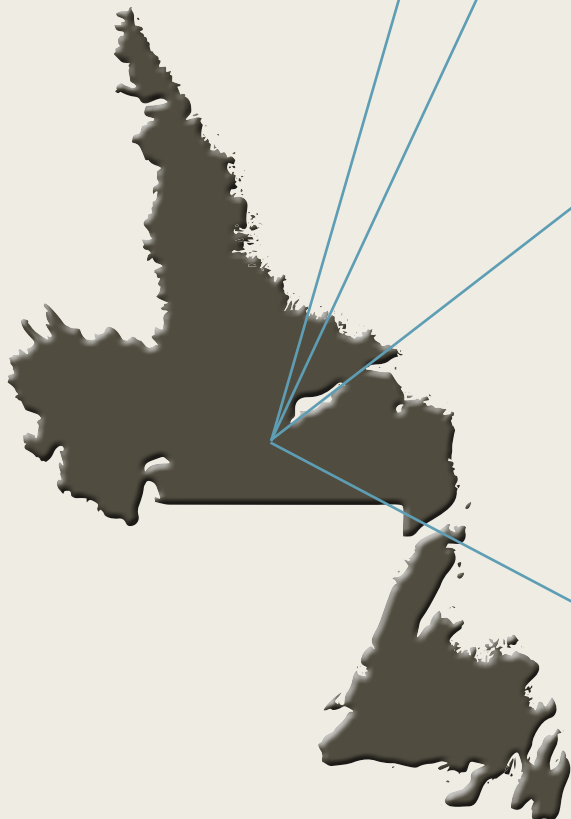
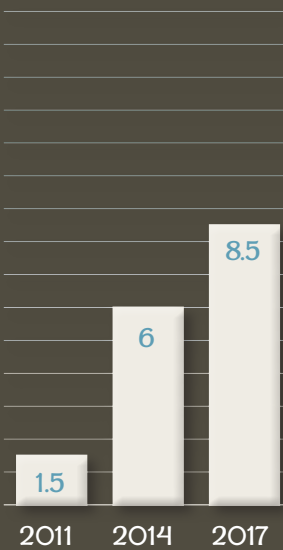


