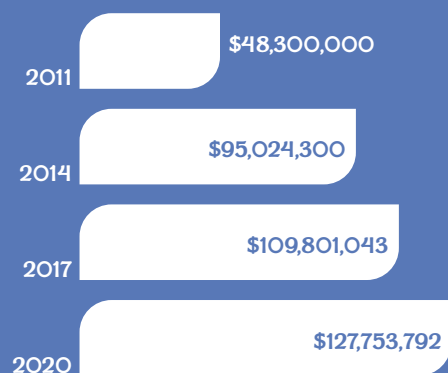
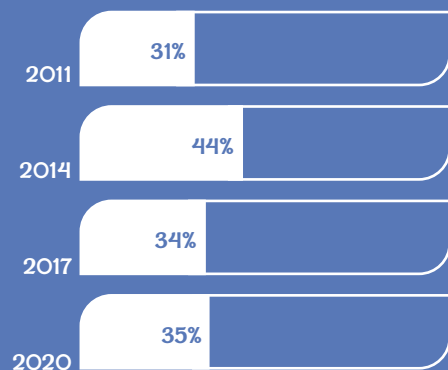


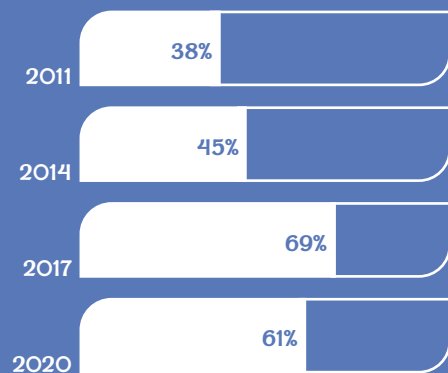
CHANGE IN ECEC SPENDING



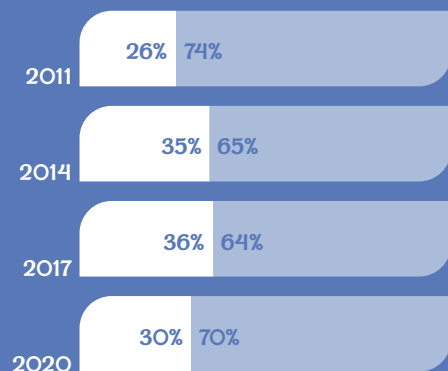
PERCENTAGE OF 2- TO 4-YEAR-OLD CHILDREN ATTENDING ECEC



ECE SALARIES AS A PERCENTAGE OF TEACHER SALARIES

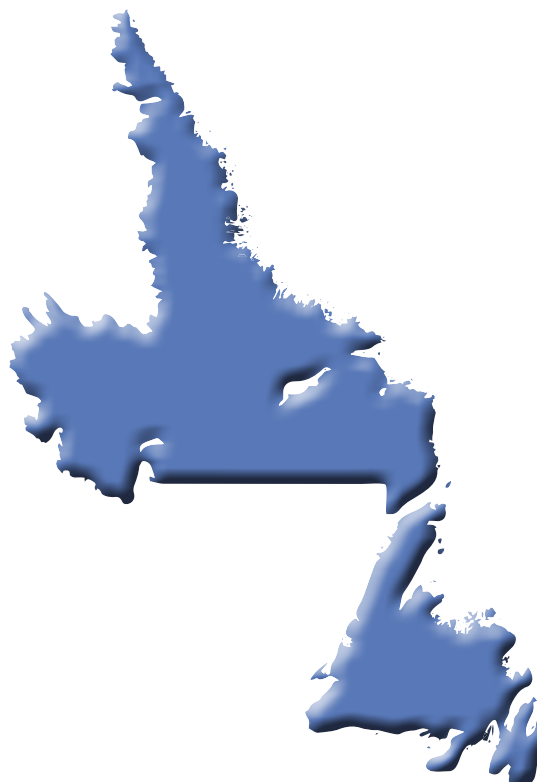


PERCENTAGE OF SPACES (NON-PROFIT/PROFIT)



EARLY CHILDHOOD EDUCATION REPORT 2020

NEWFOUNDLAND AND LABRADOR



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:

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

On January 1, 2021, \$25-a-day child care became available in Newfoundland and

Labrador, reducing child care fees for families using licensed group and home care. The program, potentially affecting 8,100 child care spaces in the province, will be delivered through the already-established Operating Grant Program.¹ As of March 20th, 85% of child care centres and 75% of regulated family homes were in participation of the program.

