

# Early Childhood Education Report

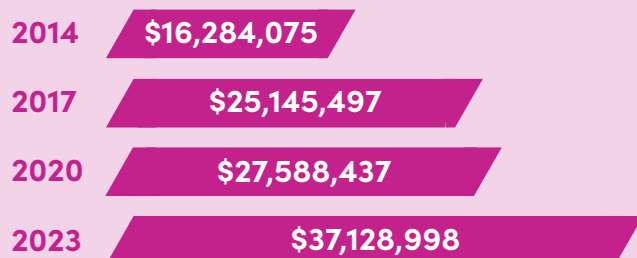


## NORTHWEST TERRITORIES

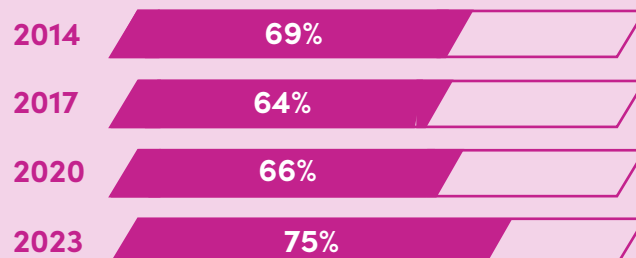
Profile 2023



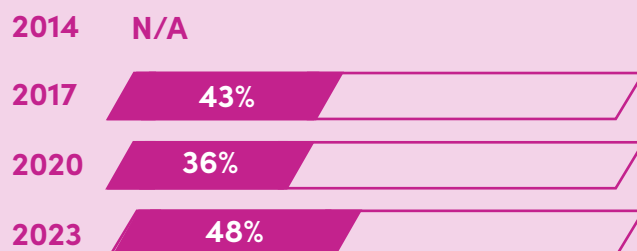
### CHANGE IN ECEC SPENDING



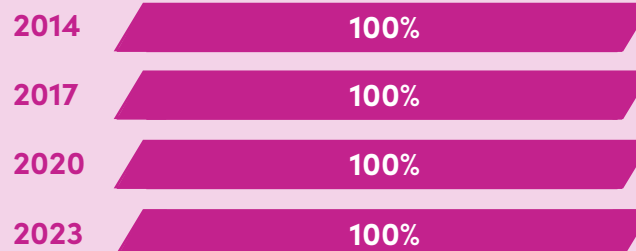
### ECEC CAPACITY TO PERCENTAGE OF 2- TO 4-YEAR-OLD CHILDREN



### ECE WAGES AS A PERCENTAGE OF TEACHER WAGES



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





## Early Childhood Education Report

### 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 and the Abilio—Childhood Knowledge Dissemination Centre, formerly the Centre of Excellence for Early Childhood Development, at the Université Laval and Université de Montréal. 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 federal overview, a detailed look at the benchmarks, the full methodology, and all provincial and territorial profiles, please visit [ECEReport.ca](https://ecereport.ca).

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## NEW DEVELOPMENTS

This Northwest Territories profile captures early learning and child care initiatives to March 31, 2023. The New Developments section highlights activities occurring after this date.

In December 2023, the Government of the Northwest Territories opened calls for its \$1 million Early Childhood Infrastructure Fund for the 2024–25 fiscal year.<sup>1</sup> The fund provides Indigenous and non-profit organizations with funding for renovations to preserve or expand licensed child care. The government gives funding priority to communities with limited or no early learning and child care programming.

The government released updated student assessment tools October 2023 as part of adapting the new Northwest Territories Junior Kindergarten to Grade 12 (JK–12) curriculum. Assessment tools and practices include report cards, standardized tests, and exams.<sup>2</sup>

Amendments to the *Child Day Care Act*, *Early Learning and Child Care Standards Regulations*, and new *Early Learning and Child Care Funding Regulations* came into force on May 1, 2023.<sup>3</sup> Changes include establishing maximum parent fees in new programs, streamlining subsidy funding and reporting requirements, and updating language.

