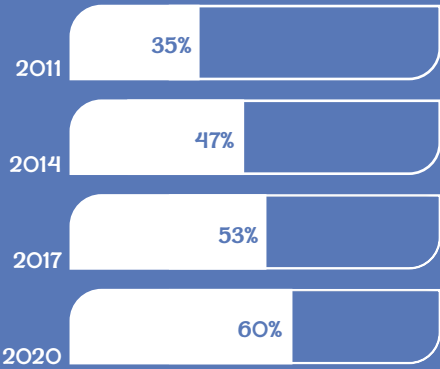


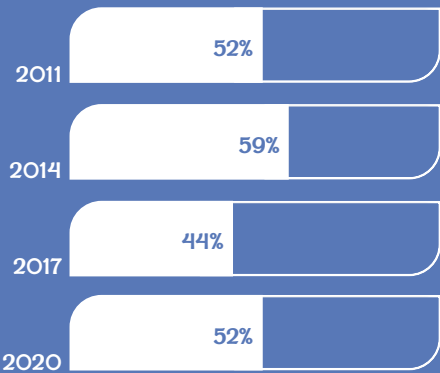
CHANGE IN ECEC SPENDING



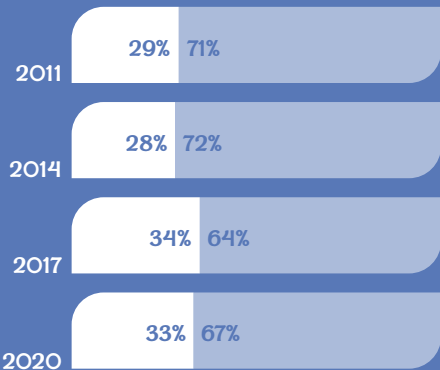
PERCENTAGE OF 2- TO 4-YEAR-OLD CHILDREN ATTENDING ECEC



ECE SALARIES AS A PERCENTAGE OF TEACHER SALARIES

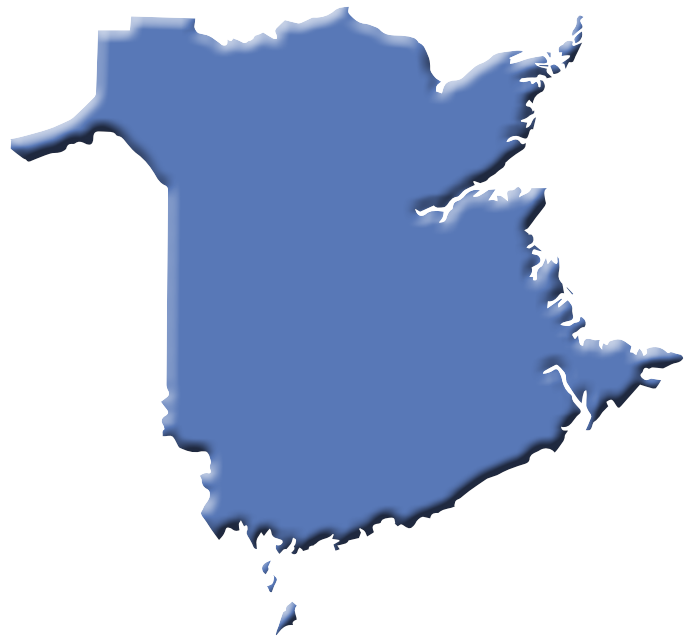


PERCENTAGE OF FACILITIES (NON-PROFIT/PROFIT)



# EARLY CHILDHOOD EDUCATION REPORT 2020

# NEW BRUNSWICK



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

New Brunswick successfully completed the roll out of its Action Plan under the Canada – New Brunswick Early Learning and Child Care Agreement.<sup>1</sup> Central to the Action Plan was the creation of a New Brunswick Early Learning Centre designation for child care facilities. Licensed facilities that receive the designation as an Early Learning Centre or Home receive increased financial support. They are expected to adhere to the following enhanced guidelines:

- Follow a provincially mandated low-fee policy.
- Increase infant spaces.
- Improve capacity for inclusion.
- Establish parent committees.
- Strengthen the skills and competences of their ECEs.
- Follow guidelines to ensure language acquisition and cultural identity for Acadian and Francophone communities.

