

Newfoundland And Labrador 2014

1. GOVERNANCE

Table 1.1. Newfoundland and Labrador: Governance Structure for Early Childhood Education

Lead Ministry/ Department	Department of Education and Early Childhood Development
Related Ministry/Department	Department of Health and Community Services
Policy Framework	<i>Early Learning Framework: Learning from the Start</i> (2012) <i>Caring For Our Future: Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador</i> (2012–2022) ¹
Legislation	<i>Schools Act</i> – December 2013 ² <i>Child Care Services Act</i> – Child Care Services Regulation NLR 89/05, March 2007 ³
Related Legislation	
Common ECE Supervisory Unit	Kindergarten to 12 and Early Childhood Development Branch, Department of Education and Early Childhood Development
Local Authority	Kindergarten: 2 school districts; 1 English with four regions (259 schools) and 1 French (5 schools) 4 Early Years Programs: 4 regions ⁵
Public Advisory	

Background

Overseen by the Department of Education and Early Childhood Development, the *Early Learning Framework: Learning from the Start* (2012) is a strategy to enhance early learning opportunities, support parental involvement and create a smooth transition to school. The intention is to create a coordinated inter-departmental strategy that will support best practices in early childhood learning for children from birth to age 6 years across all settings. Initiatives include: the development of a provincial early childhood learning framework, programming for early literacy, parent resource kits and other early learning resources, the promotion of play-based learning through That's the Power of Play multi-media campaign, an early childhood evaluation strategy and the province-wide implementation of the Early Development Instrument (EDI).⁶

In 2009, responsibility for child care and family resource centres moved from the Department of Health and Community Services to a newly-formed Department of Child, Youth and Family Services. In 2012, it launched the 10-year child care strategy *Caring For Our Future: Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador 2012–2022*, which builds on the quality, sufficiency and affordability of child care services.⁷ In September 2014, the Department of Education and Early Childhood Development was formed to include regulated child care services and family resources centres. The move to integrate these services within the Department of Education and Early Childhood Development will re-focus the priority on early childhood education service delivery and promote the development of consistent policies.

Department Organization

The new Department of Education and Early Childhood Development is responsible for regulated child care, family resource centres, the K–12 school system, as well as the public libraries in Newfoundland and Labrador.

The Department provides supports for the inclusion of children with special needs:

- in regulated child care through the Child Care Services Inclusion of Children with Special Needs program; and
- in schools through the Student Support Services Division, which provides assessments and intervention for preschool children with hearing or visual impairments.

Licensing and monitoring of child care for children ages birth through 12 years of age (previously under the Department of Child, Youth and Family Services) is supported through the Family and Child Development Division, along with oversight and funding of family resource centres and satellites. The Division offers a number of programs and services, such as developmental and operational funding for community and not-for-profit groups to develop child care spaces in underserved areas through the Child Care Capacity Initiative; an Early Learning and Child Care Supplement for qualified early childhood educators (ECEs) and operators working in regulated child care services; and bursaries to encourage recruitment and retention of qualified ECEs. The Division has also identified numerous initiatives in *Caring For Our Future* (the 10-year child care strategy) to support the development of quality, sufficient and affordable child care.

In 2005, the Early Childhood Learning Division was created to support kindergarten and is responsible for KinderStart, a transition to school and kindergarten orientation program. The Division is the identified lead for approved birth to age 3 early learning initiatives, under *Learning from the Start*, a provincial strategy for early childhood learning, through partnership with other government departments that share a mandate for and support early childhood learning. The Division offers resources and grants to the Public

Information and Resources Library Board (PIRLB) for early literacy activities and some non-profit programs delivering early literacy programs. It has developed an early childhood learning framework to support developmentally appropriate practice across all early learning and care programs.

Both Divisions described above are aligned with the K-12 and Early Childhood Development Branch for an array of programs and services focusing on birth through to Grade 12.

The Department of Health and Community Services and the four Regional Health Authorities support and foster early childhood learning opportunities through a number of parent and child health services and initiatives that improve parenting and family supports, and support early learning and healthy child development. In addition, the Department of Health and Community Services, through its Long Term Care and Community Support Services Division, delivers the Direct Home Services and the Special Child Welfare Allowance programs. Direct Home Services provide therapeutic intervention for children with disabilities and children with autism. The SCWA program provides support to eligible families of children with disabilities to assist with the costs associated with a child's disability.