### CANADA—NORTHWEST TERRITORIES CANADA-WIDE EARLY LEARNING AND CHILD CARE AGREEMENT (CWELCC)

The NWT will receive a total of \$51 million over the five-year (2021–26) CWELCC agreement.<sup>4</sup> Funding is intended to accomplish the following:

- Enhance affordability, bringing the average parent fee to \$10 per day per child by fiscal year 2025–26.
- Create 75 additional child care spaces in each year of the agreement.
- Develop and fund integrated services to enhance access for children from vulnerable and equity-seeking families.
- Implement a wage grid to support early childhood educators working in child care centres.
- Provide regular and transparent reporting.

# GOVERNANCE

**TABLE 1.1 NORTHWEST TERRITORIES GOVERNANCE STRUCTURE FOR EARLY CHILDHOOD EDUCATION**

Lead Ministry/Department	Department of Education, Culture and Employment <sup>a</sup>
Related Ministry/Department	Department of Health and Social Services <sup>b</sup>
ECE Supervisory Unit	Early Learning and Child Care Division <sup>c</sup> Division of Teaching and Learning
Policy Framework	<i>2030 Early Learning and Child Care Strategy: A Commitment And Vision For Action</i> (February 2022) <sup>d</sup> <i>Indigenous Early Learning and Childcare Framework</i> <sup>e</sup> <i>Education Renewal and Innovation (ERI) Framework</i> <sup>f</sup>
Legislation	<i>Child Day Care Act</i> . Last amended May 1, 2023 <sup>g</sup> <i>Child Day Care Standards and Regulations</i> . Last amended May 1, 2023 <sup>h</sup> <i>Early Learning and Child Care Funding Regulations</i> . Last amended May 1, 2023 <sup>i</sup> <i>Education Act SNWT 1995, c.28</i> . Last amended December 16, 2022 <sup>j</sup>
Related Legislation	
Local Service Delivery	6 educational councils, 2 school boards, 2 authorities <sup>k</sup> 5 regional early childhood consultants <sup>l</sup>
Community/Sector Oversight	

<sup>a</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. Retrieved from: <https://www.ece.gov.nt.ca/en>

<sup>b</sup> Government of the Northwest Territories. Department of Health and Social Services. Retrieved from: <https://www.hss.gov.nt.ca/en>

<sup>c</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Early Learning and Child Care Division*. Retrieved from: <https://www.ece.gov.nt.ca/en/elcc>

<sup>d</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. February 2022. *Early Learning and Child Care Strategy*. Retrieved from: <https://www.ece.gov.nt.ca/sites/ece/files/resources/elcc-strategy-2030.pdf>

<sup>e</sup> Government of the Northwest Territories. *Indigenous Early Learning and Childcare Framework (2018)*. Retrieved from: [https://www.canada.ca/content/dam/canada/employment-social-development/programs/indigenous-early-learning/1352-IELCC\\_Report-EN.pdf](https://www.canada.ca/content/dam/canada/employment-social-development/programs/indigenous-early-learning/1352-IELCC_Report-EN.pdf)

<sup>f</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Education Renewal and Innovation (ERI) Framework*. Retrieved from: <https://www.ece.gov.nt.ca/en/services/renouveau-en-education-aux-tno/education-renewal-framework>

<sup>g</sup> Government of the Northwest Territories. Department of Justice. *Child Day Care Act*. Retrieved from: <https://www.justice.gov.nt.ca/en/files/legislation/early-learning-and-childcare/early-learning-and-childcare.a.pdf>

<sup>h</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Understanding the Child Day Care Regulations: A Handbook for Early Childhood Programs*. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd\\_-\\_early\\_childhood\\_handbook.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd_-_early_childhood_handbook.pdf)

<sup>i</sup> Government of the Northwest Territories. *Early Learning and Child Care Funding Regulations, NWT Reg 018-2023*. Retrieved from: <https://www.canlii.org/en/nt/laws/regu/nwt-reg-018-2023/216298/nwt-reg-018-2023.html>

<sup>j</sup> Government of the Northwest Territories. Department of Justice. *Education Act*. Retrieved from: <https://www.justice.gov.nt.ca/en/files/legislation/education/education.a.pdf>