The original key performance measure set March 2020 as the timeframe for 300 early learning and child care centres to receive the new designation. By March 2020, 393 of 434 eligible early learning and child care centres (91%) had obtained the designation, exceeding the timeline by a full year.<sup>2</sup>

New Brunswick agreed to extend the bilateral agreements with the federal government for 2020–2021. The Canada–New Brunswick Agreement aims to maintain the success of the 2017–2021 bilateral agreements and solidify the vision that by 2030, New Brunswick’s early learning and child care system will be transformed to offer higher quality services that are universally accessible and affordable to all families and children through a robust public policy framework. All initiatives and objectives targeted by the Action Plan will meet the needs of the Francophone minority

community and the Anglophone community. New Brunswick will also continue discussions and work to promote services with First Nations, Inuit, and Métis communities.<sup>3</sup>

## COVID-19 ACTION PLAN

Responding to the COVID-19 pandemic, public schools in New Brunswick closed until the 2020–2021 school year. At that point, Kindergarten to Grade 2 classes were capped at 15, and students were not allowed to interact with children outside their group.<sup>4</sup>

Child care facilities were closed in the early stages of the pandemic with the exception of those deemed “Emergency Early Learning and Child Care Facilities,” which were permitted to remain open to provide care for the children of essential workers.<sup>5</sup> Emergency funding was put in place for the facilities, which included a health and safety stipend, wage top-up for educators, and waiving the fees of regularly enrolled parents. In addition, child care fees were not charged for those parents who experienced loss of income or unemployment due to COVID-19.

Early Learning and Child Care facilities and Day Camps returned to full capacity starting May 19, 2020, with new groupings. Each group is limited to a maximum of 15 children (plus staff) that must be kept separate from other groups. The government also released guidelines to direct program operations<sup>6</sup> and ensure that all standard program funding remained in place to support operators through the period of closure. Upon the reopening of facilities, the department continued to offer a health and safety grant to all open facilities and administered a federal wage top-up program. The Loss of Income benefits to parents were extended for one month.

TABLE 1.1 NEW BRUNSWICK GOVERNANCE STRUCTURE FOR EARLY CHILDHOOD EDUCATION

<b>Lead Ministry/ Department</b>	Department of Education and Early Childhood Development <sup>a</sup>
<b>Related Ministry/ Department</b>	n/a
<b>ECE Supervisory Unit</b>	Early Childhood Development Division <sup>b</sup> Corporate Services Division – Early Learning and Child Care Branch (Licensing)
<b>Policy Framework</b>	Early learning and child care: <i>Everyone at their best... from the start: Early Learning and Child Care Action Plan</i> <sup>c</sup> Schools: <i>Everyone at Their Best</i> <sup>d</sup> (Anglophone sector); <i>Donnons à nos enfants une longueur d'avance</i> (2016) <sup>e</sup> (Francophone sector)
<b>Legislation</b>	<i>Early Childhood Services Act</i> (2018) <sup>f</sup> <i>Education Act</i> (S.N.B. 1997, c. E-1.12) <sup>g</sup>
<b>Related Legislation</b>	<i>Licensing Regulation – Early Childhood Services Act</i> <sup>h</sup> <i>Child Care Subsidies Regulation – Early Childhood Services Act</i> <sup>i</sup> <i>Programs for Children with Autism Spectrum Disorder Regulation – Early Childhood Services Act</i> <sup>j</sup>
<b>Local Service Delivery</b>	7 District Education Councils (4 Anglophone, 3 Francophone) responsible for local planning of K-12 education <sup>k</sup> Each district has a director of early childhood services who is part of the management team for the school districts Licensing compliance and support is provided through 4 regional teams that are supported by the central office <sup>l</sup>
<b>Community Sector /Oversight</b>	Local Francophone and Anglophone early childhood service networks <sup>m</sup>