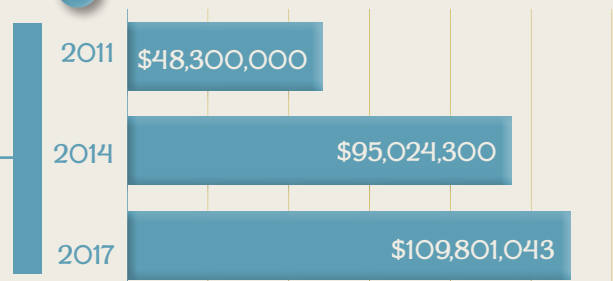
NEWFOUNDLAND AND LABRADOR PROFILE 2017

TRENDS IN ECEC FROM 2011-2017

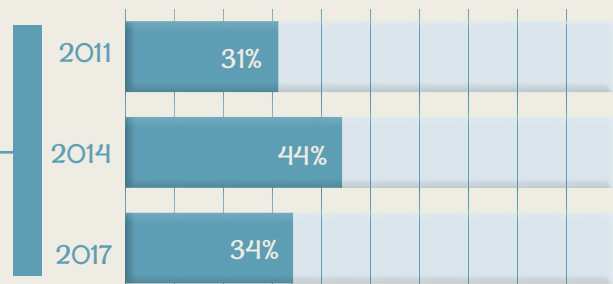
ECE REPORT BENCHMARKS



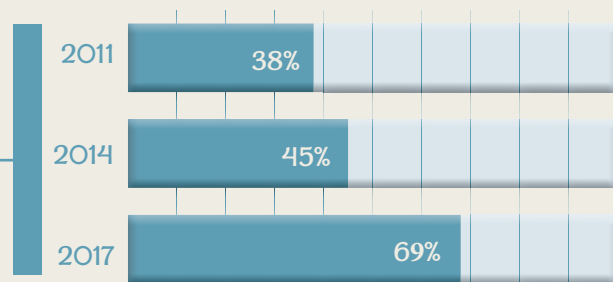
CHANGE IN ECEC SPENDING



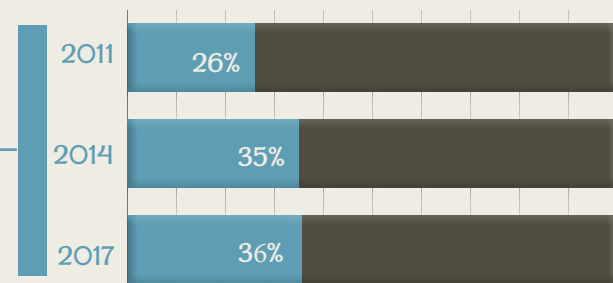
PERCENTAGE OF CHILDREN 2-4 YEARS ATTENDING ECEC



ECE SALARIES AS A PERCENTAGE OF TEACHER SALARIES



PERCENTAGE OF FACILITIES (NON-PROFIT/PROFIT)



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	
Policy Framework	<i>Learning from the Start</i> ¹ 10-Year Child Care Strategy: <i>Caring For Our Future: Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador</i> ²
Common ECE Supervisory Unit	Kindergarten to Grade 12 Education and Early Childhood Development Branch ³
Legislation	<i>Schools Act</i> (December 2013) ⁴ <i>An Act to Regulate Child Care Services</i> (2017) ⁵
Related Legislation	
Local Service Delivery	Kindergarten: 2 school districts; 1 English with 4 regional offices (259 schools) and 1 French (5 schools) ⁶ Early Years Programs: 4 regional offices ⁷
Community/Sector Oversight	

NEW DEVELOPMENTS

In September 2016, full-day kindergarten (FDK) became available for all 5-year-olds, employing 140 new full-time teachers. Other approved initiatives in the *Learning from the Start* strategy include: development of the Early Childhood Learning Framework; a partnership with libraries to promote early literacy; parent resource kits; the promotion of play-based learning through *That's the Power of Play* multi-media campaign; an early childhood evaluation strategy; and the collection and analysis of data from the Early Development Instrument (EDI).

The Department of Education and Early Childhood Development also updated its website to provide parents/caregivers and early learning professionals with access to resources and information on early childhood development and learning. The site includes an interactive map with a complete listing of child care and family resource centres, searchable by program/service type (e.g., regulated child care, family resource centres, public libraries, child health clinics) or by community.⁸ The older “static map” shows all services, but may not be current for child care services. An effort has begun to merge the information from both maps into the interactive map found at www.childcare.gov.nl.ca.

New child care legislation came into effect July 31, 2017.

The 2017 budget added \$2 million to the Child Care Subsidy Program, reducing child care costs for low-income families. The Early Learning and Child Care Supplement, which supports the income of certified ECEs, program operators and family child care providers and agency staff, increased by \$1.3 million. In addition, \$13 million was earmarked for FDK.⁹

Staff funded by the Inclusion Program are now required to hold at least Trainee Level Certification with the Association of Early Childhood Educators of Newfoundland and Labrador. The staffing grant covers an enhanced ratio and the cost of a substitute for staff to attend professional development, planning meetings and other events to improve inclusionary practices.