<sup>k</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Directory of NWT Education Bodies*. Retrieved from: <https://www.ece.gov.nt.ca/en/directory-nwt-education-bodies>

<sup>l</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Early Childhood Consultants*. Retrieved from: <https://www.ece.gov.nt.ca/en/early-childhood-consultants>

## DEPARTMENT ORGANIZATION

The Department of Education, Culture and Employment provides direction, standards, programming, and curriculum development for children through to Grade 12. The Teaching and Learning division oversees policy and supports for Junior Kindergarten through to post-secondary education.

The Early Learning and Child Care Division oversees early learning and child care programs for children from birth to age 12. It licenses and monitors centre-based and family day homes. It provides funding to licensed early learning and child care programs to help offset the high costs of child care, supports the inclusion of children with additional needs in child care programs, and provides post-secondary education and professional development opportunities to early childhood educators. It is also responsible for implementing the action plans under the Canada—Northwest Territories Canada-Wide Early Learning and Child Care agreements.

## POLICY FRAMEWORKS

Released in February 2022, the *2030 Early Learning and Child Care Strategy: A Commitment and Vision for Action* focuses on building a community-based, territory-wide system of child care. This includes creating new early learning and child care spaces, developing the early childhood workforce, and addressing the needs of Indigenous children and families, which is a vital part of reconciliation.

The *Indigenous Early Learning and Child Care Framework*, co-developed by the Government of Canada and Indigenous peoples, sets out a shared vision, principles, and a path forward for Indigenous early learning and child care that respects the specific priorities of First Nations, Inuit, and the Métis Nation. The Framework describes an overarching vision for a comprehensive and coordinated early learning and child care system led by Indigenous peoples.



## SERVICE DESIGN

### EDUCATION PROGRAMS

**KINDERGARTEN:** Full-day Kindergarten is offered in schools and is available to all children who turn 5 years of age by December 31. Attendance is voluntary.

**JUNIOR KINDERGARTEN:** This program is offered in schools as a half-day or full-day program for all children who turn 4 years of age by December 31. Attendance is voluntary.<sup>5</sup>

### REGULATED CHILD CARE

Licensed child care is available for children from infancy up to and including 11 years of age. Operators must meet legislated standards and are inspected and monitored by early childhood consultants.

**CENTRE-BASED:** This type of care includes full-time and part-time centres, preschool, Aboriginal Head Start, and after-school programs. Non-profit agencies operate child care centres.

**FAMILY DAYCARE:** Self-employed, individually licensed family day home care providers may care for up to eight children from infancy up to and including 11 years of age, including the provider's own children. Numbers vary depending on the ages of the children.

**ABORIGINAL HEAD START (AHS):** First Nations, Inuit, and Métis organizations administer these part-day programs. They are designed to prepare Indigenous preschoolers aged 3–5 years for their school years by meeting their spiritual, emotional, intellectual, and physical needs. Each centre strives to revitalize Indigenous culture and language. There are seven AHS centres in the Northwest Territories; most are also licensed as child care centres.

## LOCAL SERVICE DELIVERY

Ten education authorities oversee JK–12 education, including six Divisional Education Councils (DEC), two Yellowknife school boards, and two District Education Authorities (DEA); the Tlicho Community Services Agency (TSCA); and the Commission scolaire francophone des Territoires du Nord-Ouest (CSFTNO).

Early childhood consultants work out of five regional offices to support licensed early learning and child care, along with family resource programs.

## COMMUNITY INVOLVEMENT/OVERSIGHT

There are no standing bodies, but the Department of Education, Culture and Employment regularly consults the sector and parents as part of the development and review of legislation and policies.