- a Government of New Brunswick. Department of Education and Early Childhood Development. Retrieved from: <https://www2.gnb.ca/content/gnb/en/departments/education.html>
- b Government of New Brunswick. Department of Education and Early Childhood Development. *Early Childhood Development*. Retrieved from: <https://www2.gnb.ca/content/gnb/en/departments/education/elcc.html>
- c Government of New Brunswick. Department of Education and Early Childhood Development. *Early Learning and Child Care Action Plan*. Retrieved from: [https://www2.gnb.ca/content/dam/gnb/Departments/eco-bce/Promo/early\\_childhood/about\\_the\\_action\\_plan.pdf](https://www2.gnb.ca/content/dam/gnb/Departments/eco-bce/Promo/early_childhood/about_the_action_plan.pdf)
- d Government of New Brunswick. Department of Education and Early Childhood Development. *Everyone at their Best*. (2016). Retrieved from: <http://www2.gnb.ca/content/dam/gnb/Departments/ed/pdf/K12/EveryoneAtTheirBest.pdf>
- e Government of New Brunswick. Department of Education and Early Childhood Development. *Donnons à nos enfants une longueur d'avance*. (2016). Retrieved from: <http://www2.gnb.ca/content/dam/gnb/Departments/ed/pdf/K12/DonnonsANosEnfantsUneLongueurDavance-Giving-ChildrenAnEdge-FrancophoneSector.pdf>
- f Government of New Brunswick. *Early Childhood Services Act* (2018). Retrieved from: <http://laws.gnb.ca/en/ShowPdf/cs/E-0.5.pdf>
- g Government of New Brunswick. *Education Act* (S.N.B. 1997, c. E-1.12). Retrieved from: <http://laws.gnb.ca/en/ShowTdm/cs/E-1.12//>
- h Government of New Brunswick. *Licensing Regulation – Early Childhood Services Act*. Retrieved from: <http://laws.gnb.ca/en/showdoc/cr/2018-11>
- i Government of New Brunswick. *Child care Subsidies Regulation – Early Childhood Services Act*. Retrieved from: <http://laws.gnb.ca/en/showdoc/cr/2018-12>
- j Government of New Brunswick. *Programs for Children with Autism Spectrum Disorder Regulation – Early Childhood Services Act*. Retrieved from: <http://laws.gnb.ca/en/showdoc/cr/2018-13>
- k Government of New Brunswick. Department of Education and Early Childhood Development. *District Education Councils*. Retrieved from: <http://www2.gnb.ca/content/gnb/en/departments/education/k12/content/dec.html>
- l Government of New Brunswick. Department of Education and Early Childhood Development. *Early Learning and Child Care Facility Inspection Reports*. Retrieved from: [https://www2.gnb.ca/content/gnb/en/departments/education/elcc/content/inspection\\_reports.html](https://www2.gnb.ca/content/gnb/en/departments/education/elcc/content/inspection_reports.html)
- m Government of New Brunswick. Department of Education and Early Childhood Development. (2012). “More than \$38 million to be invested in early childhood services”. (News Release). Retrieved from: [https://www2.gnb.ca/content/gnb/en/news/news\\_release.2012.06.0506.html](https://www2.gnb.ca/content/gnb/en/news/news_release.2012.06.0506.html)

## DEPARTMENT ORGANIZATION

The Department of Education and Early Childhood Development (EECD) is responsible for early childhood services and public education. The Early Childhood Development Division organizes the planning, design, monitoring, and delivery of departmental early childhood programs and services related to child development and learning. These include the Enhanced Support Worker Program, Services for Preschool Children with Autism, the Early Language Development Program, the Quality Improvement Funding Support Program, the Early Intervention Program, Developmental Child Care Services, Excellence in Parenting, and New Brunswick Early Learning Centres and Early Learning Homes. The Early Childhood Operational Support Services Branch is responsible for parent subsidies.<sup>7</sup>

The Early Childhood Development Division has two streams for early childhood services, one in French and one in English. Both official language communities independently plan and deliver services. Local early childhood services delivery areas are consistent with the seven school districts to provide integrated oversight and to establish a learning continuum from birth onward.

The licensing and monitoring of regulated child care are provided by the Early Learning and Child Care Branch, which falls under the Corporate Services Division. Licensing and monitoring services are supported by four regional teams that overlap with school district boundaries and linguistic sectors.

## POLICY FRAMEWORK

*Everyone at their best... from the start: Early Learning and Child Care Action Plan* is a three-year plan built on the terms of the multilateral agreement between the federal and provincial governments. The Action Plan is the framework established to increase the quality, accessibility, affordability, flexibility, and inclusivity of early learning and child care for children aged 5 years and younger. The plan has eight objectives aligned with the establishment of the New Brunswick Early Learning Centres designation.

These include the development of a professional learning strategy for early childhood educators, requirements for annual quality improvement plans for all early learning and child care centres, as well as requirements to establish parent advisory committees, implement an inclusion policy, and adhere to guidelines for language acquisition and cultural identity specific to the Francophone sector. In 2018, the department extended the designation requirement to Early Learning and Child Care Homes and adapted the criterion to their context.

The province's education plans, *Everyone at their best* and *Donnons à nos enfants une longueur d'avance*, and implementation strategies were developed for the Anglophone and Francophone school sectors. They retain the department's commitment to the successful integration of the two systems—early childhood and school—while early childhood education remains a department priority.

