

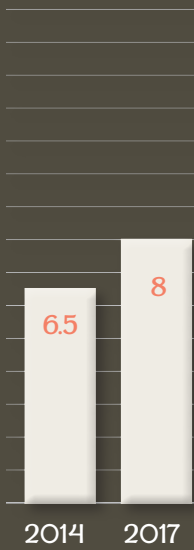
# NORTHWEST TERRITORIES



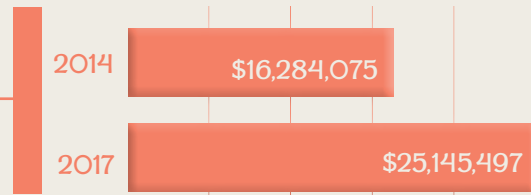
## PROFILE 2017

### TRENDS IN ECEC FROM 2014-2017

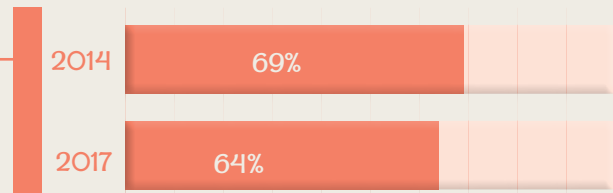
#### ECE REPORT BENCHMARKS



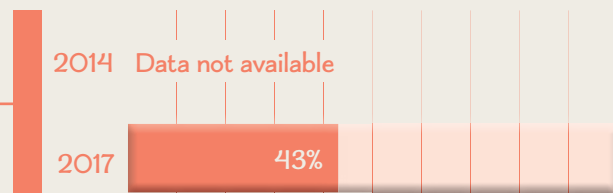
#### CHANGE IN ECEC SPENDING



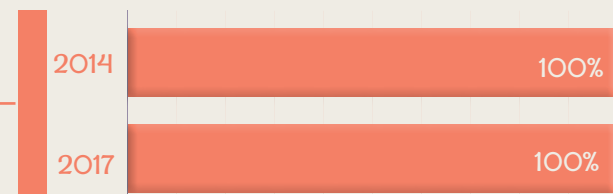
#### PERCENTAGE OF CHILDREN 2-4 YEARS ATTENDING ECEC



#### ECE SALARIES AS A PERCENTAGE OF TEACHER SALARIES



#### PERCENTAGE OF FACILITIES (NON-PROFIT/PROFIT)



## 1. GOVERNANCE

<b>Lead Ministry/Department</b>	Department of Education, Culture and Employment
<b>Related Ministry/Department</b>	Department of Health and Social Services
<b>Policy Framework</b>	<i>Right from the Start: A Framework for Early Childhood Development in the Northwest Territories (2013)</i> <sup>1</sup>  <i>A Framework for Early Childhood Development: Action Plan 2017-2020 (2017)</i> <sup>2</sup>
<b>Common ECE Supervisory Unit</b>	Early Childhood Development and Learning
<b>Legislation</b>	<i>The Northwest Territories Child Day Care Act</i> <sup>3</sup>  <i>Child Day Care Standards and Regulations (amended 2014)</i> <sup>4</sup>  <i>Education Act (amended 2017)</i> <sup>5</sup>
<b>Related Legislation</b>	
<b>Local Service Delivery</b>	8 educational jurisdictions  5 regions supporting licensed child care
<b>Community Sector/Oversight</b>	

### NEW DEVELOPMENTS

The Northwest Territories (NWT) released its third action plan (2017–2020) operationalizing the *Right from the Start* strategy. A 2015 review of the *Action Plan 2014–2016* for early childhood programs highlighted the need to simplify the funding application processes for operators and increase the transparency and accountability of funding. Among the new tools available is an online licensed child day care program inspection database allowing parents to make informed decisions when choosing child care. The areas of action for *Action Plan 2017–2020* include the territorial-wide implementation of junior kindergarten for 4-year-old children by 2017–2018; strengthening the coordination and alignment between early childhood development services and community needs; supporting at-risk children and their families, using an integrated case-management approach; and providing access to high quality early education programs. Other priorities include:<sup>6</sup>

- Implementing Early Childhood Environment Rating Scale (ECERS) training to support the process for measuring and monitoring the quality of licensed child care facilities
- Beginning the development of an early learning framework for children ages 0–3 years
- Beginning the development of a credentialing system for licensed early childhood staff
- Revising the funding support model for licensed early childhood programs
- Improving the affordability of daycare, ensuring sustainability for operators of early childhood programs and expanding access to early childhood programs across the territory

## DEPARTMENT ORGANIZATION

The Department of Education, Culture and Employment provides direction, standards, and program and curriculum development for educational programs from birth to grade 12. The Early Childhood Development and Learning Division (ECDL) oversees junior kindergarten, kindergarten, regulated child care and related early years services. Under the direction of the Early Childhood Program regional offices, early childhood consultants administer funding, conduct inspections and provide support to licensed early childhood programs by distributing operational funding, providing staff training and parent education, and conducting quality assessments.<sup>7</sup>

## POLICY FRAMEWORK

*Right from the Start: A Framework for Early Childhood Development in the Northwest Territories* is the guide to the Government of the Northwest Territories' (GNWT) goals and commitments to young children and their families. It serves as a reference for the GNWT's investments and activities to 2023.