COVID-19 ACTION PLAN

In 2020, COVID-19 became a global pandemic. The Government of Newfoundland and Labrador closed all regulated child care services (child care centres and family child care homes) as of March 17, 2020. It provided a Compensation Grant, totalling \$17 million, covering 100% of licensed spaces at the child care subsidy rates.² The grant also covered the cost of child care for essential workers to June 26, 2020.³ Three grants were made available through the Child Care COVID-19 Program, with financial support from the Government of Canada. The COVID-19 Human Resource Grant assisted in the hiring of additional staff to cover ratios, and custodial staff for enhanced cleaning measures. The COVID-19

Related Expenditures Grant covered increased operational expenses as a direct result of the pandemic. The COVID-19 ECE One-Time Grant supported early childhood educators working in regulated child care services during the heightened risk period.⁴ In November 2020, the government released the *COVID-19 Regulated Child Care Operations Policy Effective During NL Life with COVID-19* to guide programs through the pandemic.⁵

COVID-19 operational policies were posted online from April 2020 onward. It is updated each time there is a change in level from public health.

TABLE 1.1 NEWFOUNDLAND AND LABRADOR GOVERNANCE STRUCTURE FOR EARLY CHILDHOOD EDUCATION

Lead Ministry/ Department	Department of Education and Early Childhood Development ^a
Related Ministry/ Department	n/a
ECE Supervisory Unit	K-12 Education and Early Childhood Development Branch ^b
Policy Framework	<i>Caring for Our Future: Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador 2012-2022</i> ^{c,d} <i>Education Action Plan 2018</i> ^e
Legislation	<i>Child Care Act</i> (May 2017). Amended by: 66/17, 70/17, 95/18 2018 cC-12.3 s129 ^f <i>Schools Act</i> , 1997. Amended: 1999 c34; 2000 c32; 2001 c14; 2004 c25; 2004 cL-3.1 s62; 2007 c19; 2012 c13; 2013 c25; 2014 cC-10.1 s65; 2016 c35; 2018 c16 ^g
Related Legislation	n/a
Local Service Delivery	2 school districts: 1 English with 4 regional offices (257 schools) ^h and 1 French (5 schools). ⁱ 4 regional Early Learning and Child Development offices with staff that oversee the regulated child care sector ^j
Community/ Sector Oversight	n/a

a Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. Retrieved from: <https://www.gov.nl.ca/education/>

b Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. *K-12 Education and Early Childhood Development*. Retrieved from: <https://www.gov.nl.ca/education/department/branches/pes/>

c Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. *Caring for Our Future: Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador 2012-2022*. Retrieved from: https://www.gov.nl.ca/eedc/files/publications_childcare_caring_for_our_future.pdf

d The last five years of this strategy was incorporated into to the bilateral agreement.

e Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. *Education Action Plan June 2018: The Way Forward*. Retrieved from: <https://www.gov.nl.ca/education/files/eap-report.pdf>

f Government of Newfoundland and Labrador. *Child Care Act*. Retrieved from: <https://www.assembly.nl.ca/Legislation/sr/statutes/c11-01.htm>

g Government of Newfoundland and Labrador. *Schools Act*. Retrieved from: <https://www.assembly.nl.ca/legislation/sr/statutes/s12-2.htm>

h Government of Newfoundland and Labrador. *District School Directory*. Retrieved from: <https://www.nlesd.ca/schools/schooldirectory.jsp>

i Conseil Scolaire Francophone Provincial. Retrieved from: <http://www.csfp.nl.ca/>

j Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. *Child Care Regional Offices*. Retrieved from: <https://www.gov.nl.ca/education/department/contact/#section>

Newfoundland and Labrador's *Child Care Act* came into effect July 31, 2017, replacing the former *Child Care Services Act*. The new Act improved safety and security standards; strengthened licensing exemptions; removed the cap on the number of spaces per centre; enhanced qualifications requiring entry-level certification for new staff and requiring early childhood educators (ECE) to upgrade to a post-secondary one-year Early Childhood Education Certificate within a five-year period; enhanced qualifications for administrators of infant-only family homes to include the requirement of a Level I certification with an infant classification; ensured child care providers have a secure building policy; enhanced physical space requirements to increase quality; and committed to a mandatory five-year legislative review with public consultation.