Policy Framework

The Provincial Early Learning Strategy entitled *Learning from the Start* proposes to enhance early learning opportunities, support and encourage parent involvement, form smoother school transitions for children and implement full school day kindergarten for 5-year olds.

Caring For Our Future: Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador is an inter-connected strategy that builds on the quality, sufficiency and affordability of child care services. From 2012–2022, the strategy will build on existing programs and services and introduce new initiatives.

Close To Home: A Strategy for Long Term Care and Community Support Services includes, but is not limited to, a mandate for inclusion and support of persons with disabilities.

Service Design

- **Kindergarten:** All children who turn 5 years of age by December 31 are entitled to a part-day (2.5 hours) kindergarten program delivered by schools during the school year. Programs are offered in English and as part of French Immersion and ESL programming. Attendance is not mandatory. Starting in September 2016, kindergarten will become a full-day program.
- **Transition to kindergarten:** KinderStart is a school transition program for children offered the year prior to kindergarten entry. The purpose of the KinderStart program is twofold: to support children's adjustment to the school environment; and to provide parents/caregivers with information on how to support children's learning at home. The KinderStart program also helps teachers to meet and interact with children and their parents/caregivers and prepare to meet the diverse learning needs of all children in the classroom environment as they observe children's behaviour and performance and note concerns for follow-up. The KinderStart program consists of eight child sessions that focus on the holistic development of the child, as well as up to ten parent information sessions on topics such as Well-being & Belonging, Play and Exploration, Communication, Social Contribution, Early Literacy and Numeracy, and other relevant topics related to school transition. Parents and their children are provided with a KinderStart Resource bag of developmentally appropriate materials to be used in the home, which contains two children's books and materials to support early learning at home.⁸
- **Child care:** Regulated child care is provided for infants to 12-year-olds in child care centres and family child care homes. Family child care agencies recruit, monitor and support family child care providers.
- **Family Resource Centres:** There are 29 FRCs with more than 100 satellite sites across the province providing community-based activities and resources for children and families, emphasizing early childhood development and parenting support. For example, the Healthy Baby Club is a prenatal nutrition support program offered by family resource centres for eligible women who may need extra support during and after their pregnancy.
- The Department of Health and Community Services provides early intervention programs and supports for children with disabilities.

Community Involvement/Oversight

Local Service Delivery

Two school districts are responsible for delivery of kindergarten programs in the province. One is English and governs 259 schools, and one is French and governs five schools. The Newfoundland and Labrador English School District comprises four regions.

Child care and family resource centres are monitored through four regional offices.

Four regional health authorities implement and monitor prenatal, postnatal, parenting, early childhood and early intervention programs and services.

2. FUNDING

Table 2.1 Newfoundland and Labrador: Provincial Allocations for Regulated Child Care (2014–15)^{9,10}

Child care fee subsidies	\$15,700,000
Operating funds (includes wage and training grants)	\$23,439,000
Total regulated child care	\$39,139,000

Overall Funding

Table 2.2 Newfoundland and Labrador: Funding Early Childhood Education/Child Care

Kindergarten ^a	\$47,000,000
Other ECE Spending	\$8,885,300
Licensed Child Care	\$39,139,000
Total ECE spending	\$95,024,300
Total budget estimate 2014–2015	\$7,501,613,000
ECE as percent of provincial budget	1.3%

^aSource: Department of Education In addition to this amount, \$6.5 million is allocated to capital; Budget 2014^a adds another \$11.4 million to child care spending, including a \$9.7 million operating grant to incent child care operators to charge parents fees that match the provincial subsidy rates, and to provide programs that meet staffing, staff wages and quality measures; Education spending will be boosted by \$35.4 million over three years to implement a universal, full-day kindergarten program, beginning in September 2016.

3. ACCESS

Population

Table 3.1 Newfoundland & Labrador: Child Population 0–5 years (2013)

Child population 0–5 years	29,360
0–1 years	8,978
2–4 years	15,184
5 years	5,198
Total population of Newfoundland & Labrador	526,702

CANSIM TABLE 051-0001 Statistic Canada 201312

Table 3.2 Newfoundland & Labrador: Workforce Participation of Mothers by Age of Youngest Child (2013)

	Number mothers in workforce (000s)	Percentage mothers in workforce
0–1 years	5.4	70.4%
2–4 years	6.9	73.7%
5 years	2.4	76.6%
Total Mothers in Workforce with child 0–5 years	14.7	
Average Maternal Workforce Participation		73.6%

Statistics Canada, Labour Force Survey, custom tabulation S0814_04_Tab1.lvt.

