/services/early-childhood-development/early-childhood-program>

d GNWT. Department of Education, Culture and Employment. *A Framework for Early Childhood Development in the Northwest Territories (2013)*. Retrieved from: [https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/ecd\\_framework\\_and\\_action\\_plan.pdf](https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/ecd_framework_and_action_plan.pdf)

e GNWT. Department of Education, Culture and Employment. *Early Childhood Development Action Plan 2017-2020*. Retrieved from: [https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/ecd\\_action\\_plan\\_2017-20\\_-\\_june\\_2017.pdf](https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/ecd_action_plan_2017-20_-_june_2017.pdf)

f GNWT. Department of Justice. *The Northwest Territories Child Day Care Act*. Retrieved from: <https://www.justice.gov.nt.ca/en/files/legislation/child-day-care/child-day-care.a.pdf>

g GNWT. Department of Education, Culture and Employment. *Child Day Care Standards and Regulations*, amended 2014. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/child\\_daycare\\_standards\\_and\\_regulations.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/child_daycare_standards_and_regulations.pdf)

h GNWT. Department of Justice. *Education Act*, amended 2017. Retrieved from: <https://www.justice.gov.nt.ca/en/files/legislation/education/education.a.pdf>

i GNWT. Department of Education, Culture and Employment. *Directory of NWT Education Bodies*. Retrieved from: <https://www.ece.gov.nt.ca/en/directory-nwt-education-bodies>

j GNWT. Department of Education, Culture and Employment. *Early Childhood Program Consultants*. Retrieved from: <https://www.ece.gov.nt.ca/en/early-childhood-program-consultants>

## DEPARTMENT ORGANIZATION

The Department of Education, Culture and Employment (ECE) provides direction, standards, program, and curriculum development for children through to Grade 12. The Early Childhood Program provides support

to licensed child care and related early years services. Regional early childhood consultants provide support to licensed early learning and child care programs by distributing subsidy funding, providing professional development, and conducting annual licensing inspections.<sup>5</sup>

## POLICY FRAMEWORK

*Right from the Start: A Framework for Early Childhood Development in the Northwest Territories* outlines the government's goals and commitments to young children and their families. It serves as a reference for investments and activities to 2023.

*Right from the Start: Early Childhood Development Action Plan 2017-2020* provides detailed plans, timelines, and deliverables. *Supporting Access to Child Care Action Plan*<sup>6</sup> outlines current work and includes additional actions to support a phased-in approach to making child care more accessible and affordable for families in the Northwest Territories, along with an implementation timeline and measures of success.

In June 2017, the governments of Canada and the Northwest Territories signed the *Canada-Northwest Territories Early Learning and Child Care Bilateral Agreement* providing \$7.35 million over three years to support the implementation of the Northwest Territories' Action Plan. The agreement is focused on increasing the capacity of the early childhood workforce, expanding access with a focus on remote and underserved communities, and creating culturally responsive early learning resources.<sup>7</sup>

## SERVICE DESIGN

### EDUCATION PROGRAMS

**KINDERGARTEN:** This full-day program is offered in schools and is available to all children who turn 5 years of age by December 31. Attendance is voluntary.

**JUNIOR KINDERGARTEN:** This program is offered in schools as a half-day or full-day program for all children who turn 4 years of age by December 31. Attendance is voluntary.<sup>8</sup>

### REGULATED CHILD CARE

Licensed child care is available for children from infancy up to and including 11 years of age.

Operators must meet legislated standards and are inspected and monitored by early childhood consultants.

**CENTRE-BASED:** This type of care includes full-time and part-time centres, preschool, Aboriginal Head Start, and after-school programs. Child care centres are operated by non-profit agencies.

**FAMILY DAYCARE:** Self-employed, Individually licensed family day home care providers may care for up to eight children from infancy up to and including 11 years of age (including the provider's own children).

**ABORIGINAL HEAD START (AHS):** These part-day programs are administered by local non-profit First Nations, Inuit, and Métis organizations. They are designed to prepare First Nations, Inuit, and Métis preschoolers aged 3-5 years for their school years by meeting their spiritual, emotional, intellectual, and physical needs. Each centre strives to revitalize First Nations, Inuit, and Métis culture and language. There are seven AHS centres in the Northwest Territories. Most are also licensed as child care centres.