## SERVICE DESIGN

### EDUCATION PROGRAMS

**KINDERGARTEN:** All children who turn 5 years of age by December 31 participate in a full-day Kindergarten program delivered by schools. Kindergarten is a mandatory part of the school system except for children who are 4 years of age between September 1 and December 31, in which case the child may enter school the following year.<sup>8</sup>

### REGULATED CHILD CARE

Licensed care is provided in early learning and child care facilities for children up to and including 12 years of age. Programs are regulated under the Early Childhood Services Act, inspected yearly, and monitored by EECD.<sup>9</sup> Facilities are operated by private organizations, both non-profit and for-profit.

**CENTRE-BASED CHILD CARE:** A full-time early learning and child care centre is a licensed facility where services are provided for more than four consecutive hours per day and three or more days per week to a group of seven or more children in a group setting.

**FAMILY HOME CHILD CARE:** An early learning and home is licensed to provide child care services in the caregiver's home for more than four consecutive hours per day and three or more days per week for groups of six or fewer children.

## **UNREGULATED CHILD CARE**

A licence is not required for a home with five or fewer children younger than 12 years of age (including the caregiver's own children). In instances where a home only offers service to school-aged children, they may care for a maximum of eight children. It is not legal to operate a nursery school or child care centre without a licence.<sup>10</sup>

## **CHILD/FAMILY SERVICES**

**FAMILY RESOURCE CENTRES:** Thirteen centres are primarily federally funded through the Community Action Program for Children (CAPC) and are managed by community boards. The centres offer a variety of programs and activities for families and children from birth to 6 years of age, including drop-in programs, parent education and support, toy and resource lending services, and literacy programs. EECD provides additional funding to expand services, particularly in rural communities.<sup>11</sup>

**EARLY INTERVENTION SERVICES:** EECD contracts with seven approved community-based, non-profit agencies that are responsible for screening, assessment, intervention, and case management services for families with children up to age 8 years who are at risk of developmental delays. The agencies provide a number of parenting supports, including home-based interventions, and are also responsible for conducting the EYE-DA at school registration and providing interventions for children who have been identified as at risk of delays.<sup>12</sup>

**PRESCHOOL AUTISM PROGRAM:** New Brunswick provides financial assistance for every preschool child diagnosed with autism spectrum disorder to access up to 20 hours of Early Intensive Behavioural Intervention (EIBI) per week through an approved autism agency.<sup>13</sup>

## **LOCAL SERVICE DELIVERY**

In each region/district, the local service delivery for early childhood programs and services is provided by an early childhood team managed by a director who provides leadership to governmental and community agencies and to the school system in the delivery of services for children from birth to 8 years of age. As part of the management team, directors facilitate an integrated approach to services and a smoother transition for children into school. The directors' responsibilities include: creating and supporting local early childhood services networks; overseeing early intervention and other agencies; and interfacing between early childhood development and integrated service delivery.

Managers and regional teams are responsible for the licensing and ongoing monitoring of early learning and child care facilities. These teams are located within four areas of the province, offering services in both official languages. Service is provided to applicants, operators, and the public in regard to the regulation of child care. The director of Early Learning and Child Care is responsible for regional managers and for policy and program development specific to the regulated early learning and child care sector.

## **COMMUNITY INVOLVEMENT/ OVERSIGHT**

The Provincial Leadership Committee is comprised of early learning and child care facility operators. The committee holds meetings every three months.

TABLE 2.1 NEW BRUNSWICK ALLOCATION FOR REGULATED CHILD CARE TO MARCH 31, 2020

Child care fee subsidies	\$40,813,840
Direct funding (quality improvement funding support)	\$30,088,300
Special needs funding	\$3,307,300
ELCC initiatives	\$1,356,900
Child care registry	\$3,520,000
Total trust fund	\$190,000
<b>Total regulated child care</b>	<b>\$79,276,340</b>

Government of New Brunswick. Amounts include Canada–New Brunswick bilateral funding Department of Education and Early Childhood Development. Personal communication September 11, 2020.