Table 3.3. Newfoundland & Labrador: ECE School Programs (2013–14)¹³

Children attending 5 year old kindergarten ^a	5,144
Child population	5,198
% of children attending kindergarten	99%

^a2013-14 actual enrolment

Table 3.4 Newfoundland & Labrador: Licensed Child Care Programs¹⁴

Spaces by age group in centre-based programs	
Infants	96
Preschool-aged	5,927
School-aged	1,022
Total spaces centre-based programs	7,045
Family child care/home and group	770
Total capacity regulated child care^a	7,815
Facilities by type	
Centre-based programs	200
Family child care providers	135
Facilities by auspice	

^a As of June 30, 2014

Table 3.5 Newfoundland & Labrador: Percentage of Children Attending ECE Programs by Age Group

Child Ages	Number of children ^a	Child Care/preschool	Kindergarten enrolment	Other ECE programs	% children with access to ECE programming
0–1 years	8,978	96			1%
2–4 years	15,184	5,927		800	44%
5 years	5,198		5,144		99%

^a Statistics Canada. Table 051-0001 - Estimates of population, by age group and sex for July 1, Canada, provinces and territories (accessed August 20, 2014).

Affordability

Budget 2014 allocates an additional \$1.4 million for the Child Care Services Subsidy rates. September 1, 2014, the rate for children 24 to under 36 months increased by \$3/day from \$30 to \$33 for full-time care. Infant, preschool and after school program rates remain the same. As of June 30 2014, the fees for 2330 children were subsidized.

Table 3.6. Newfoundland and Labrador: Child Care Services Subsidy Program Rates Effective September 1, 2014¹⁵

Age Group	Full Day (up to 8.5 hours)	Part Day (up to 4.5 hours, incl. lunch)	Hourly (after 8.5 hours)
Birth–under 24 months	\$44.00	\$23.00	\$5.00
24–under 36 months	\$33.00	\$17.50	\$3.75
3–5 years (incl. kindergarten)	\$30.00	\$16.00	\$3.50
After school rate		\$14.00	

Inclusion

The Department of Education and Early Childhood Development provides a variety of supports and services under 'inclusive education' to support inclusion of children and youth with exceptionalities.

The term 'exceptionality' is used by the Department of Education and Early Childhood Development to identify patterns of strengths and needs common to groups of students. A student can access special education service only if he or she has an exceptionality. Students with an exceptionality may access a range of school-based services depending on the degree of severity. Policy is guided by Child Care Services: Inclusion of Children with Special Needs Policy Manual (February 2009).¹⁶

Special education teachers and student assistants help children with special needs in kindergarten classes.

The Direct Home Services Program, administered by the Department of Health and Community Services, through the four Regional Health Authorities, is an early childhood intervention program aimed at families with children from birth to school age who are at risk or have a developmental delay. The Department of Health and Community Services provides funding to eligible families to support community inclusion of children with physical and developmental disabilities.

4. LEARNING ENVIRONMENT

Table 4.1 Newfoundland and Labrador: Curriculum Frameworks

Program	Framework Document
Kindergarten	<i>Completely Kindergarten: Kindergarten Curriculum Guide – Interim Edition (2010)</i> ¹⁷
Child care/Family resource centres	The Early Childhood Learning Framework was developed and piloted as an interim guide in 2013–14 in the following early childhood learning settings: At Home, In Child Care, In the Community (includes family resource centres, public libraries, early intervention, and child health clinics) and In School (KinderStart, Kindergarten and primary grades); the release date for the framework is 2014–15.

Work Environment

Kindergarten class size: There is a class size limit of 20 students for kindergarten.¹⁸

The Department of Education outlines guidelines for kindergarten classroom design and construction.¹⁹

Table 4.2 Newfoundland & Labrador: Group Size and Staff Child Ratio in Licensed Child Care Centres²⁰

Age of child	Staff: Child Ratio	Class Size
Infants (birth–24 months)	1:3	6
Toddlers (24–36 months)	1:5	10
Preschool (36 months–5.8 years)	1:8	16
4–7 years if attending school	1:12	24
Maximum child care program size		60 spaces per centre

Educators

Table 4.3 Newfoundland and Labrador: Educator Qualifications

Kindergarten Teachers/Kinderstart Teachers	Early Childhood Educators
Minimum qualification is a Bachelor of Education or a B.A. plus one year of post-degree study in education.	An ECE diploma involves two years of post-secondary study in child development and related courses. A certificate in ECE involves one year of post-secondary study.