The *Action Plan 2017-2020* provides detailed plans, timelines and deliverables. The plan is regularly updated to reflect results from evaluations as outlined in the accompanying *Monitoring, Evaluation and Accountability Plan*.

## SERVICE DESIGN

### Educational Programs

**Kindergarten** is offered in NWT schools as a full-day program available to all children who turn 5 years of age by December 31. Attendance is voluntary.

**Junior kindergarten** is offered in NWT schools as a half-day or full-day program to all children who turn 4 years of age by December 31. Attendance is voluntary.

### Regulated Child Care

**Child care:** Regulated child care serves children from infancy to 11 years and includes full-time and part-time centres, preschool, Aboriginal Head Start and after-school programs. All regulated child care is licensed and monitored by the department. Child care centres are operated by non-profit agencies.

**Family day care:** The Department individually licenses family day home providers. They may care for up to eight children under the age of 12 years (including the provider's own children).

**Aboriginal Head Start:** Part-day programs are administered by local non-profit Aboriginal organizations. The programs are designed to prepare Dene, Métis and Inuit preschoolers between 3 and 5 years of age for their school years by meeting their spiritual, emotional, intellectual and physical needs. Each centre strives to revitalize Aboriginal culture and language. There are eight AHS centres in the NWT.<sup>8</sup>

## COMMUNITY INVOLVEMENT/ OVERSIGHT

There is no standing body, but the NWT has conducted numerous consultations as part of the development and review of the *Right from the Start Framework*.

## LOCAL SERVICE DELIVERY

Eight educational jurisdictions are responsible for the delivery of 4- and 5-year-old kindergarten. Eight regional early childhood consultants support kindergarten programming and oversee funding, quality and training for licensed child care.

## 2. FUNDING

**Table 2.1 Northwest Territories Provincial Allocations for Regulated Child Care to March 31, 2017<sup>9</sup>**

Child care fee subsidies	N/A
Operating funds	\$5,561,314
Wage grants	\$901,998
Total regulated child care	\$6,463,312

**Table 2.2 Northwest Territories Funding Early Childhood Education/Child Care to March 31, 2017<sup>10</sup>**

Kindergarten <sup>a</sup>	\$16,318,470
Licensed child care	\$6,464,312
Other ECE spending	\$2,363,715
Total ECE spending	\$25,145,497
Total NWT budget spending estimate	\$1,662,937,000
ECE as percent of territorial budget spending	1.5%

a Estimate based on September 30, 2016 enrolment of 735 (FTE) children in kindergarten and junior kindergarten<sup>11</sup> times per pupil funding of \$22,202 per Statistics Canada.<sup>12</sup> Total Early Childhood Development and Learning operational budget was \$8,959,000.

## 3. ACCESS

**Table 3.1 Northwest Territories Child Population 0–5 Years (2016)**

Child population 0–5 years	3,905
0–1 year	1,314
2–4 years	1,907
5 years	684

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**Table 3.1 Northwest Territories Child Population 0–5 Years (2016) (continued)**

Total population of Northwest Territories <sup>a</sup>	44,381
Children 0–5 years as a percentage of the population	8.8%

a Statistics Canada, Table O51-0001 - Estimates of population, by age group and sex for July 1, 2016 Canada, provinces and territories.

**Table 3.2 Northwest Territories Labour Force Participation of Mothers with Youngest Child 0–5 Years (2016)**

Total mothers in labour force with youngest child 0–5 years <sup>a</sup>	Labour force participation rate of mothers with youngest child 0–5 years <sup>b</sup>
2,100	78.6%

a Statistics Canada, Labour Force Survey, custom tabulation SO814\_O4\_Tab1.ivt.

b Statistics Canada, Labour Force Survey, custom tabulation O717\_O4 Table 1.ivt.

**Table 3.3 Northwest Territories ECE School Programs**

Children attending 5-year-old kindergarten <sup>a</sup>	642
# 5-year-old children	684
% of children attending kindergarten	94%
Children attending junior kindergarten	115
# 4-year-old children	660
% of children attending junior kindergarten	18%

Enrolment numbers September 30, 2016.<sup>13</sup> Child population numbers July 1, 2016.