TABLE 2.2 NEW BRUNSWICK ALLOCATION FOR EARLY CHILDHOOD EDUCATION/CHILD CARE TO MARCH 31, 2020<sup>a</sup>

Kindergarten <sup>b</sup>	\$105,686,936
Licensed child care	\$79,276,340
Administration, family support, and intervention	\$32,126,370
<b>Total ECEC spending</b>	<b>\$111,404,000</b>
Total ECE spending including Kindergarten	\$217,090,936
Total provincial budget spending	\$9,822,557,000
<b>ECEC as a % of provincial budget</b>	<b>2.2%</b>

a Government of New Brunswick. *2020–2021 Main Budget Estimates*. Retrieved from: <https://www2.gnb.ca/content/dam/gnb/Departments/fin/pdf/Budget/2020-2021/MainEstimates2020-2021BudgetPrincipal.pdf>

b Kindergarten spending estimate based on September 2019 enrolment of 7,316 kindergarten student @ \$14,446 per pupil spending. Government of New Brunswick. Department of Education and Early Childhood Development. *Summary Statistics, Table 4. Enrolment by School District by Grade, September 30, 2019*. Retrieved from: <https://www2.gnb.ca/content/dam/gnb/Departments/ed/pdf/K12/StatisticalReports-RapportsStatistiques/SummaryStatistics2019-2020.pdf>.

TABLE 3.1 NEW BRUNSWICK CHILD POPULATION 0 TO 5 YEARS (2019)

Child population 0 to 5 years	41,646
0 to <24 months	13,273
24 months to <5 years	21,040
5 years	7,333
Total population of New Brunswick	776,827
Children 0 to 5 years as % of total population	5.4%

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

TABLE 3.2 NEW BRUNSWICK 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	7,700	74%
24 months to <5 years	10,500	69.1%
5 years	3,200	74.4%
Total mothers in labour force with child 0 to 5 years	21,400	
Average labour force participation of mothers with youngest child 0 to 5 years		71.5%

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

TABLE 3.3 NEW BRUNSWICK: ECE SCHOOL PROGRAMS (2019-2020)

Children attending 5-year-old Kindergarten <sup>a</sup>	7,316
5-year-old child population <sup>b</sup>	7,333
% of children attending Kindergarten	99.7%

a September 30, 2019. Government of New Brunswick. Department of Education and Early Childhood Development. *Summary Statistics, Table 4. Enrolment by School District by Grade, September 30, 2019*. Retrieved from: <https://www2.gnb.ca/content/dam/gnb/Departments/ed/pdf/K12/StatisticalReports-RapportsStatistiques/SummaryStatistics2019-2020.pdf>.

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

**TABLE 3.4 NEW BRUNSWICK REGULATED CHILD CARE TO MARCH 31, 2020**

<b>Spaces by age group</b>	
Infants (0 to <24 months)	2,352
Preschool-aged (24 months to <5 years)	12,682
School-aged (5 to <13 years)	15,863
Total capacity regulated child care centres	30,870
Capacity in child care homes	1,092
<b>Total capacity regulated child care</b>	<b>3,989</b>
Child care centres	677
Child care homes	162
Total number of child care facilities (centre- and home-based)	839
Facilities by auspice	
Non-profit	224
For-profit	453
<b>Facilities by sector (centre- and home-based)</b>	
Anglophone	503
Francophone	336

Government of New Brunswick. Department of Education and Early Childhood Development. *Early Learning and Childcare Annual Statistical Report 2019-2020*. Retrieved from: <https://www2.gnb.ca/content/dam/gnb/Departments/ed/pdf/ELCC/ECHDPE/ChildDaycareServicesAnnualStatisticalReport2019-2020.pdf.pdf>

**TABLE 3.5 NEW BRUNSWICK PERCENTAGE OF CHILDREN ATTENDING ECE PROGRAMS BY AGE GROUP**

<b>Child Ages</b>	<b>Number of children<sup>a</sup></b>	<b>Child care/ preschool<sup>b</sup></b>	<b>Kindergarten enrolment<sup>c</sup></b>	<b>Other ECE programs</b>	<b>% children with access to ECE programming</b>
0 to <24 months	13,273	2,352			18%
24 months to <5 years	21,040	12,682			60%
5 years	7,333		7,316		99.7%

a Statistics Canada. Population Estimates July 1, 2020. Table 17-10-0005-01.

b Government of New Brunswick. Department of Education and Early Childhood Development. *Early Learning and Childcare Annual Statistical Report 2019-2020*. Retrieved from: <https://www2.gnb.ca/content/dam/gnb/Departments/ed/pdf/ELCC/ECHDPE/ChildDaycareServicesAnnualStatisticalReport2019-2020.pdf.pdf>

c As of September 30, 2019. Government of New Brunswick. Department of Education and Early Childhood Development. Summary Statistics, Table 4. Enrolment by School District by Grade, September 30, 2019. Retrieved from: <https://www2.gnb.ca/content/dam/gnb/Departments/ed/pdf/K12/StatisticalReports-RapportsStatistiques/SummaryStatistics2019-2020.pdf>

## AFFORDABILITY

The estimated daily fee for full-time care in 2019–2020:

- infants – \$35.64
- preschool – \$31.41
- school age – \$18.93<sup>14</sup>

New Brunswick has three programs designed to offset the cost of child care for families.