DEPARTMENT ORGANIZATION

The Department of Education and Early Childhood Development has three branches responsible for the K-12 school system, early learning and child care, and public libraries.

The Early Learning and Child Care Division is responsible for administering the *Child Care Act*. It licenses child care programs, monitors compliance, and provides funding and program and administrative support to licensees. It also administers child care fee subsidies and maintains a province-wide online directory of early childhood services. The division developed the early learning framework, *Navigating the Early Years: An Early Childhood Learning Framework*. This division is also responsible for the Child Care Inclusion Program,⁶ which provides assistance to regulated child care services to include children with special needs.

The Kindergarten to Grade 12 Division has the primary responsibility for Kindergarten.⁷

POLICY FRAMEWORK

*Caring for Our Future: Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador 2012-2022*⁸, built on existing programs and services and introduced new

initiatives to support child care access and quality. Year five of the strategy included reviewing and setting new targets and programs, and coincided with the December 2017 signing of the *Canada-Newfoundland and Labrador Early Learning and Child Care Bilateral Agreement 2017-2020*.⁹ The agreement allocated \$22 million over three years for early learning and child care. In April 2019, it was announced that \$6.5 million in Capital Renovations Grants would be allocated to 59 child care service providers through the \$22 million three-year bilateral agreements to improve quality, including outdoor play.¹⁰ The final five years of the *Caring for Our Future* strategy was incorporated into the bilateral agreement and the *Education Action Plan*. Newfoundland and Labrador's *Education Action Plan* includes the development of a phased-in implementation of Junior Kindergarten for 4-year-old children.

SERVICE DESIGN

EDUCATION PROGRAMS

KINDERGARTEN: Children who turn 5 years of age by December 31 are entitled to full-day Kindergarten delivered by schools. Both the English and French school boards offer the program. In the English stream, the program is offered in English and as part of French Immersion and ESL programming. Attendance is not mandatory. There is no half-day option.¹¹

KINDERSTART: This school transition program is offered in the year prior to Kindergarten entry. The program consists of four 2.5-hour orientation sessions delivered by Kindergarten teachers for children and their parents/caregivers. The sessions support children's adjustment to the school environment and provides parents/caregivers with information on how to support their children's learning at home. A KinderStart Bag is also distributed containing resources for families to promote literacy and numeracy.¹²

REGULATED CHILD CARE

A licence is required for child care centres and family child care homes providing care for five or

more children up to and including 13 years of age and operating for more than 10 hours a week.

CHILD CARE CENTRES: These group facilities offer full- and part-time care for five or more children.

FAMILY CHILD CARE: Family child care is offered in the provider's own home. A family child care home may be individually licensed or may be approved under a family child care agency licence.¹³

FAMILY CHILD CARE AGENCIES: These agencies recruit, monitor, and support family child care providers. One agency is operating in two locations in the province.¹⁴

UNREGULATED FAMILY CHILD CARE

A person can provide family home child care, without a provincial licence or an approval from a licensed agency, where the service is operated less than 10 hours a week or the child care provider has a maximum of four children under age 13 years and no more than two of these children are under the age of 2 years.¹⁵

CHILD/FAMILY SERVICES

FAMILY RESOURCE CENTRES (FRC): There are 31 FRCs, along with more than 120 satellites, across the province. They provide community-based activities and resources for children and families. They emphasize early childhood development, supportive parenting, and healthy pre- and post-natal nutrition and care.¹⁶

LOCAL SERVICE DELIVERY

Two school districts (English and French) are responsible for the delivery of Kindergarten programs. The English school board oversees 257 schools through four regional offices. The Conseil Scolaire Francophone oversees five schools.