# FUNDING

**TABLE 2.1 NORTHWEST TERRITORIES EXPENDITURES FOR REGULATED CHILD CARE TO MARCH 31, 2023**

Funding Category	2022–23 Territorial Actual Expenses	2022–23 Federal Actual Expenses
<b>ACCESSIBILITY</b>		
ECP Early Learning Contributions	\$3,625,984	\$906,925
Early Childhood Infrastructure Fund (ECIF)	\$183,425	\$77,657
ECE New Child Care Spaces		\$196,300
ECE Health and Safety Funding		\$51,374
<b>Total Accessibility Funding</b>	<b>\$3,809,409</b>	<b>\$1,232,256</b>
<b>QUALITY</b>		
ELCC Post-Secondary Learning	\$150,000	\$1,343,943
ELCC Scholarships	\$50,000	\$127,000
ELCC Staff Grant	\$477,284	
ECE Wage Enhancement Funding	\$390,000	\$1,444,973
ECE Program Quality Enhancement		\$15,300
NWT Literacy Council	\$420,000	
Professional Development		\$704,680
<b>Total Quality Funding</b>	<b>\$1,487,284</b>	<b>\$3,635,896</b>
<b>INCLUSION</b>		
Supporting Child Inclusion and Participation (SCIP)	\$1,640,057	
<b>Total Inclusion Funding</b>	<b>\$1,640,057</b>	
<b>AFFORDABILITY</b>		
Child Care Fee Reduction (CCFR)		\$3,612,500
ECE Program Sustainability Funding		\$ 537,196
<b>Total Affordability Funding</b>		<b>\$4,149,696</b>
<b>Total Territorial/Federal Funding</b>	<b>\$6,936,750</b>	<b>\$9,017,848</b>
<b>Total Funding Early Learning and Child Care</b>		<b>\$15,954,598</b>

Source: Personal communication. Government of the Northwest Territories. Department of Education, Culture and Employment. January 19, 2024.

Does not include funding through federal programs that go directly to Indigenous communities to support ELCC activities. These include Aboriginal Head Start Urban and Northern Communities (AHSUNC) and the First Nations and Inuit Child Care Initiative (FNICCI), in addition to funding through the First Nations, Inuit, and Métis Early Learning Child Care agreements.

The Government of the Northwest Territories distributes money from territorial and federal government funding to licensed centre-based programs and family day homes. Funding is categorized for reporting on the Canada-Wide Early Learning and Child Care Agreement: Access, Affordability, Quality, and Inclusion. The one exception to these categories is the funding the government provides to the Northwest Territories Literacy Council independently of the federal agreement. Funding programs are undergoing a review, the result of consultations among the sector and Indigenous governments.<sup>6</sup>

### ELCC FUNDING PROGRAMS

**ECE CHILD CARE FEE REDUCTION:** Contributions to licensed ELCC programs to reduce child care fees for parents.

**ECE EARLY CHILDHOOD CONTRIBUTION:** Supports the operations of licensed daycare and day home operators.

**ECE ELCC INFRASTRUCTURE FUND:** Funding to create new licensed child care spaces and to preserve existing spaces by subsidizing costs.

**ECE FAMILY LITERACY SUPPORTS:** Contributions for family literacy programs.

**ECE HEALTH AND SAFETY FUNDING:** Funding for facility repairs and maintenance.

**ECE NEW CHILD CARE SPACES:** Funding to build or renovate to add child care spaces.

**ECE POST-SECONDARY LEARNING OPPORTUNITIES:** Professional development for the ECE workforce.

**ECE PROGRAM QUALITY ENHANCEMENT:** Grants to purchase or replace equipment.

**ECE PROGRAM SUSTAINABILITY FUNDING:** Support to licensed ELCC programs that offer free programming.

**ECE SCHOLARSHIPS:** Grants to support full-time, in-person, post-secondary child development educators at the diploma level or higher.

**ECE SUPPORTING CHILD INCLUSION (SCIP):** Support to programs to serve vulnerable, at risk, and/or children who have additional needs.

**ECE WAGE ENHANCEMENT FUNDING (RETENTION INCENTIVE):** Wage grants for early childhood educators working directly with children in licensed child care.