The *Report of the Premier's Taskforce on Improving Education Outcomes* was released in July 2017. The taskforce recommends the development of an information-sharing protocol to ease transitions for children from early learning and child care to the K-12 school system. It also recommends kindergarten for 4-year-olds and improvements to ECE qualifications.¹⁰

DEPARTMENT ORGANIZATION

The Department of Education and Early Childhood Development has three branches responsible for the K-12 school system, regulated child care and family resource centres, and public libraries.¹¹

The K-12 and Early Childhood Development Branch houses the following divisions:

- **The Early Learning and Child Development Division** develops and administers legislation, regulations, policies, procedures and new initiatives. It is responsible for the new *Child Care Act and Regulations*. It licenses and monitors compliance and provides funding and program and administrative support to licensed centre-based and family child care facilities and family resource centres. It also administers the child care fee subsidies and maintains a province-wide online directory of early childhood services. The division oversees the Child Care Capacity Initiative, which supports community groups to develop child care spaces in underserved areas. The division developed the Early Childhood Learning Framework to support developmentally-appropriate practice across all early learning and care programs. It supports schools to provide early childhood initiatives such as Play and Learn Week and KinderStart, a transition to school and kindergarten orientation program. Through grants to the Public Information and Resources Library Board and some non-profit programs, it also supports the delivery of early literacy programs.
- **The Programs and Services Division** has primary responsibility for kindergarten and grades 1-12 education.
- **Other branches of the Department of Education and Early Childhood Development** include the Executive and Corporate Services Branches.

The department also supports the inclusion of children with special needs in regulated child care through the Child Care Inclusion Program, and in schools through Student Support Services, which assesses and supports the accommodation of school-age children with exceptionalities.

POLICY FRAMEWORK

Learning from the Start is the provincial early learning strategy to enhance early learning opportunities, encourage parent involvement, form smoother school transitions for children and implement full school day kindergarten for 5-year-olds.¹²

Caring For Our Future: Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador, 2012–2022, builds on existing programs and services and introduces new initiatives to support child care access and quality.¹³ The strategy is at the midpoint and is now under review.

SERVICE DESIGN

Education Programs

Kindergarten: As of September 2016, all children who turn 5 years of age by December 31 are entitled to the full-day kindergarten (FDK) program delivered by schools. Both the English and French school boards offer FDK. In the English stream, FDK is offered in English and as part of French Immersion and ESL programming. Attendance is not mandatory. There is no half-day option.

Transition to kindergarten: KinderStart is a school transition program offered in the year prior to kindergarten entry. This program consists of four sessions of orientation (1.5–2.5 hours) that are organized and promoted in schools for children and their parents. 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 program also provides families with learning resources and suggestions for activities at home.¹⁴

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 13 years of age and operating for more than 10 hours per week.

Child care centres are group facilities that offer full- and part-time care for five or more children.

Family child care refers to care 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.

Family care agencies recruit, monitor and support family child care providers.

Unregulated Child Care

A licence is not required when caring for four or fewer children younger than 13 years of age (including the caregiver’s own children under 13 years). If all the children are younger than 24 months, the legal maximum is three children. Under the Act, a licence is not required for school programs; artistic, tutoring or sports programs; day camps; and occasional care for special activities.

Child/Family Services

Family Resource Centres (FRC): The 31 FRCs, along with more than 120 satellites across the province, 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.

The Department of Health and Community Services assesses and provides early intervention programs for children with disabilities.

LOCAL SERVICE DELIVERY

Two school districts are responsible for the delivery of kindergarten programs. The Newfoundland and Labrador English School Board oversees 259 schools through four regional offices. The Conseil Scolaire Francophone oversees five schools.

Child care and family resource centres are supported through four regional offices of the department: Central East, Metro, Labrador and Western.