Child care and family resources centres are supported through four regional offices of the department: Metro, Labrador, Western, and Central East (there are two offices in Central East).¹⁷

COMMUNITY INVOLVEMENT/ OVERSIGHT

N/A



TABLE 2.1 NEWFOUNDLAND AND LABRADOR ALLOCATION FOR REGULATED CHILD CARE TO MARCH 31, 2020^a

Child care subsidy program ^b	\$15,516,800
Operating accounts	\$6,086,200
Allowances and assistance: ECE Bursaries, ELCC (income) supplement	\$11,249,000
Grants and subsidies	\$27,007,100
Federal funding through bilateral agreement ^c	\$7,378,451
Total regulated child care	\$67,237,551

a Government of Newfoundland and Labrador. Department of Finance. *Estimates of the Program Expenditure and Revenue of the Consolidated Revenue Fund 2019-20*. Retrieved from: <https://www.gov.nl.ca/budget/2019/wp-content/uploads/sites/2/2019/04/estimates.pdf>

b Personal Communication. Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. December 23, 2020.

c Government of Canada. *Canada - Newfoundland and Labrador Early Learning and Child Care Agreement - 2017-2020* (amount for 2019-2020 included). Retrieved from: <https://www.canada.ca/en/early-learning-child-care-agreement/agreements-provinces-territories/newfoundland-and-labrador-2017.html>

TABLE 2.2 NEWFOUNDLAND AND LABRADOR ALLOCATION FOR EARLY CHILDHOOD EDUCATION/CHILD CARE TO MARCH 31, 2020

Kindergarten ^a	\$53,127,641
KinderStart ^b	\$75,000
Regulated child care	\$67,237,551
Other ECE spending ^b	\$7,313,600
Total ECEC spending^c	\$127,753,792
Total provincial spending budget estimate	\$8,654,325,200
ECEC as a % of provincial budget	1.5%

a \$11,658 per pupil spending based on total spending for K-12 education of \$742,923,849 in *Department of Education and Early Childhood Development Annual Report 2019-2020* (Retrieved from: <https://www.gov.nl.ca/education/files/The-Department-of-Education-Annual-Report-2019-20.pdf>) divided by total K-12 enrolment of 63,722 and multiplied by Kindergarten enrolment of 4,545 from *Enrolment Information 2019-2020* (Retrieved from: https://www.gov.nl.ca/education/files/ENR_19_3.pdf)

b Personal Communication. Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. December 23, 2020.

c Does not include federal funding to Indigenous communities through Inuit, Métis, and First Nations agreements.

In 2019, the provincial government provided \$75,000 to the *Association of Early Childhood Educators NL* for the development and delivery

of professional learning focused on the Early Childhood Learning Framework released in 2019.¹⁸

TABLE 3.1 NEWFOUNDLAND AND LABRADOR CHILD POPULATION 0 TO 5 YEARS (2019)

Child population 0 to 5 years	25,921
0 to <24 months	7,975
24 months to <5 years	13,256
5 years	4,690
Total population of Newfoundland and Labrador	521,542
Children 0 to 5 years as % of total population	5%

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 NEWFOUNDLAND AND LABRADOR 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	4,600	63%
24 months to <5 years	6,800	65.4%
5 years	1,900	67.9%
Total mothers in labour force with child 0 to 5 years	13,300	
Average labour force participation of mothers with youngest child 0 to 5 years		64.9%

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 NEWFOUNDLAND AND LABRADOR ECE SCHOOL PROGRAMS (2019-2020)

Children attending 5-year old Kindergarten ^a	4,545
5-year-old child population ^b	4,690
% of children attending Kindergarten	97%

a Government of Newfoundland and Labrador. Department of Education and Early Childhood Development *Enrolment Information 2019-2020*. Retrieved from: https://www.gov.nl.ca/education/files/ENR_19_3.pdf

b Statistics Canada. Population Estimates July 1, 2020. Table 17-10-0005-01 (Accessed: April 30, 2020).