**TABLE 2.2 NORTHWEST TERRITORIES EXPENDITURES FOR EARLY CHILDHOOD EDUCATION/CHILD CARE TO MARCH 31, 2023**

Junior Kindergarten <sup>a</sup>	\$9,484,570
Kindergarten <sup>a</sup>	\$11,689,830
Total educational spending	\$21,174,400
Total spending regulated child care (Table 2.1)	\$15,954,598
<b>Total ECEC spending</b>	<b>\$37,128,998</b>
Total territorial spending <sup>b</sup>	\$2,056,157,000
<b>ECEC as % of territorial budget</b>	<b>1.8%</b>

<sup>a</sup>. Personal communication. Government of the Northwest Territories. Department of Education, Culture and Employment. January 19, 2024.

<sup>b</sup>. Government of the Northwest Territories. Department of Finance. 2022–2023 Main Estimates. P. ix. Retrieved from: [https://www.fin.gov.nt.ca/sites/fin/files/resources/2022-2023\\_main\\_estimates\\_supporting\\_schedules.pdf](https://www.fin.gov.nt.ca/sites/fin/files/resources/2022-2023_main_estimates_supporting_schedules.pdf)

# ACCESS

**TABLE 3.1 NORTHWEST TERRITORIES CHILD POPULATION 0 TO <6 YEARS (2022)**

Child population birth to <6 years	3,344
Birth to <24 months	1,086
24 months to <5 years	1,708
5 years	550
Total population of the Northwest Territories	45,605
<b>Children birth to &lt;6 years as % of total population</b>	<b>7.3%</b>

Source: Statistics Canada. Table 17-10-0005-01 Population estimates on July 1st 2022, by age and sex (accessed on January 10, 2023).

**TABLE 3.2 NORTHWEST TERRITORIES LABOUR FORCE PARTICIPATION OF MOTHERS BY AGE OF YOUNGEST CHILD (2022)**

	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	400	80.0%
24 months to <5 years	900	75.0%
5 years	200	66.7%
Total mothers in labour force with child 0 to <6 years	1,500	
Average labour force participation of mothers with youngest child 0 to <6 years		75.0%

Source: 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, 2016 to 2022 (persons × 1,000).

**TABLE 3.3 NORTHWEST TERRITORIES ECE SCHOOL PROGRAMS (2022–23)**

Children attending Junior Kindergarten <sup>a</sup>	494.5
4-year-old child population <sup>b</sup>	582
% of children attending Junior Kindergarten	90%
Children attending 5-year-old Kindergarten <sup>a</sup>	564
5-year-old child population <sup>b</sup>	550
% of children attending Kindergarten	100%

<sup>a</sup>. Personal communication. Government of the Northwest Territories. Department of Education, Culture and Employment. January 19, 2024. Because Kindergarten eligibility includes a quarter year of 4-year-olds, Kindergarten enrolment may be greater than the 5-year-old population.

<sup>b</sup>. Statistics Canada. Table 17-10-0005-01 Population estimates on July 1st 2022, by age and sex (accessed on January 10, 2023).

**TABLE 3.4 NORTHWEST TERRITORIES REGULATED CHILD CARE TO MARCH 31, 2023****Spaces by age group**

Infants (0 to <24 months)	278
Preschool-aged (24 months to <5 years)	788
School-aged (Junior Kindergarten to <13 years)	874
<b>Total capacity centre-based programs</b>	<b>1,932</b>

**Facilities by type**

Centre-based programs	32
School-age programs	31
Family child care providers	40

**Centres by auspice**

Non-profit	All centres are non-profit
For-profit	

Source: Personal communication. Government of the Northwest Territories. Department of Education, Culture and Employment. January 19, 2024.

Child care spaces are counted based on licensed capacity; not how many children are actively attending. Spaces are counted over the course of the fiscal year and are generally reported on the last day of the fiscal year.

The Government of the Northwest Territories considers family day home providers self-employed contractors.

**TABLE 3.5 NORTHWEST TERRITORIES ECE CAPACITY TO PERCENTAGE OF CHILDREN BY AGE GROUP TO MARCH 31, 2023**

Child Ages	Number of Children <sup>a</sup>	Child Care/Preschool	Kindergarten/Junior Kindergarten	Other ECE Programs	Capacity to % Children
0 to <24 months	1,086	278			26%
24 months to <5 years	1,708	788	495		<b>75%</b>
5 years	550		564		100%

<sup>a</sup> Statistics Canada. Table 17-10-0005-01 Population estimates on July 1st 2022, by age and sex (accessed on January 10, 2023).