**THE DESIGNATED CENTRE – PARENT SUBSIDY PROGRAM<sup>15</sup>** provides financial support based on a sliding scale for families with gross annual earnings between \$37,501 and \$80,000. Families with an annual gross income of \$37,500 or less have access to free early learning and child care services at designated New Brunswick Early Learning Centres. Families with multiple preschool-aged children pay no more than 20 percent of their gross household annual income on child care. During 2020/21, 3,546 children benefited from a subsidized space of which 2,099 accessed free child care.

**THE DAYCARE ASSISTANCE PROGRAM<sup>16</sup>** is designed to help families using school-age care or whose children are enrolled in an approved child daycare facility that is not a designated New Brunswick Early Learning Centre. The program does not cover the full cost of care. Parents are responsible for paying any difference between the actual fee charged and the subsidy amount approved. Families with a net annual income less than \$30,000 are eligible for the maximum subsidy. Partial subsidies are available to families with net annual incomes up to \$55,000. The maximum daily subsidy for infants (birth to 24 months) is \$28.50 and for preschoolers (2 to 5 years) is \$24.25. As of March 31, 2020, 2,611 children in approved child care facilities were benefitting from the Daycare Assistance Program.

**THE ALTERNATIVE CHILD CARE PROGRAM<sup>17</sup>** is available to parents or guardians without access to

regulated care and who rely on private alternatives.

## INCLUSION

Children in Kindergarten to Grade 12 who are identified with special needs are entitled to supports and accommodations in order to participate in regular classes.<sup>18</sup>

In the Francophone sector, school-aged children who are identified as being at risk have a *Plan d'intervention* and are provided with supports according to their needs.

The Early Intervention Program<sup>19</sup> offers targeted services to families of children aged 0 to 8 years who are at greatest risk of developmental delays. It provides screening, assessment, intervention, and case management services to families, along with connecting families to other helpful resources when intensive intervention is not recommended.

The Enhanced Support Worker Program<sup>20</sup> supports children with additional needs and disabilities to attend child care facilities if their parents are working, studying, or in training. A community-based facilitation program provides training to staff in child care facilities to support the inclusion of children with special needs.

All New Brunswick Early Learning Centres must develop an inclusion policy as a criterion within their designation agreement. In partnership with the New Brunswick Association for Community Living (NBACL), they have support to develop their policy guided by the principles of access, participation, and support. As of March 31, 2020, 362 of 392 designated centres had completed the inclusion policy requirements. Support focusing on implementing inclusive practices is continuing in 2020–2021.

TABLE 4.1 NEW BRUNSWICK CURRICULUM FRAMEWORKS

Program	Framework document
Kindergarten	Curriculum: Each of New Brunswick's language sectors has its own curriculum with a framework for art education, social studies, language arts, mathematics, physical education, and music education. Both sectors provide Reading and Writing Achievement Standards for Kindergarten. <sup>a</sup>
Regulated child care (Anglophone)	<p><i>New Brunswick Curriculum Framework for Early Learning and Child Care: English (2008)</i><sup>b</sup> - Early learning and child care facilities (both centre-based and home-based) serving infants to children 5 years of age are required to use the framework.</p> <p>A number of support documents have been developed to facilitate the application of the framework.<sup>c</sup></p>
Regulated child care (Francophone)	<p><i>Le Curriculum éducatif pour la petite enfance francophone du Nouveau-Brunswick: Français (2008)</i><sup>d</sup> - Early learning and child care facilities (both centre-based and home-based) serving infants to children 5 years of age are required to use the framework.</p> <p>A number of support documents have been developed to facilitate the application of the framework.</p>