TABLE 3.4 NEWFOUNDLAND AND LABRADOR LICENSED CHILD CARE TO MARCH 31, 2020

Spaces by age group	
Infants (0 to <18 months)	n/a
Toddlers (18 to <36 months)	n/a
Preschool-aged (36 months to <5 years)	n/a
School-aged (5 to <13 years)	n/a
Total capacity regulated child care centres ^a	7,336
Family child care/home ^a	774
Total capacity regulated child care	8,110
Facilities by type	
Centre-based programs ^{a,b,c}	188
Family child care providers	119
Spaces by auspice	
Non-profit	2,179
For-profit	5,157
<p>a Personal Communication. Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. December 23, 2020.</p> <p>b Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. <i>Child Care Centres by Name</i>. Retrieved from: https://www.childcare.gov.nl.ca/public/ccr/childcare?apply_table_filters=1&keyword=</p> <p>c The Nunatsiavut Government licenses three centres; one centre in central Newfoundland and the St. John's Native Friendship Centres all operate programs for the First Nations, Inuit, and Métis populations and are licensed under the Newfoundland and Labrador provincial legislation and eligible for all provincial funding programs. This is part of the 188 centres.</p>	

TABLE 3.5 NEWFOUNDLAND AND LABRADOR PERCENTAGE OF CHILDREN ATTENDING ECE PROGRAMS BY AGE GROUP

Child Ages	Number of Children ^a	Child Care/Preschool ^b	Kindergarten ^c	Other ECE Programs ^d	% Children Attending ECE Programs
0 to <24 months	7,975				n/a
24 months to <5 years	13,256	4,526		75	35%
5 years	4,690		4,545		97%
<p>a Statistics Canada. Population Estimates July 1, 2020. Table 17-10-0005-01.</p> <p>b Personal Communication. Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. December 23, 2020. Based on estimated percentage of 2 to 4-year-olds in total regulated child care capacity. Number under-represented because not all programs report enrolment.</p> <p>c Government of Newfoundland and Labrador. Department of Education and Early Childhood Development <i>Enrolment Information 2019-2020</i>. Retrieved from: https://www.gov.nl.ca/education/files/ENR_19_3.pdf</p> <p>d Estimated enrolment in 3 Aboriginal Head Start Programs (2 in urban and northern communities and 1 on-reserve program). See Methodology for detailed calculations. Personal Communication. Aboriginal Family Centre. January 21, 2020.</p>					

AFFORDABILITY

TABLE 3.6 NEWFOUNDLAND AND LABRADOR CHILD CARE SUBSIDY – INCOME ELIGIBILITY^a

The Newfoundland and Labrador child care subsidy is for moderate and low-income families. Families with a combined net income of less than \$35K are eligible for full-subsidy. The amount of subsidy payments is determined by income levels.^a

Newfoundland and Labrador Maximum Daily Child Care Rates^b

Age Group	Full Day (up to 8.5 hours)	Part Day (up to 4.5 hours, incl. lunch)	Hourly (after 8.5 hours)
0 to <18 months	\$44.00	\$23.00	\$5.00
18 to <36 months (toddler)	\$33.00	\$17.50	\$3.50
2 years 9 months to 12 years (incl. Kindergarten) (preschool and full-day school-age)	\$30.00	\$16.00	\$3.50
After-school rate	\$14.00		
Before- and after-school rate	\$16.00		

a Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. *Child Care Subsidy Application*. Retrieved from: <https://www.gov.nl.ca/education/files/ELCD-Child-Care-Subsidy-Funding-Application-2020-2.pdf>

b Personal Communication. Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. December 23, 2020. <https://www.gov.nl.ca/education/childcare/childcaresubsidy/>

Parental fees vary depending on the community. A 2019 Canadian Centre for Policy Alternatives report¹⁹ shows monthly child care fees in St. John's,

Newfoundland and Labrador. Median monthly fees for infants (\$955) and toddlers (\$736) fall mid-point among other Canadian cities.