## LOCAL SERVICE DELIVERY

Ten education authorities oversee K-12 education, including the Divisional Education Councils (DEC), District Education Authorities (DEA), the Tlicho Community Services Agency (TSCA), and the Commission Scolaire Francophone, Territories du Nord-Ouest (CSFTNO).

Early childhood consultants working out of five regional offices support licensed early learning and child care and family resource programs.

## COMMUNITY INVOLVEMENT/ OVERSIGHT

There is no standing body, but the department consulted the sector and parents as part of the development and review of the *Right from the Start Framework*.

**TABLE 2.1 NORTHWEST TERRITORIES ALLOCATION FOR REGULATED CHILD CARE TO MARCH 31, 2020<sup>a</sup>**

Child care fee subsidies	n/a
Early childhood program operator subsidy	\$4,253,000
Early childhood program grants	\$90,000
Early childhood worker grant program	\$890,000
Early childhood scholarship	\$165,000
<b>Total regulated child care<sup>b</sup></b>	<b>\$ 5,398,000</b>

a GNWT. Department of Finance. *Main Estimates 2019-2020*. "Education, Culture and Employment Early Childhood and School Services Grants, Contributions and Transfers," p. 42. Retrieved from: [https://www.fin.gov.nt.ca/sites/fin/files/resources/2019-2020\\_main\\_estimates.pdf](https://www.fin.gov.nt.ca/sites/fin/files/resources/2019-2020_main_estimates.pdf)

b Does not include funding through federal programs that go directly to Indigenous communities to support ELCC activities. These include Aboriginal Head Start Urban and Northern Communities (AHSUNC) and the First Nations and Inuit Child Care Initiative (FNICCI), in addition, to funding through the First Nations and the Inuit Early Learning Child Care agreements.

**TABLE 2.2 NORTHWEST TERRITORIES ALLOCATION FOR EARLY CHILDHOOD EDUCATION/CHILD CARE TO MARCH 31, 2020**

Kindergarten <sup>a,b,e</sup>	\$20,851,437
Regulated child care <sup>c,e</sup>	\$5,398,000
Other ECE spending <sup>c,e</sup>	\$1,339,000
<b>Total ECEC spending</b>	<b>\$27,588,437</b>
Total territorial operational spending 2019-2020 <sup>d,e</sup>	\$1,801,803,000
<b>ECEC as % of territorial budget</b>	<b>1.5%</b>

a Estimate based on September 30, 2018 enrolment of 1,147 children in Kindergarten and Junior Kindergarten\* times per pupil funding of \$18,179 per student. Northwest Territories Bureau of Statistics. *School Enrolment and Graduates*. NWT Enrolment (Head counts), by Grade Level - 2003/2004 to 2018/2019. Retrieved from: <https://www.statsnwt.ca/education/school-enrolment-graduates/>

b \$18,179 per student based on Education Authority Contributions of \$156.1 million divided by total enrolment. GNWT. Department of Finance. *Main Estimates 2019-2020*. "Education, Culture and Employment Early Childhood and School Services Grants, Contributions and Transfers," p. 42. Retrieved from: [https://www.fin.gov.nt.ca/sites/fin/files/resources/2019-2020\\_main\\_estimates.pdf](https://www.fin.gov.nt.ca/sites/fin/files/resources/2019-2020_main_estimates.pdf)

c 2019-2020 GNWT Main Estimates, p. 42.

d 2019-2020 GNWT Main Estimates, p. vii.

e Main estimates are forecast amounts for which actual results may vary.

TABLE 3.1 NORTHWEST TERRITORIES CHILD POPULATION 0 TO 5 YEARS (2019)

Child population 0 to 5 years	3,670
0 to <24 months	1,176
24 months to <5 years	1,888
5 years	606
Total population of Northwest Territories	44,826
Children 0 to 5 years as a % of total population	8.2%

Statistics Canada. Table 17100005; Formerly Table 051-0001 - Estimates of population, by age group and sex for July 1, 2019, Canada, provinces and territories (Accessed: May 25, 2020).