Community Involvement/Oversight

N/A

2. FUNDING

Table 2.1 Newfoundland and Labrador Provincial Allocations for Regulated Child Care to March 31, 2017^a

Child care policy and programs	\$4,817,000
Child care subsidy program	\$12,542,123
Allowances and assistance: ECE Bursaries, ELCC (wage) Supplement	\$7,735,623
Grants and subsidies: Child Care Capacity Initiative; Operating, Equipment and Inclusion Grants; and other grants to organizations	\$12,500,000
Total regulated child care	\$37,594,746

^a Department of Education and Early Childhood Development and Budget document estimates reported to March 2017.¹⁵

Table 2.2 Newfoundland and Labrador Funding Early Childhood Education to March 2017

Kindergarten ^a	\$57,677,897
Kindergarten capital	\$6,500,000
Regulated child care	\$37,594,746

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Table 2.2 Newfoundland and Labrador Funding Early Childhood Education to March 2017 (continued)

Other ECE spending ^b	\$1,398,000
Family resource programs	\$6,630,400
Total ECEC spending	\$109,801,043
Total provincial budget spending estimates	\$7,838,010,800
ECEC as percent of provincial budget	1.4%

a 2016 kindergarten enrolment of 4,899¹⁶ times per pupil spending of \$12,039 was used to calculate kindergarten spending.

b Includes KinderStart, Parent Resource Kits, Power of Play campaign, Literacy grants, etc.

3. ACCESS

Table 3.1 Newfoundland and Labrador Child Population 0-5 Years (2016)

Child population 0-5 years	27,371
0-1 year	8,598
2-4 years	13,666
5 years	5,107
Total population of Newfoundland and Labrador ^a	530,128
Children 0-5 years as a percentage of the population	5.2%

a Statistics Canada, Table O51-0001-Estimates of population, by age group and sex for July 1, 2016, Canada, provinces and territories (Accessed April 24, 2017).¹⁷

Table 3.2 Newfoundland and Labrador Labour Force Participation of Mothers by Age of Youngest Child (2016)

	Number of mothers in labour force by age of youngest child ^a	Labour force participation rate of mothers by age of youngest child ^b
0-1 year	4,300	62.2
2-4 years	7,100	72.1
5 years	2,400	89.3
Total mothers in labour force with child 0-5 years	13,800	
Average labour force participation of mothers with youngest child 0-5 years		72.2

a Statistics Canada, Labour Force Survey, custom tabulation SO814_04_Tab1.ivt.

b Statistics Canada, Labour Force Survey, custom tabulation O717_04 Table 1.ivt.

Table 3.3 Newfoundland and Labrador ECE School Programs

Children attending 5-year-old kindergarten ^a	4,899
5-year-old child population	5,107
% of children attending kindergarten	96%

a All figures 2016.¹⁸

Table 3.4 Newfoundland and Labrador Licensed Child Care Programs¹⁹

Spaces by age group in centre-based programs	
Infants	
Preschool-aged	
School-aged	
Total spaces centre-based programs	7,288
Family child care/home and group	854
Total capacity regulated child care ^a	8,142
Facilities by type	
Centre-based programs	204
Family child care providers	153
Facilities by auspice	
For profit	133
Non-profit	73

a As of March 31, 2017. Child care spaces information not available by age groups.

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 enrolment	Other ECE programs ^c	% children attending ECEC program
0-1 year	8,598				N/A
2-4 years	13,666	4,500		170	34%
5 years	5,107		4,899		96%

a Statistics Canada. Table O51-0001, Estimates of population, by age group and sex for May 1, Canada, provinces and territories (accessed May 1, 2017).

b Estimate provided by Department of Education and Early Childhood Development. Number under-represented because not all programs reported enrolment.

c Estimated enrolment in three Aboriginal Head Start in Urban and Northern Communities²⁰ and two Aboriginal Head Start on-reserve programs.

AFFORDABILITY

Table 3.6. Newfoundland and Labrador Child Care Subsidy Program Rates ²¹

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 months–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		

Child care programs participating in the Early Learning and Child Care (ELCC) Supplement Program do not charge parents more than the rates for subsidized care. In March 2017, 1,670 children received a financial subsidy to attend child care in a regulated child care centre or family child care home.