Professional Standards

Table 4.4 Newfoundland and Labrador: Professional Recognition and Development

	Qualified Teachers	Qualified ECEs
Professional Requirement	Approved education degree from Memorial University or the equivalent as determined by the Registrar of Teacher Certification.	All graduates of ECE programs at post-secondary institutions recognized by the Newfoundland and Labrador Department of Advanced Education and Skills are approved for certification. Approval for post-secondary Early Childhood Education programs from the Department of Education and Early Childhood Development is guided by Newfoundland and Labrador's <i>Early Childhood Care and Education Program Standards</i> . In order to work in regulated child care certification is required. Certification services are provided through the Association of Early Childhood Educators Newfoundland and Labrador (AECENL).
Professional Development Required	The Department of Education offers in-service training. Summer institutes are available on topics relating to KinderStart and the Excellence in Mathematics Strategy.	Minimum 30 hours over 3 years for certification renewal.

Levels of ECE Child Care Services (CCS) Certification

There are five levels of certification based on level of ECE specific education.²¹

- **Entry Level.** Without a recognized post-secondary credential in ECE. In order to receive Entry Level CCS certification, the applicant may need to complete an orientation course (or equivalent).
- **Level One.** A provincially approved certificate (normally 1–year duration) in ECE (or equivalent).
- **Level Two.** A provincially approved diploma (normally 2–3 years in duration) in ECE (or equivalent).
- **Level Three.** ECE diploma plus post-diploma specialization or an ECE certificate plus related university degree
- **Level Four.** A university degree in ECE or a university degree plus a provincially recognized diploma in ECE.

Table 4.5 Newfoundland and Labrador: Density of Qualified Staff in Child Care Centres

Entry Level	Minimum for all staff*
Level I or higher	Lead staff in toddler, preschool and school age rooms must have a Level I or higher. The additional staff within each age group ratio can have Entry Level Certification. Infant (0–24 months) rooms are an exception: all staff in the ratio must have Level I or higher.
Level II or higher	Operators of licensed child care centres must have Level II or higher.
New legislation regarding ECE specific qualification is in development.	

Table 4.6 Newfoundland and Labrador: Teacher and ECE Average Annual Salaries

Teachers ^a	Early Childhood Educators ^b	ECE salary as % of teacher salary
\$67,001	\$29,785	45%

^a www.bctf.ca/uploadedfiles/public/bargainingcontracts/teachersalaryrankings2013-14brief.pdf; ^b Statistics Canada, Labour Force Survey, custom tabulation S0814_04_Tab2.ivt.

5. ACCOUNTABILITY, MONITORING AND EVALUATION

In 2012, the provincial government entered a partnership with the Margaret & Wallace McCain Family Foundation and the Jimmy Pratt Foundation to examine ways to integrate early childhood programs.

In the September 2000 First Ministers Communiqué on Early Childhood Development, signatories agreed to annual reports containing the following information:

- Descriptive and expenditure information on all early learning and child care programs and services;
- Indicators of affordability, such as number of children receiving subsidies, income and social eligibility for fee subsidies, and maximum subsidy by age of child; and
- Indicators of quality, such as training requirements, child/caregiver ratios and group size, where available.

The Department of Child, Youth and Family Services releases annual progress reports detailing the department's activities. The last available report is 2013–2014.²² It also puts out quarterly statistics reports on child care (*Program Statistics, Child Care*). Future child care reporting will occur through the Department of Education and Early Childhood Development.

The Department of Education and Early Childhood Development releases annual progress reports that are produced in accordance with the Transparency and Accountability Act. This report details matters that relate to education within the K–12 system, and development of initiatives that support early learning prior to kindergarten. The last available report is 2011–2012.²³

Assessing Children: A logic model and evaluation framework was developed for the new birth to age 3 initiatives. The goal of this framework is evaluation through data analysis to ensure that goals and outcomes of initiative are reached.²⁴

Population monitoring: The province piloted the Early Development Instrument (EDI) in 2010–2011 in 29 schools with 1,029 kindergarten children. In 2011–2012, they built on this pilot to include 2,200 children in 85 schools. Full implementation occurred in 2012–2013.