TABLE 3.2 NORTHWEST TERRITORIES LABOUR FORCE PARTICIPATION OF MOTHERS BY AGE OF YOUNGEST CHILD (2019)

	Number of mothers in labour force by age of youngest child	Labour force participation rate of mothers by age of youngest child
0 to <24 months	600	66.7%
24 months to < 5 years	1,500	79.9%
5 years	200	100%
Total mothers in labour force with child 0 to 5 years	2,300	
Average labour force participation rate of mothers with youngest child 0 to 5 years		88.5%

Statistics Canada, Labour Force Survey. 0620\_13 Table 3 - Labour Force Survey (LFS) estimates of mothers by age of youngest child, Canada, provinces, territories, annual average, 2019.

TABLE 3.3 NORTHWEST TERRITORIES ECE SCHOOL PROGRAMS (2019-2020)

Children attending Junior Kindergarten <sup>a</sup>	552
4-year-old child population <sup>b</sup>	629
% of children attending Junior Kindergarten	88%
Children attending 5-year-old Kindergarten <sup>a</sup>	595
5-year-old child population <sup>b</sup>	606
% of children attending Kindergarten	98%

a Enrolment numbers September 30, 2018. Northwest Territories Bureau of Statistics. *School Enrolment and Graduates*. NWT Enrolment (Head counts), by Grade Level - 2003/2004 to 2018/2019. Retrieved from: <https://www.statsnwt.ca/education/school-enrolment-graduates/>

b Child population numbers July 1, 2019.

**TABLE 3.4 NORTHWEST TERRITORIES LICENSED CHILD CARE TO MARCH 31, 2020<sup>a</sup>**

<b>Spaces by age group</b>	
Infants (0 to <36 months)	182
Preschool-aged (36 months to <5 years)	590
School-aged (5 to <13 years)	762
Total capacity centre-based programs	1,534
Total capacity family child care	400
Total capacity regulated child care	1,934
<b>Facilities by type</b>	
Centre-based programs	20
Nursery schools	16
School-aged programs	32
Family child care providers	50
<b>Spaces by auspice<sup>b</sup></b>	
Non-profit	1,934
For-profit	0

a Personal communication Department of Education, Employment and Culture, GNWT. October 9, 2020.  
b All child care centres in the NWT are non-profit.

**TABLE 3.5 NORTHWEST TERRITORIES PERCENTAGE OF CHILDREN ATTENDING ECE PROGRAMS BY AGE GROUP**

<b>Child Ages</b>	<b>Number of Children<sup>a</sup></b>	<b>Child Care/Preschool<sup>b</sup></b>	<b>Kindergarten/Jr Kindergarten<sup>c</sup></b>	<b>Other ECE Programs<sup>d</sup></b>	<b>% Children Attending ECE Programs</b>
0 to <24 months	1,176	182			15%
24 months to < 5 years	1,888	651	552	50	66%
5 years	606		595		98%

a Statistics Canada. Table 17100005; Formerly Table 051-0001 - Estimates of population, by age group and sex for July 1, 2019, Canada, provinces and territories.  
b GNWT. Department of Education, Culture and Employment.  
c Northwest Territories Bureau of Statistics. School Enrolment and Graduates. NWT Enrolment (Head counts), by Grade Level - 2003/2004 to 2018/2019. It is assumed that children attending child care also attend Kindergarten and JK.  
d Most Aboriginal Head Start programs are licensed and included as part of preschool child care spaces.



## AFFORDABILITY

The Northwest Territories does not have a dedicated child care user subsidy program. Support for child care fees is available to eligible families through its Income Assistance Program. No-fee child care is available in some First Nations, Inuit, and Métis communities. The cost for full-time preschool care averages \$890 a month in Yellowknife.<sup>9</sup>

## INCLUSION

Supporting Child Inclusion and Participation (SCIP) is a funding program that supports licensed early learning and child care as well as family drop-in

programs. Child care providers and community members may apply for SCIP funding, which has two funding streams to support existing programs:

- Participation funding is intended to support child access and inclusion in programming. It may be used for training and consultation for staff, creating a more inclusive environment, or providing one-to-one or one-to-multiple staffing supports.
- Community funding is intended for family and child programs and parent education. This funding may be used to support access and quality early learning experiences for children from birth to school entry.<sup>10</sup>