INCLUSION

The Department of Education and Early Childhood Development provides a variety of support to facilitate the inclusion of children and youth with exceptionalities in regulated child care and school programming. The Child Care Inclusion Program offers the support of inclusion consultants to work with ECEs in regulated child care settings. It makes grants available to cover the cost of staff training, reduced ratios and/or the wages of additional staff.²²

The Inclusive Education Initiative trains staff and supports inclusive practices and collaborative teaching.²³ Special education teachers and student assistants help children with special needs in kindergarten classes.

Administered by the Department of Health and Community Services through the four Regional Health Authorities, the Direct Home Services Program is an early childhood intervention program for families with children from birth to school-age who are at risk or have a developmental delay. The Special Child Welfare Allowance is available to eligible families to assist with the costs associated with a child's disability.

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> ²⁴ <i>Common Understandings – Play-Based Pedagogy</i> ²⁵ provides further insight into how to incorporate play-based learning in kindergarten.
Child care	<i>Early Childhood Learning Framework (2017)</i> is the curriculum guide for all early childhood settings including child care, family resource centres, public libraries and Kinderstart.

WORK ENVIRONMENT

Kindergarten class size: The class size limit for kindergarten is 20 students.²⁶

Child care program size: New legislation no longer limits the size of regulated child care centres.

Table 4.2 Newfoundland and Labrador Group Size, Staff/Child Ratio in Licensed Child Care Centres²⁷

Age ^a	Staff:Child Ratio	Class Size	Minimum caregiver certification
Infant	1:3	6	Level I – Infant Classification No trainee-level certification is permitted for caregivers working with this age range.
Infant/ Toddler	1:3	6 ^b No children 1 year or younger Not more than three children 2 years or younger	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 – Preschool Classification.
Toddler	1:8	16	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 old or younger, the second caregiver must hold a level I certification. The second caregiver may hold Trainee Level – Preschool Classification where the group size exceeds five, and no more than three children are 2 years old or younger.
Toddler and Preschool	1:7	14 No children 2 years or younger Not more than four children 3 years or younger	Level I – Preschool Classification Where the group size exceeds seven, the second caregiver may hold Trainee Level – Preschool Classification.
Preschool	1:8	16	Level I – Preschool Classification Where the group size exceeds eight, the second caregiver may hold Trainee Level – Preschool Classification.

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Table 4.2 Newfoundland and Labrador Group Size, Staff/Child Ratio in Licensed Child Care Centres²⁷ (continued)

Age ^a	Staff : Child Ratio	Class Size	Minimum caregiver certification
Preschool and Younger School Age	1:8	16 No children 3 years or younger Not more than four children 5 years 9 months or older	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.
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 7 years or younger	Level I – School-Age Classification Where the group size exceeds 15, the second caregiver may hold Trainee Level – School-Age Classification.
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 Age definitions – Infant: Birth to 2 years old; Toddler: 1 year 6 months to 3 years old; Preschool: 2 years 9 months to 5 years 9 months and not attending school; Younger school age: 4 years 9 months to 7 years old; Older school-age: 6 years 9 months old to 13 years old.
- b Does not apply where the child care service is operated in a school for the children of persons who are enrolled in and attend the school – Regulation 53(9).

Table 4.3 Newfoundland and Labrador Group Size and Staff/Child in Licensed Family Homes²⁸

Age Range	Maximum Group Size	Conditions	Other Requirements
Infant	3	All children are infants	Level I – Infant for a Family Home Service The child care service 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 child care service provider's own children in the younger or older school age do not count toward the number of children participating in the child care service.