All other figures: Personal communication. Government of Northwest Territories. Department of Education, Culture and Employment. January 19, 2024

## AFFORDABILITY<sup>7</sup>

The Child Care Fee Reduction (CCFR) Subsidy provides funding to licensed early learning and child care programs to reduce child care fees for children aged 5 years and younger. Effective April 1, 2023, child care fees were reduced from 50 per cent of pre-CWELCC rates to 40 per cent.

Programs also have the option increase their fees by 2 to 6 per cent, depending on the rates being charged for infant and preschool spaces, and by a flat rate of \$10 per month for out-of-school care. Child care fees range from approximately \$540 to \$1,380 per child per month.<sup>8</sup> All eligible licensed early learning and child care programs that charge fees participate in the CCFR.

The Northwest Territories does not have a fee subsidy program for low-income families. Parents must qualify for the territorial Income Assistance Program (IA)<sup>9</sup> under the Department of Education, Culture and Employment. The government pays fee subsidies directly to parents with children using both licensed and unlicensed care.

## INCLUSION

*Supporting Child Inclusion and Participation (SCIP) Inclusion Funding* supports licensed child care centres to purchase resources, provide staff training, or hire additional staff. It is also available for community drop-in programs for children and caregivers.

In addition, the fund supports the sustainability of licensed centres in small communities with grants of up to \$20,000 per year.

The total budget available for the SCIP is \$1.7 million per year.



# LEARNING ENVIRONMENT

TABLE 4.1 NORTHWEST TERRITORIES CURRICULUM FRAMEWORKS

Program	Framework Document
Kindergarten	<p><i>Northwest Territories Junior Kindergarten/Kindergarten Curriculum; A Holistic Approach to Children's Early Learning</i> (January 2017) is mandated for use in both Kindergarten and Junior Kindergarten programs.<sup>a</sup></p> <p>Beginning in 2023, the Government of the Northwest Territories began adapting British Columbia's curriculum as part of the JK–12 curriculum renewal. Full implementation in JK/K programs is scheduled for the 2027–28 school year.<sup>b</sup></p>
Regulated Child Care	<p>The Early Learning Framework is being piloted in selected programs across the territory.</p>

<sup>a</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Northwest Territories Junior Kindergarten/Kindergarten Curriculum; A Holistic Approach to Children's Early Learning* (January 2017). Retrieved from: [https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/kindergarten\\_curriculum\\_-\\_english\\_170206.pdf](https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/kindergarten_curriculum_-_english_170206.pdf)

<sup>b</sup> Government of the Northwest Territories. Department Education, Culture and Employment. *JK–12 Curriculum Renewal*. Retrieved from: <https://www.ece.gov.nt.ca/en/services/jk-12-school-curriculum>

<sup>c</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Action Plan Progress Tracker*. Retrieved from: <https://www.ece.gov.nt.ca/en/progress-tracker/status/delayed-311>



## WORK ENVIRONMENT

**TABLE 4.2 NORTHWEST TERRITORIES STAFF/CHILD RATIO AND GROUP SIZE  
IN REGULATED CHILD CARE CENTRES**

Age	Staff:Child Ratio	Maximum Group Size
Infants (0 to 12 months)	1:3	6
Infants (13 to 24 months)	1:4	8
Toddler (25 to 35 months)	1:6	12
Preschool 3 years	1:8	16
Preschool 4 years	1:9	18
5+ years	1:10	30

### Mixed Groupings in Child Care Centres

Infants (0 to <24 months)	1:4	8
Preschool: 25 months to <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) to <11 years	1:10	30

### Family Child Care

Maximum number of children	8 including the provider's children	
Children up to 2 years of age		2
Children up to 3 years of age		3
Children up to 6 years of age		6
School age: 4 years 8 months (child enrolled in school for the full day) to 11 years		8

Source: Government of the Northwest Territories. Department of Education, Culture and Employment. *Understanding the Child Day Care Regulations: A Handbook for Early Childhood Programs*, P. 232. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd\\_-\\_early\\_childhood\\_handbook.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd_-_early_childhood_handbook.pdf)

**KINDERGARTEN CLASS SIZE:** Decisions regarding class size are made by education bodies. Schools are funded for staffing at a 1:12 ratio, which includes additional personnel such as school administrators, assistants, and counsellors.