TABLE 4.1 NORTHWEST TERRITORIES CURRICULUM FRAMEWORKS

Program	Framework Document
Kindergarten	<i>Northwest Territories Junior Kindergarten/Kindergarten Curriculum; A Holistic Approach to Children’s Early Learning</i> (January 2017) <sup>a</sup> ; mandated for use in both Kindergarten and Junior Kindergarten programs
Child care	<i>DRAFT NWT Early Learning Framework: Nurturing Capable People from Birth to School Entry</i> (2019) <sup>b</sup>

a GNWT. Department Education, Culture and Employment. *Northwest Territories Junior Kindergarten/Kindergarten Curriculum: An Holistic Approach to Children’s Early Learning* (January 2017). Retrieved from: [https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/kindergarten\\_curriculum\\_-\\_english\\_170206.pdf](https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/kindergarten_curriculum_-_english_170206.pdf)

b Personal communication Early Learning and Child Care Division. October 8, 2020.

TABLE 4.2 NORTHWEST TERRITORIES STAFF/CHILD RATIO AND GROUP SIZE IN LICENSED CHILD CARE<sup>a</sup>

Age	Staff: Child Ratios	Max. Group Size
Infants (0-12 months)	1:3	6
Infants (13-24 months)	1:4	8
Toddler (25-35 months)	1:6	12
Preschool 3 years	1:8	16
Preschool 4 years	1:9	18
5+ years	1:10	30
<b>Mixed Groupings in Child Care Centres<sup>b</sup></b>		
Infants (0 to <24 months)	1:4	8
Preschool: 25 months to <5 years (child not enrolled in school for the full day)	1:8	16
School age: 4 years 8 months (child enrolled in school for the full day) to <11 years	1:10	30
<b>Family Child Care<sup>c</sup></b>		
Maximum number of children		8 including the provider’s children
Children up to 2 years of age		2
Children up to 3 years of age		3
Children up to 6 years of age		6
School age: 4 years 8 months (child enrolled in school for the full day) to 11 years		8

a GNWT. “Schedule 73.” *Child Day Care Standards and Regulations 2014*, p. 35. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/child\\_daycare\\_standards\\_and\\_regulations.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/child_daycare_standards_and_regulations.pdf)

b GNWT. Department of ECEC. *Understanding the Child Day Care Regulations: A Handbook for Early Childhood Programs*, p. 232. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd\\_-\\_early\\_childhood\\_handbook.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd_-_early_childhood_handbook.pdf)

c Ibid. p. 235.

## WORK ENVIRONMENT

**KINDERGARTEN:** There is no limit on class size. Schools are funded for staffing at a 1:12 ratio, which also includes additional personnel such as

school administrators, assistants, and counsellors. Decisions regarding class size are made by education bodies.<sup>11</sup>

**CHILD CARE:** Centre size is not regulated.

TABLE 4.3 NORTHWEST TERRITORIES EDUCATOR QUALIFICATIONS

Position	Qualification
Kindergarten Teachers <sup>a</sup>	Bachelor of education is required to teach Kindergarten. Bachelor of Education or a two-year diploma in early childhood from an accredited institution is required to teach Junior Kindergarten.
Early Childhood Educators <sup>b</sup>	Primary staff members must have a post-secondary qualification in child development or the approval of the director.

a GNWT. Department of ECE. *NWT School Handbook. Section 8*. Revised: May 2017. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/section\\_8\\_information\\_for\\_teachers.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/section_8_information_for_teachers.pdf)

b GNWT. Department of ECE. *Understanding the Child Day Care Regulations: A Handbook for Early Childhood Programs*, p. 203. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/ece\\_d\\_-\\_early\\_childhood\\_handbook.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/ece_d_-_early_childhood_handbook.pdf)

TABLE 4.4 NORTHWEST TERRITORIES PROFESSIONAL RECOGNITION AND DEVELOPMENT

Position	Teachers	ECEs
Professional Recognition	Teachers must be certified by the Teacher Certification Unit of Education, Operations and Development, Education, Culture and Employment, which evaluates all applications for teacher certification. <sup>a</sup>	No formal professional recognition
Professional Development	5 days are included as part of the instructional school year. <sup>b</sup>	Licensed early childhood operators are required to document staff participation in training related to child development and child care each year. The amount of time is not specified.  Family home daycare providers are required to document their participation in training in relation to child development and care on an annual basis. <sup>c</sup>

a GNWT. Department of ECE. *NWT School Handbook. Section 8*. Revised: May 2017. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/section\\_8\\_information\\_for\\_teachers.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/section_8_information_for_teachers.pdf)