a Government of New Brunswick. Department of Education and Early Childhood Development. *Curriculum Development*. Retrieved from: [http://www2.gnb.ca/content/gnb/en/departments/education/k12/content/anglophone\\_sector/curriculum\\_anglophone.html](http://www2.gnb.ca/content/gnb/en/departments/education/k12/content/anglophone_sector/curriculum_anglophone.html)  
b Government of New Brunswick. Department of Education and Early Childhood Development. *New Brunswick Curriculum Framework for Early Learning and Child Care (2008)*. Retrieved from: [http://www2.gnb.ca/content/gnb/en/departments/education/elcc/content/curriculum/curriculum\\_framework.html](http://www2.gnb.ca/content/gnb/en/departments/education/elcc/content/curriculum/curriculum_framework.html)  
c Government of New Brunswick. Department of Education and Early Childhood Development. Companion tools available from [http://www2.gnb.ca/content/gnb/en/departments/education/elcc/content/curriculum/curriculum\\_framework.html](http://www2.gnb.ca/content/gnb/en/departments/education/elcc/content/curriculum/curriculum_framework.html)  
d Government of New Brunswick. Department of Education and Early Childhood Development. *Le Curriculum éducatif Services de garde francophones du Nouveau-Brunswick*. Retrieved from: <http://www2.gnb.ca/content/gnb/fr/ministeres/education/elcc/content/curriculum.html>

## WORK ENVIRONMENT

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

Age	Staff:Child Ratio	Max. Group Size
Infants (0–12 months)	1:3	6
Infants (13–24 months)	1:5	10
Toddler (25–35 months)	1:6	12
Preschool 3 years	1:8	16
Preschool 4 years	1:10	20
5+ years	1:15	30

a Government of New Brunswick. Department of Education and Early Childhood Development. *Operator Manual: Full-time and Part-time Early Learning and Child Care Centres* (2018). P. 56. Retrieved from: <https://www2.gnb.ca/content/dam/gnb/Departments/ed/pdf/ELCC/OperatorManualFullTimePartTimeEarlyLearningChildCareCentres.pdf>

**KINDERGARTEN:** The maximum class size is 21 except when a class is combined with another grade, in which case the class size is capped at 16.<sup>21</sup> As of September 30, 2019, the average Kindergarten class size was 17.4.<sup>22</sup>

**CHILD CARE PROGRAM:** A regulated child care centre may have a maximum of 60 spaces per approval. Those facilities licensed for more than 60 spaces prior to the enactment of the Early Childhood Services Act are permitted to maintain their licensed capacity.

**FAMILY CHILD CARE:** Early Learning and Child Care Homes may provide care for a maximum of:

- Two infants (up to age 24 months), or
- Four children ages 2 to 5 years, or
- Eight school-age children, or
- Five children of a mixed age grouping (at least one child must be school-age and no more than two may be younger than 24 months)

The maximum number of children permitted includes those of the operator younger than 12 years of age.<sup>23</sup>

## EDUCATORS

TABLE 4.3 NEW BRUNSWICK EDUCATOR QUALIFICATIONS

Kindergarten Teachers <sup>a</sup>	Bachelor's degree in education; degree must include course work in language arts, mathematics, science, social studies, health, physical education, art, and music.
Early Childhood Educators <sup>b</sup>	Early Childhood Education Certificate conferred by a recognized post-secondary institution.*

a New Brunswick Teachers Association. *Requirements for a Teaching Certificate in New Brunswick*. Retrieved from: [https://www.nbta.ca/services/teacher\\_certification/cert\\_bed\\_clarify.html](https://www.nbta.ca/services/teacher_certification/cert_bed_clarify.html)

b Government of New Brunswick. Department of Education and Early Childhood Development. *Everyone at their best... from the start: Early Learning and Child Care Action Plan Annual Report 2018-2019*. P. 6. Retrieved from: [https://www2.gnb.ca/content/dam/gnb/Departments/eco-bce/Promo/early\\_childhood/AnnualReport2018-2019.pdf](https://www2.gnb.ca/content/dam/gnb/Departments/eco-bce/Promo/early_childhood/AnnualReport2018-2019.pdf)

\* Two 90-hour Introduction to Early Childhood Education online courses, one in English and one in French, were launched in 2017-2018 and enforced through legislation as of February 1, 2018. Each online course includes 30 hours on the early learning and child care curriculum framework and 60 hours on various topics such as child development, inclusion practices, literacy, and language development. Completion of the courses is now the minimum training requirement for early childhood educators without a certificate, diploma, or degree working in licensed early learning and child care facilities.