INCLUSION

The Inclusion Program provides assistance to regulated child care services to include children with special needs. Supports such as consultation, training, and grants are available where the need has been assessed by a regional consultant of the Department of Education and Early Childhood Development. The support of the Inclusion Program is voluntary and is provided at the request of the child care service.²⁰

The *Education Action Plan* framework includes recommendations regarding inclusion and inclusive teaching. The province is in the final phase of implementing the Responsive Teaching and Learning Primary-Elementary Initiative.²¹

TABLE 4.1 NEWFOUNDLAND AND LABRADOR CURRICULUM FRAMEWORKS

Program	Framework Document
Child care	<i>Navigating the Early Years</i> (2018) ^a
Kindergarten	<i>Completely Kindergarten: Kindergarten Curriculum Guide – Interim Edition</i> (2010) ^b <i>Full-Day Kindergarten Play-Based Learning Promoting a Common Understanding</i> (2016) provides further insight into how to incorporate play-based learning in Kindergarten. ^c
<p>a Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. <i>Navigating the Early Years: An Early Childhood Learning Framework</i>. Retrieved from: https://www.gov.nl.ca/education/files/Early-Learning-Framework.pdf</p> <p>b Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. <i>Completely Kindergarten Curriculum Guide – Interim Edition</i>. Retrieved from: https://www.gov.nl.ca/education/k12/curriculum/guides/completely-kindergarten/</p> <p>c Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. <i>Full-Day Kindergarten Play-Based Learning Promoting a Common Understanding</i>. Retrieved from: https://www.gov.nl.ca/education/files/pdf/fdk_common_understandings_document_eng_2016.pdf</p>	

Navigating the Early Years: An Early Childhood Learning Framework (released in 2019) is intended to guide and reinforce ECEs' daily practice and interactions with children from birth to 8 years.

As per recommendations by the *Report of the Premier's Taskforce*²² on Improving Education Outcomes, released July 2017, guidelines to transition children from the early years into Kindergarten are now in place.²³



TABLE 4.2 NEWFOUNDLAND AND LABRADOR STAFF/CHILD RATIO AND GROUP SIZE IN LICENSED CHILD CARE^a

Age	Staff:Child Ratios	Max. Group Size	Minimum Caregiver Certification Required
0 to <24 months (Infant)	1:3	6	Level I – Infant Classification No Trainee Level Certification permitted for caregivers working with this age range.
Infant and toddler	1:3	6 (No children are 1 year or younger; not more than three children are 2 years or younger) ^b	Level I – Infant and Preschool Classification Where one or more children in the homeroom are 2 years old or younger, one caregiver must hold Level I – Infant Classification in addition to Level I – Preschool Classification. Where the group size exceeds three, the second caregiver may hold Trainee Level Certification
1 year and 6 months to <3 years (toddler)	1:5	10	Level I – Preschool Classification Where one or more children in the homeroom are 2 years old or younger, one caregiver must hold Level I – Infant Classification in addition to Level I – Preschool Classification. Where more than three children are 2 years or younger, the second caregiver must hold a Level I certification. The second caregiver may hold Trainee Level – Preschool where the group size exceeds five, and no more than three children are 2 years or younger.
Toddler and preschool	1:7	14 (No children are 2 years or younger; not more than four children are 3 years or younger) ^b	Level I – Preschool Classification Where the group size exceeds seven, the second caregiver may hold Trainee Level – Preschool Classification.
2 years and 9 months to <7 years (preschool)	1:8	16	Level I – Preschool Classification Where the group size exceeds eight, the second caregiver may hold Trainee Level – Preschool Classification
Preschool and younger school age	1:8	16 (No children are 3 years or younger; not more than four children are 5 years 9 months) ^b	Level I – Preschool and School-Age Classification Where the group size exceeds eight, the second caregiver may hold Trainee Level – Preschool and School-Age Classification.
4 years and 9 months to <7 years (younger school age)	1:12	24	Level I – School-Age Classification Where the group size exceeds 12, the second caregiver may hold Trainee Level – School-Age Classification.
Younger and older school age	1:15	30 (Not more than 12 children are 7 years or younger) ^b	Level I – School-Age Classification Where the group size exceeds 15, the second caregiver may hold Trainee Level – School-Age Classification.
6 years and 9 months to <13 years (older school age)	1:15	30	Level I – School-Age Classification Where the group size exceeds 15, the second caregiver may hold Trainee Level – School-Age Classification

^a Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. Fact Sheet. Retrieved from: <https://www.gov.nl.ca/education/files/Early-Learning-Framework.pdf>

^b Does not apply where the child care service is operated in a school under the Schools Act, 1997, for children of students who are enrolled in and attend the school – Regulation 53(9).