b GNWT. *Collective Agreement Between the Northwest Territories Teachers' Association and the Minister Responsible for the Public Service Act*, p. 55. Retrieved from: <https://nwttta.nt.ca/sites/default/files/2020-10/GNWT-NWTTA%20Collective%20Agreement%202020-2021%20-%20English.pdf>

c GNWT. Department of ECE. *Understanding the Child Day Care Regulations: A handbook for early childhood programs*, p. 209 & 214. Retrieved from: [https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/ece\\_d\\_-\\_early\\_childhood\\_handbook.pdf](https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/ece_d_-_early_childhood_handbook.pdf)

The Department of ECE offers professional development opportunities, including symposiums, to support quality improvement in licensed early learning and child care programs. Scholarships of \$5,000 are available for eligible students enrolled

in full-time post-secondary schooling to offset the costs of attending southern accredited institutions to complete diploma or degree programs with a direct focus on early childhood development. Students enrolled in online programs are not eligible.<sup>12</sup>

**TABLE 4.5 NORTHWEST TERRITORIES DENSITY OF QUALIFIED STAFF IN CHILD CARE CENTRES**

At least half of staff members on duty at any given time must have a qualified primary designation.

GNWT. Department of ECE. *Understanding Child Day Care Regulations: Handbook for Early Childhood Programs Regulation 71(1)* p. 229. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd\\_-\\_early\\_childhood\\_handbook.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd_-_early_childhood_handbook.pdf)

**TABLE 4.6 NORTHWEST TERRITORIES TEACHER AND ECE ANNUAL SALARIES 2019**

Teachers <sup>a</sup>	Early Childhood Educators <sup>b</sup>	ECE Salary as % of Teacher Salary
\$122,949	\$40,384	36%

<sup>a</sup> BC Teachers Federation. *Teacher salaries across Canada: How does BC compare?* Retrieved from: <https://bctf.ca/uploadedFiles/Public/Publications/Research/Reports/Cross-Canada%20teacher%20salaries.pdf>.  
Maximum salary at Category 5 equivalent for a teacher in the NWT (as of May 1, 2019).

<sup>b</sup> Statistics Canada, Labour Force Survey, custom tabulation 0517\_31 Table 1.ivt. Full-time ECE with post-secondary training.

The Department of ECE administers the Early Childhood Staff Grant to increase the financial income of early childhood staff who work in licensed child care centres and to attract new

professionals to the early childhood workforce. The grant is paid directly to staff by the department in quarterly installments.

**TABLE 4.7 NORTHWEST TERRITORIES WAGE ENHANCEMENT FUNDING FOR STAFF IN LICENSED CHILD CARE CENTRES**

Position	Payments to staff based on number of hours worked per quarter			
	100–234 hours (8–18 hours per week)	235–351 hours (18.5–27 hours per week)	354–468 hours (27.5–36 hours per week)	469+ hours (37+ hours per week)
Untrained staff	\$600	\$900	\$1,200	\$1,500
Staff with an early childhood certificate	\$800	\$1,200	\$1,600	\$2,000
Staff with an early childhood diploma	\$1,000	\$1,500	\$2,000	\$2,500
Staff with an early childhood degree	\$1,200	\$1,800	\$2,400	\$3,000

GNWT. Department of ECE. *Early Childhood Staff Grant Program Guidelines*. Retrieved from: [https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/ecd\\_staff\\_grant\\_program\\_guidelines\\_-\\_en.pdf](https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/ecd_staff_grant_program_guidelines_-_en.pdf)

**PROGRESS REPORTS:** The Northwest Territories–Canada bilateral agreement requires the Northwest Territories to publicly report no later than October 1 of each year of the agreement on results and expenditures for the previous fiscal year. The report should include the number of children benefiting from subsidies, and the number of licensed early learning and child care spaces broken down by age of child and type of setting. The report should show separately the results attributable to the funding provided by Canada under the Agreement.<sup>13</sup> The most recent report is tabled in for the 2019–2020 fiscal year.<sup>14</sup>

**PROGRAM STANDARDS:** Schools are funded

to build or retrofit Junior Kindergarten and Kindergarten classrooms with direct access to washrooms, running water, and playgrounds.