**TABLE 4.4 NEW BRUNSWICK PROFESSIONAL RECOGNITION AND DEVELOPMENT**

	<b>Teachers</b>	<b>ECEs</b>
Professional Recognition	Teachers must be certified by the Teacher Certification Branch of the Department of Education and Early Childhood Development, which evaluates all applications for teacher certification in both the Anglophone and Francophone sectors. <sup>a</sup>	No formal professional recognition
Professional Development	Professional development is incorporated into the school year and is mandatory. School districts, the Department of Education, the New Brunswick Teachers' Association, and universities also offer professional development opportunities.	All educators working with children 5 years of age and younger must participate in a minimum of 30 hours of professional learning and development activities over a period of three years.

a Government of New Brunswick. *Teacher Certification*. Retrieved from: [http://www2.gnb.ca/content/gnb/en/services/services\\_renderer.599.Teacher\\_Certification.html](http://www2.gnb.ca/content/gnb/en/services/services_renderer.599.Teacher_Certification.html).

**TABLE 4.5 NEW BRUNSWICK DENSITY OF QUALIFIED STAFF IN CHILD CARE CENTRES**

An administrator and at least 50% of educators must hold a minimum of a one-year Early Childhood Education Certificate, or training that is equivalent.

**TABLE 4.6 NEW BRUNSWICK TEACHER AND ECE AVERAGE ANNUAL SALARIES**

<b>Teachers<sup>a</sup></b>	<b>Early Childhood Educators<sup>b</sup></b>	<b>ECE Salary as a % of Teacher Salary</b>
\$81,075	\$42,369	52%

a Equivalent to Level 5, Schedule 2 G-2 Salary Payments, March 1, 2019 to August 31, 2019, In *Agreement between Treasury Board and the New Brunswick Teachers Federation/La Fédération des Enseignants du Nouveau-Brunswick, March 1, 2016 to February 28, 2021*. Retrieved from: <http://www2.gnb.ca/content/dam/gnb/Departments/ohr-brh/pdf/ca/201.pdf>.

b March 31, 2020 full time (40 hours) @ \$20.37, the average hourly rate for trained primary staff in facilities receiving QIFS funding. *Early Learning and Child Care Annual Statistical Report 2019-2020*. P. 18. Retrieved from: <https://www2.gnb.ca/content/dam/gnb/Departments/ed/pdf/ELCC/ECHDPE/ChildDaycareServicesAnnualStatisticalReport2019-2020.pdf>.

The Quality Improvement Funding Support Program (QIFS)<sup>24</sup> provides funding to support the wages of permanent full- and part-time child care staff working directly with children.

The QIFS program provides the following funding for a maximum of 44 hours per week:

- \$6.50/hour for eligible employees who have

recognized ECE training or a completed university degree in any discipline from a recognized Canadian institution

- \$3.15/hour for primary staff members and/or administrators who do not have ECE training or a university degree
- \$2.75/hour for administrators and relief staff without recognized training

**PROGRESS REPORTS:** *The Canada-New Brunswick Early Learning and Child Care Agreement – 2017-2020* requires the province 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 Department of Education and Early Childhood Development reports publicly on developments, including annual updates on the status of schools (2020)<sup>25</sup> and early learning and child care (2020).<sup>26</sup> In addition, it produces an annual report on the overall work of the ministry (2019),<sup>27</sup> as well as reporting on its child care action plan (2019).<sup>28</sup>

**PROGRAM STANDARDS:** The Infant/Toddler Environment Rating Scale–Revised Edition (ITERS–R) and the Early Childhood Environment Rating Scale–Revised Edition (ECERS–R) are used to support quality improvement in child care facilities. The provincial average score of 4.63 from ECERS and ITERS in assessed centres is well above minimum standard. A total of 73 percent of completed assessments scored between 4 and 6 or “Good” quality on

the 7–point scale.<sup>29</sup> The department’s website provides a list of licensed early learning and child care facilities, including up-to-date inspection reports.<sup>30</sup>

*Planning Guidelines for Education Facilities* (February 2016) produced by the Department of Education and Early Childhood Development outlines standards for Kindergarten classrooms to reflect modifications to the curriculum including, minimum space per child and access to washrooms, running water and playgrounds.

**POPULATION MONITORING:** The Early Years Evaluation (EYE) is used across the province to assist educators in assessing the skills and abilities of children ages 3–6 years as they transition to school. The EYE consists of two complementary components: the EYE–Teacher Assessment (EYE–TA), a teacher rating scale, and the EYE–Direct Assessment (EYE–DA). Both assess four key areas of development: Awareness of Self and Environment, Cognitive Skills, Language and Communication, and Gross and Fine Motor Skills. A web-based tool calculates each child’s scores, provides separate reports for each child, and summarizes the results with graphical reports at the school, district, and provincial levels.<sup>31</sup> The Anglophone sector does not administer the EYE–TA; the Francophone education sector began administering the EYE–TA in October 2019.



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