TABLE 4.2 NEWFOUNDLAND AND LABRADOR GROUP SIZE AND STAFF/CHILD IN LICENSED FAMILY HOMES^a (continued)

Age	Maximum Group size	Conditions	Requirements
Infant	3	All children are infants	Level I – Infant for a Family Home Service The provider's own children in the infant, toddler, and preschool age range count toward the number of children participating in the child care service. Up to two of the provider's own children in the younger or older school age shall not be counted toward the number of children participating.
Infant to older school age	5	No more than 2 infants and no more than 3 toddlers	Any Level – The provider's own children in the infant, toddler, and preschool age range count toward the number of children participating. Up to two of the provider's own children in the younger or older school age shall not be counted toward the number of children participating.
	6	No more than 2 infants and no more than 2 toddlers	
	7	No infants or toddlers	

^a Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. *Fact Sheet*. Retrieved from: <https://www.gov.nl.ca/education/files/Early-Learning-Framework.pdf>

CHILD CARE: There are no limits to the program size of regulated child care centres. However, limits on group sizes by age range and space requirements in the inside and outdoor play space must be met. An additional staff member who

meets administrator qualifications must be in place where there are more than five home rooms.²⁴

KINDERGARTEN: The class size limit for Kindergarten is 20 students.²⁵



TABLE 4.3 NEWFOUNDLAND AND LABRADOR EDUCATOR QUALIFICATIONS

Kindergarten Teachers^a	A bachelor of education or a bachelor's degree plus one year of post-degree study in education or a four- or five-year education degree
Early Childhood Educators^b	<p>Administrators must hold a two-year post-secondary diploma in early childhood education. Primary staff must hold a one-year certificate in early childhood education.</p> <p>There are five levels of certification based on level of ECE specific education:</p> <ul style="list-style-type: none"> • Trainee Level – An orientation course (or equivalent); must upgrade to Level 1 within 5 years. • Level I – A provincially-approved certificate (normally 1 year duration) in ECE (or equivalent) • Level II – A provincially-approved diploma (normally 2-3 years in duration) in ECE (or equivalent) • Level III – An ECE diploma plus post-diploma a specialization or an ECE certificate plus related university degree • Level IV – A university degree in ECE or a university degree plus a provincially-recognized diploma in ECE
<p>a Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. <i>Teacher Certification</i>. Retrieved from: https://www.gov.nl.ca/education/files/Early-Learning-Framework.pdf</p> <p>b Child Care human Resources Sector Council. <i>Requirements to Work in Regulated Group Child Care – Newfoundland and Labrador</i>. Retrieved from: http://ccsc-cssge.ca/node/134</p>	

TABLE 4.4 NEWFOUNDLAND AND LABRADOR PROFESSIONAL RECOGNITION AND DEVELOPMENT

	Teachers	ECEs
Professional Recognition	Teachers must hold a valid teaching certificate awarded by the Registrar of teacher certification, Department of Education and Early Childhood Development. Certificates are awarded based on professional study completed and grades taught: primary/elementary or secondary. ^a	Certification services are provided through the Association of Early Childhood Educators Newfoundland and Labrador (AECENL). There are five levels of certification (see Table 4.3). The CCS process of certification determines levels (based on post-secondary early childhood education) and classifications (the age groups or settings for which the ECE is certified). ^c
Professional Development	The Department of Education offers in-service training. Summer institutes are available on topics relating to <i>KinderStart</i> . ^b	Minimum 30 hours over 3 years is required for certification renewal for Level I or higher. Trainee certification is for 1 year at a time and unless grandfathered, completion of a minimum of two ECE courses from a post-secondary institution are required for renewal. Legislation allows 5 years to reach Level I certification. If grandfathered, 10 hours of professional development are required. ^d
<p>a Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. <i>Teacher Certification</i>. Retrieved from: https://www.gov.nl.ca/education/k12/teaching/certification/</p> <p>b Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. <i>Professional Development</i>. Retrieved from: https://www.gov.nl.ca/education/k12/culturalconnections/prodev/</p> <p>c Association of Early Childhood Educators NS. Retrieved from: https://www.aecenl.ca/</p> <p>d Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. <i>Certification: General</i>. Retrieved from: https://www.gov.nl.ca/education/files/family_childcare_pdf_policy_h_certification.pdf</p>		

TABLE 4.5 NEWFOUNDLAND AND LABRADOR DENSITY OF QUALIFIED STAFF IN CHILD CARE CENTRES

In preschool groupings, 50% of staff must hold a Level 1 – Preschool Classification. In toddler/preschool groupings, where one or more children in the homeroom are 2 years old or younger, 50% of staff must hold a Level 1 – Infant Classification in addition to Level 1 – Preschool Classification.

Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. *Fact Sheet*. Retrieved from: <https://www.gov.nl.ca/education/files/Early-Learning-Framework.pdf>

TABLE 4.6 NEWFOUNDLAND AND LABRADOR TEACHERS AND ECES ANNUAL SALARIES 2019

Teachers ^a	Early Childhood Educators ^b	ECE Salary as % of Teachers. Salary
\$85,782	\$52,652	61%

a Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. *Teacher/Administrator Information*. Retrieved from: https://www.gov.nl.ca/education/files/ADM_19_9.pdf

b Rate of \$17.91 per hour (0620_13 Table 4 – Table 4: Average and median wages by selected occupations, National Occupational Classification, highest educational attainment and sex for employed employees, Canada, provinces, territories, annual average, 2019) plus full annual supplement amounts effective April 1, 2019 at Level IV. See Methodology for detailed calculation. Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. *Early Learning and Child Care Supplement*. Retrieved from: https://www.gov.nl.ca/education/files/ELCC-Supplement-Policy_Final_-2019.pdf

TABLE 4.7 NEWFOUNDLAND AND LABRADOR EARLY LEARNING AND CHILD CARE SUPPLEMENT PROGRAM ANNUAL PAYMENTS BY CERTIFICATION LEVEL (EFFECTIVE APRIL 1, 2019)

ECE (child care centre) and ECE (family child care)	Level I	\$12,900
	Level II	\$14,400
	Level III	\$14,900
	Level IV	\$15,400
Administrator (child care centre) and monitor (family child care)	Level II	\$15,900
	Level III	\$16,400
	Level IV	\$16,900

Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. *Early Learning and Child Care Supplement*. Retrieved from: https://www.gov.nl.ca/education/files/ELCC-Supplement-Policy_Final_-2019.pdf

The Early Learning and Child Care Supplement Program provides funding to eligible ECEs working in regulated child care services (e.g., child care centres, family child care homes, and family child care agencies).

The full annual supplement amounts (effective April 1, 2019) range from \$12,900 (Level I) to

\$15,400 (Level IV) per annum. The supplement amounts for administrators or child care centres and monitors in Family Child Care Agencies range from \$15,900 (Level II) to \$16,900 (Level IV) per annum.²⁶ Approximately 700–750 ECEs apply for the supplements each quarter.²⁷

PROGRESS REPORT: The *Canada-Newfoundland and Labrador Early Learning and Child Care Agreement – 2017-2020* requires Newfoundland and Labrador 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. The most recent report is the *Annual Report 2019/20*.²⁸

PROGRAM STANDARDS: Guidelines and standards for Kindergarten classrooms design and construction are part of the Kindergarten curriculum guide.²⁹ Guidelines and standards for child care are included in the *Child Care Act*.³⁰

POPULATION MONITORING: The Early Development Instrument (EDI) was first administered to primary grade children in the 2007-2008 school year. Data collection has occurred in 2010, 2011, 2012, 2013, and 2018. As part of the Atlantic initiative, Newfoundland and Labrador has committed to collecting cycles of EDI every three years.³¹



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- 2 Government of Newfoundland and Labrador. News Release. *Provincial government provides update on child care services*. Retrieved from: <https://www.gov.nl.ca/releases/2020/eecd/0529n05/>
- 3 Ibid.
- 4 Government of Newfoundland and Labrador. Department of Education and Early Childhood Development. *Child care COVID-19 grant program*. Retrieved from: <https://www.gov.nl.ca/education/files/Child-Care-COVID-19-Grant-Program-2020-FINAL-January-7-2021.pdf>
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- 14 Ibid. 13.
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