Licensed child care programs must meet legislative standards. Licensing reports are available online.<sup>15</sup>

**POPULATION MONITORING:** The Early Development Instrument (EDI) has been used across the Northwest Territories since 2012. The information from the EDI guides policy development and provides schools with information to help with planning for children in the primary grades. The most recent report includes data gathered in 2017.<sup>16</sup>



- 1 GNWT. Executive and Indigenous Affairs. *Advance universal child care by increasing availability and affordability*. Retrieved from: <https://www.eia.gov.nt.ca/en/gnwt-mandate-2020-2023/advance-universal-child-care-increasing-availability-and-affordability>
- 2 GNWT. News Release. August 4, 2020. *GNWT announces new funding for early learning and child care infrastructure*. Retrieved from: <https://www.gov.nt.ca/en/newsroom/gnwt-announces-new-funding-early-learning-and-child-care-infrastructure>
- 3 CBC News. *N.W.T. schools to remain closed for remainder of academic year*. Posted May 14, 2020. Retrieved from: <https://www.cbc.ca/news/canada/north/nwt-schools-staying-closed-1.5570328>
- 4 Child Care Information. Retrieved from: <https://www.gov.nt.ca/covid-19/en/services/child-care-school-and-learning/child-care-information>
- 5 GNWT. *Early Childhood Program*. Retrieved from: <https://www.ece.gov.nt.ca/en/services/early-childhood-development/early-childhood-program>
- 6 GNWT. Legislative Assembly. *Supporting Access to Child Care in the NWT Supplementary Action Plan*. Tabled August 20, 2019. Retrieved from: [https://www.ntassembly.ca/sites/assembly/files/td\\_506-183.pdf](https://www.ntassembly.ca/sites/assembly/files/td_506-183.pdf)
- 7 *Canada - Northwest Territories Early Learning and Child Care Agreement*. Retrieved from: <https://www.canada.ca/en/early-learning-child-care-agreement/agreements-provinces-territories/northwest-territories.html#section15>
- 8 GNWT. Department of Education, Culture and Employment. *Kindergarten/Junior Kindergarten*. Retrieved from: <https://www.ece.gov.nt.ca/en/services/junior-kindergartenkindergarten>
- 9 Centre for Policy Alternatives. March 2020. *In progress: Child care fees in Canada 2019*. Retrieved from: [https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2020/03/In%20progress\\_Child%20care%20fees%20in%20Canada%20in%202019\\_march12.pdf](https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2020/03/In%20progress_Child%20care%20fees%20in%20Canada%20in%202019_march12.pdf)
- 10 GNWT. Legislative Assembly. *Supporting Access to Child Care in the NWT Supplementary Action Plan*. P. 12. Tabled August 20, 2019. Retrieved from: [https://www.ntassembly.ca/sites/assembly/files/td\\_506-183.pdf](https://www.ntassembly.ca/sites/assembly/files/td_506-183.pdf)
- 11 GNWT. Department of Education, Culture and Employment. *Junior Kindergarten: Questions and Answers*. Updated February 2017. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/qas\\_-\\_jk\\_en.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/qas_-_jk_en.pdf)
- 12 GNWT. Department of Education, Culture and Employment. *Early Childhood Staff Grant, Scholarship & Training*. Retrieved from: <https://www.ece.gov.nt.ca/en/services/early-childhood-development/early-childhood-staff-grant-scholarship-training>
- 13 *Canada-Northwest Territories Early Learning and Child Care Agreement - 2017-2018*. Retrieved from: <https://www.canada.ca/en/early-learning-child-care-agreement/agreements-provinces-territories/northwest-territories-2017.html#section15>
- 14 *Annual Report: 2019-2020 Canada-NWT Early Learning and Child Care Bilateral Agreement and Action Plan*. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/2019-2020\\_elcc\\_annual\\_report.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/2019-2020_elcc_annual_report.pdf)
- 15 GNWT. Department of Education, Culture and Employment. *Child Care Inspections*. Retrieved from: <https://www.ece.gov.nt.ca/en/childcare>
- 16 GNWT. Department of Education, Culture and Employment. *Early Development Instrument Change Over Time: 2012-2017*. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/edi\\_-\\_nwt\\_report\\_-\\_for\\_web.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/edi_-_nwt_report_-_for_web.pdf)