CITATIONS

1. Government of Newfoundland and Labrador. *Caring for our Future*. Retrieved from www.gov.nl.ca/cyfs/publications/childcare/caring_for_our_future.pdf
2. Government of Newfoundland and Labrador. *Schools Act, 1997*. Retrieved from www.assembly.nl.ca/legislation/sr/statutes/s12-2.htm
3. Government of Newfoundland and Labrador. *Newfoundland and Labrador, Regulation 89/05*. Retrieved from www.assembly.nl.ca/legislation/sr/regulations/rc050089.htm
4. Government of Newfoundland and Labrador. *School Districts*. Retrieved from www.ed.gov.nl.ca/edu/k12/schoolsdistricts/districts.html
5. Government of Newfoundland and Labrador. *Child Care Services*. Retrieved from www.gov.nl.ca/cyfs/childcare/index.html
6. Government of Newfoundland and Labrador. *Early Childhood Learning Initiatives*. Retrieved from www.ed.gov.nl.ca/edu/earlychildhood/initiatives.html

7. Government of Newfoundland and Labrador. *10-Year Child Care Strategy*. Retrieved from www.gov.nl.ca/cyfs/childcare/child_care_strategy.html
8. Government of Newfoundland and Labrador. *Kinderstart/Bon départ*. Retrieved from www.ed.gov.nl.ca/edu/earlychildhood/kinderstart.html
9. Government of Newfoundland and Labrador. *Estimates of the Program Expenditure and Revenue of the Consolidated Revenue Fund 2014-15*. Retrieved from www.budget.gov.nl.ca/budget2014/estimates/budget_estimates_2014.pdf
10. Government of Newfoundland and Labrador. *Backgrounder. Investments in Child Care*. Retrieved from www.releases.gov.nl.ca/releases/2014/cyfs/0327n14.htm
11. Government of Newfoundland and Labrador. *Budget Speech 2014*. Retrieved from www.budget.gov.nl.ca/budget2014/speech/budget_Speech_2014.pdf
12. Statistics Canada. *CANSIM TABLE 051-0001 Statistic Canada 2013*. Retrieved from <http://www5.statcan.gc.ca/cansim/a01?lang=eng&p2=1>
13. Government of Newfoundland and Labrador. *Enrolment Information*. Retrieved from www.ed.gov.nl.ca/edu/publications/k12/stats/1314/ENR_13_3.pdf
14. Government of Newfoundland and Labrador. *Program Statistics, Child Care*. Retrieved from www.gov.nl.ca/cyfs/pdf/Child_Care_Statistics.pdf
15. Government of Newfoundland and Labrador. *Supporting Families Through Investments in Child Care*. Retrieved from www.releases.gov.nl.ca/releases/2014/cyfs/0819n06.aspx
16. Government of Newfoundland and Labrador. *Child Care Services, Inclusion of Children with Special Needs - Policy Manual*. Retrieved from www.gov.nl.ca/cyfs/publications/childcare/child_care_services_inclusion_of_children_with_special_needs_policy_manual.pdf
17. Government of Newfoundland and Labrador. *Completely Kindergarten: Kindergarten Curriculum Guide – Interim Edition*. Retrieved from www.ed.gov.nl.ca/edu/k12/curriculum/guides/earlybeginnings/index.html
18. Government of Newfoundland and Labrador. *Kindergarten*. Retrieved from www.ed.gov.nl.ca/edu/k12/kindergarten.html
19. Government of Newfoundland and Labrador. *Department of Education: Design and Construction Division. School Planning Manual 2013*. Retrieved from <http://www.ed.gov.nl.ca/edu/departement/branches/corporate/dcd.html>
20. Government of Newfoundland and Labrador. *Child Care Services, Child Care Centres - Regulations, Policies and Standards*. Retrieved from www.gov.nl.ca/cyfs/publications/childcare/childcare_centres_policies.pdf
21. The Association of Early Childhood Educators Newfoundland –Labrador (AECENL). *Child Care Services Certification*. Retrieved from www.aecenl.ca/images/pdfs/BOOKLET/ccs%20certification%20booklet.pdf
22. Government of Newfoundland and Labrador. *Child, Youth and Family Services – Annual Report 2012-2013*. Retrieved from http://www.gov.nl.ca/cyfs/publications/childcare/cyfs_annual_report_2012_13.pdf
23. Government of Newfoundland and Labrador. *Department of Education 2011-2012 Annual Report*. Retrieved from www.ed.gov.nl.ca/edu/publications/annualreports/doe_ar1112.pdf
24. Government of Newfoundland and Labrador. *Department of Education 2011-2012 Annual Report*. Retrieved from www.ed.gov.nl.ca/edu/publications/annualreports/doe_ar1112.pdf