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Table 4.3 Newfoundland and Labrador Group Size and Qualifications in Licensed Family Homes²⁸ (continued)

Age Range	Maximum Group Size	Conditions	Other Requirements
Infant to Older School Age	5	No more than two infants and no more than three toddlers	<p>Any level – For a Family Home Service</p> <p>The child care service provider's own children in the infant, toddler and preschool age range count toward the number of children participating in the child care service.</p> <p>Up to two of the child care service provider's own children in the younger or older school age do not count toward the number of children participating in the child care service.</p>
	6	No more than two infants and no more than two toddlers	
	7	No infants or toddlers	

EDUCATORS

Table 4.4 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 or a four- or five-year education degree. ²⁹	<p>Minimum qualifications for administrators include an ECE II and a two-year post-secondary diploma in child development.</p> <p>Primary staff must hold an ECE I and a one-year certificate in child development.</p>

Table 4.5 Newfoundland and Labrador Professional Requirement and Development

	Certified Teachers	Certified ECEs
Professional Requirement	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; secondary; or primary/elementary/secondary. ³⁰	Certification services are provided through the Association of Early Childhood Educators Newfoundland and Labrador (AECENL). There are five levels of certification (see below). The CCS process of certification determines levels (based on post-secondary child care education) and classifications (the age groups or settings for which the ECE is certified).

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Table 4.5 Newfoundland and Labrador Professional Recognition and Development (continued)

	Certified Teachers	Certified ECEs
Professional Development	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 for Level 1 or higher. Trainee certification is for one year at a time and unless grand-fathered, completion of two ECE courses from a post-secondary institution are required for renewal. If grand-fathered 10 hours of professional development is required.

Levels of ECE Child Care Services (CCS) Certification³¹

The five levels of certification based on level of ECE specific education are as follows:

- *Trainee Level* – An orientation course (or equivalent); must upgrade to Level 1 within 5 years
- *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* – An 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

The Association of Early Childhood Educators Newfoundland – Labrador (AECENL) receives government funding to provide Child Care Services Certification and to support the orientation courses that may be necessary for a person to achieve certification in a particular classification.

Table 4.6 Newfoundland and Labrador Density of Qualified Staff in Child Care Centres

Entry Level	Minimum for all staff
Level I or higher	Primary staff in toddler, preschool and school-age rooms must have Level I or higher. The additional staff within each age group ratio may have entry-level certification. Trainee-Level - required to upgrade to Level I within 5 years. Infant (0–24 months) rooms: all staff in the ratio must have Level I or higher.
Level II or higher	Administrators of licensed child care centres must have Level II or higher plus two years of experience.

Table 4.7 Newfoundland and Labrador Teacher and ECE Average Annual Salaries

Teachers ^a	Early Childhood Educators ^b	ECE salary as % of teacher salary
\$63,262	\$43,594	69%

a Based on Schedule C: Annual Salary Scale Level 5, Year 5, *Provincial Collective Agreement*

2012–2016. Retrieved from http://files.nlta.nl.ca/wp-content/uploads/public/documents/agreements/prov_agmt.pdf#page=45

b Calculation determined in consultation with Department of Education and Early Childhood Development. Based on hourly rate for a FTE ECE per Statistics Canada, Labour Force Survey, custom tabulation O517_31 Table1.ivt, plus direct payments by government through the ELCC supplement at the level paid to a primary staff members.

The Early Learning and Child Care (ELCC) Supplement Program³² 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). In 2016, 687 educators received the supplement.

Table 4.8 Newfoundland and Labrador Early Learning and Child Care Supplement Program Annual Payments by Certification Level (April 2017)

Certification level	Homeroom staff	Centre administrators and agency staff
ECE Level I	\$9,500	N/A
ECE Level II	\$11,000	\$12,500
ECE Level III	\$11,500	\$13,000
ECE Level IV	\$12,000	\$13,500

5. ACCOUNTABILITY, MONITORING AND EVALUATION

Progress Reports: The Department of Education and Early Childhood Development releases annual progress reports 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 2016–2017.³³ The department also releases quarterly statistics on licensed child care.³⁴

Program Standards: A logic model and framework for FDK program evaluation has been developed.³⁵ Professional learning baseline data was collected during early fall 2015. The Transportation and Works, Engineering Division has guidelines for kindergarten classroom design and construction.³⁶

Population Monitoring: Under consideration.

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