**Table 3.4 Northwest Territories Licensed Child Care Programs<sup>a</sup>**

Spaces in child care centres	
Infants	138
Preschool-aged	885
School-aged	450
Total spaces centre-based programs	1,473
Family child care	392
Total capacity regulated child care <sup>a</sup>	1,865

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**Table 3.4 Northwest Territories Licensed Child Care Programs<sup>a</sup> (continued)**

Facilities by type	
Centre-based programs	32
Nursery schools	17
School-aged programs	17
Family child care providers	49
Facilities by auspice	All are non-profit

a Department of Education, Employment and Culture, GNWT (March 31, 2016).

**Table 3.5 Northwest Territories Children Attending ECE Programs by Age Group**

Child Ages	Number of children <sup>a</sup>	Child care spaces <sup>b</sup>	Kindergarten/ Jr kindergarten enrolment <sup>c</sup>	Other ECE programs	% children participating in ECE program
0-1 year	1,314	236			18%
2-4 years	1,907	938	115		55%
5 years	684		642		94%

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

b Department of Education, Culture and Employment, GNWT. Includes Aboriginal Head Start. (March 31, 2016).

c Department of Education, Culture and Employment, GNWT (September 30, 2016).

## AFFORDABILITY

The Government of the Northwest Territories has increased its investment in the NWT Child Benefit, which will provide more money for families with children.

## INCLUSION

Child care programs may apply for funding to support programming for children who are vulnerable, at-risk and/or who have specific needs. The Department has introduced the Early Childhood Intervention Program (ECIP) funding, which replaces Healthy Children Initiative funding. ECIP is being phased in over a five-year period beginning April 1, 2017. In communities without a licensed child care program, base funding of \$10,000 is available to grandfathered programs by application to support facilitated, play-based early childhood intervention programs for children from birth to school entry. The programs involve parental engagement and education.<sup>14</sup>

## 4. LEARNING ENVIRONMENT

**Table 4.1 Northwest Territories Curriculum Frameworks**

Program	Framework Document
Kindergarten	<i>Northwest Territories Junior Kindergarten/Kindergarten Curriculum: An Holistic Approach to Children's Early Learning</i> (January 2017) <sup>15</sup> is mandated for use in both kindergarten and junior kindergarten programs.
Child care	N/A

### WORK ENVIRONMENT

**Kindergarten class size:** There is no class size limit. Junior kindergarten is funded at 12 children to one educator.<sup>16</sup>

**Child care centres size:** The size of regulated child care centres is not limited.

**Table 4.2 Northwest Territories Group Size, Staff/Child Ratio in Licensed Child Care Centres<sup>17</sup>**

Age	Staff:child ratio	Group Size
Infants (birth-12 months)	1:3	6
Infants (12-24 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
Mixed Groupings		
Age Range	Staff:child ratio	Group Size
Infants (birth-24 months)	1:4	8
Preschool: 25 months-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)-11 years	1:10	30
Family day care		
Maximum number of children		8 including the provider's children
Children under 2 years of age	2	
Children under 6 years of age	6	

**Table 4.3 Northwest Territories Educator Qualifications**

<b>Junior Kindergarten Teachers</b>	Teachers require either a Bachelor of Education degree or a two-year accredited diploma in Early Childhood Education.
<b>Kindergarten Teachers</b>	Teachers require either a Bachelor of Education degree or a two-year accredited diploma in Early Childhood Education plus 25 hours of teacher training with a Letter of Authority from the pertinent regional DEC Superintendent of Education.
<b>Early Childhood Educators</b>	Primary staff members must have post-secondary qualification in child development or the approval of the director and are required to follow the code of ethics of a professional child care provider. Family day home providers are considered primary staff. <sup>18</sup>

**Table 4.4 Northwest Territories Professional Recognition and Development**

	<b>Qualified Teachers</b>	<b>Qualified ECEs</b>
<b>Professional Recognition</b>	Teachers must be certified by the Teacher Certification Unit of Education, Operations & Development, Education, Culture & Employment, which evaluates all applications for teacher certification in the NWT. <sup>19</sup>	
<b>Professional Development</b>	Different levels of professional development (PD) are required based on collective bargaining units agreements: <sup>a</sup> <ol style="list-style-type: none"> <li>GNWT Bargaining Unit – governs all teachers outside of Yellowknife: 2.5 days per year of mandatory in-service PD.</li> <li>Yellowknife Catholic School – five days of in-service PD over each year.</li> <li>Yellowknife District #1 – N/A</li> </ol>	Licensed early childhood operators are required to document staff participation in training related to child development and child care each year. Amount is not specified.  Family home day care providers are required to participate in training in relation to child development and care on an annual basis through appropriate courses, seminars or workshops, and must retain documentation respecting attendance at this training. <sup>20</sup>

a Collective agreements: GNWT retrieved from [https://nwtta.nt.ca/sites/default/files/gnwt-nwtta\\_2016-2020\\_collective\\_agreement\\_-\\_english\\_0.pdf](https://nwtta.nt.ca/sites/default/files/gnwt-nwtta_2016-2020_collective_agreement_-_english_0.pdf); Yellowknife Catholic Schools retrieved from [https://nwtta.nt.ca/sites/default/files/nwtta-yics\\_collective\\_agreement-2016-2020\\_-\\_final.pdf](https://nwtta.nt.ca/sites/default/files/nwtta-yics_collective_agreement-2016-2020_-_final.pdf); Yellowknife Education District No. 1 retrieved from [https://nwtta.nt.ca/sites/default/files/yk1-nwtta\\_collective\\_agreement\\_2016-2020\\_-\\_english.pdf](https://nwtta.nt.ca/sites/default/files/yk1-nwtta_collective_agreement_2016-2020_-_english.pdf)

The NWT provides scholarships of \$5,000 to eligible students enrolled in full-time college and/or university to offset the costs of attending accredited post-secondary institutions to complete diploma or degree programs with a direct focus in early childhood development studies during the 2017-2018 academic year. Students enrolled in online programs are not eligible.



**Table 4.5 Northwest Territories Density of Qualified Staff in Child Care Centres**

At least half of staff on duty at any given time must be qualified primary staff.<sup>a</sup>

a Regulation 71(1) p. 229 of *Handbook for Early Childhood Programs*

**Table 4.6 Northwest Territories Teacher and ECE Average Annual Salaries**

Teachers <sup>a</sup>	Early Childhood Educators <sup>b</sup>	ECE Salary as % of Teacher Salary
\$ 93,877	\$40,251	43%

a Average based on Step 5, Level 5, Year 2016–2017, (\$96,130): NWTLA Yellowknife Education District 1. The Northwest Territories Teachers' Association (teachers outside Yellowknife), Appendix C, Step 5, Level 5, (\$ 96,003); Yellowknife Catholic Schools, Step 5, Level 5, (\$89,526).

b Full-time ECE with post-secondary training. Statistics Canada, Labour Force Survey, custom tabulation O517\_31 Table 1.ivt.

The Department of Education, Culture and Employment (ECE) administers the Early Childhood Staff Grant program to increase the financial income of early childhood staff who work in licensed centre facilities. The purpose of the grant is to increase the earning potential of staff working with children in licensed centres and to attract new professionals to the early childhood workforce. Table 4.7 shows the amounts per eligible staff by qualification.<sup>21</sup>

**Table 4.7 Northwest Territories Early Childhood Staff Grant for Educators in Licensed Child Care Centres**

Number of hours worked per quarter	100–234 hours per quarter (8–18 hours per week)	235–351 hours per quarter (18.5–27 hours per week)	354–468 hours per quarter (27.5–36 hours per week)	469+ hours per quarter (37+ hours per week)
Amount eligible staff with no completed early childhood post-secondary education could receive per quarter	\$600	\$900	\$1,200	\$1,500
Amount eligible staff with a completed early childhood certificate could receive each quarter	\$800	\$1,200	\$1,600	\$2,000
Amount eligible staff with a completed early childhood diploma could receive each quarter	\$1,000	\$1,500	\$2,000	\$2,500
Amount eligible staff with a completed early childhood degree could receive each quarter	\$1,200	\$1,800	\$3,000	\$2,400

## 5. ACCOUNTABILITY, MONITORING AND EVALUATION

**Progress Reports:** The September 2015, *Review of Early Childhood Program Administrative and Funding Processes (Action 15 - Early Childhood Development Action Plan) Report 1 of 2* provides a detailed review of the progress made toward meeting the early childhood education goals of the framework. The *Early Childhood Development Action Plan 2017-2020* updates the specific goals and timelines for the next phase of the framework.

**Program Standards:** The department is developing and implementing a training plan to support quality improvement in licensed early childhood programs. Licensing reports are available online.<sup>22</sup>

**Population monitoring:** The Early Development Instrument (EDI) was used across the NWT in 2012, 2013 and 2014 to establish baseline data. The information from the EDI guides decision-making and provides schools with information to help with planning for children in the primary grades. Results are tabulated and posted.<sup>23</sup> Action Area 6 of the *Early Childhood Development Action Plan 2017-2020* commits to continued EDI data collection and reporting to inform program development and performance monitoring.<sup>24</sup>

## ENDNOTES

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