**CHILD CARE PROGRAM SIZE:** Centre size is not regulated.

## EDUCATORS

TABLE 4.3 NORTHWEST TERRITORIES EDUCATOR QUALIFICATIONS

Kindergarten Teachers <sup>a</sup>	Bachelor of Education, an equivalent qualification, or a two-year diploma in early childhood education, with 25 hours of teacher training approved by the superintendent of schools.
Early Childhood Educators <sup>b</sup>	Primary staff members must have completed a post-secondary program in child development or have the approval of the director of child care services.

<sup>a</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. Section 8. *Information for Teachers*. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/section\\_8\\_information\\_for\\_teachers.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/section_8_information_for_teachers.pdf)

<sup>b</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Understanding the Child Day Care Regulations: A Handbook for Early Childhood Programs*. P. 203. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd\\_-\\_early\\_childhood\\_handbook.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd_-_early_childhood_handbook.pdf)

TABLE 4.4 NORTHWEST TERRITORIES PROFESSIONAL RECOGNITION AND DEVELOPMENT

	Teachers	Early Childhood Educators
Professional Recognition	<p>Three levels of certification are recognized:<sup>a</sup></p> <p><b>Kindergarten Teaching Certificate</b> is required to teach Junior Kindergarten and Kindergarten.</p> <p><b>Professional Teaching Certificate</b> authorizes teaching of Junior Kindergarten up to and including Grade 12.</p> <p><b>Standard Teaching Certificate</b> authorizes teaching of Junior Kindergarten up to and including Grade 9 and is issued to individuals who have completed a two-year teacher education program as a minimum requirement.</p>	<p>The NWT is working toward a certification process for ECEs, scheduled for implementation in 2024.<sup>c</sup></p>
Professional Development	<p>Teacher collective agreements provide a government-funded Professional Development Fund, which is available for educational leaves, conferences, workshops, courses, and school-based PD events.<sup>b</sup></p>	<p>Operators of child care centres are required to document staff participation each year in training related to child development and child care. The amount of time is not specified.</p> <p>Family home daycare providers are required to document their participation in training in child development on an annual basis.<sup>d</sup></p>

<sup>a</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. Section 8.1.1 *Teacher Certification Requirements*. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/section\\_8\\_information\\_for\\_teachers.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/section_8_information_for_teachers.pdf)

<sup>b</sup> NWTTA and Government of the Northwest Territories. *Collective Agreement between the Northwest Territories Teachers' Association and The Minister Responsible for the Public Service Act. Article 16. Professional Development*. Retrieved from: <https://nwtta.nt.ca/sites/default/files/2022-03/nwtta-gnwt-collective-agreement-2021-2023-english.pdf>

<sup>c</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Transforming Early Learning and Child Care in the NWT*. Retrieved from: <https://www.ece.gov.nt.ca/sites/ece/files/resources/transforming-elcc.pdf>

<sup>d</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Understanding the Child Day Care Regulations: A Handbook for Early Childhood Programs*. PP. 209, 214. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd\\_-\\_early\\_childhood\\_handbook.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd_-_early_childhood_handbook.pdf)

**TABLE 4.5 NORTHWEST TERRITORIES DENSITY OF QUALIFIED STAFF IN CHILD CARE CENTRES**

At least half of staff members on duty at any given time must have a primary designation.

Source: Government of the Northwest Territories. Department of ECE. *Understanding Child Day Care Regulations: Handbook for Early Childhood Programs Regulation 71(1)*. P. 229. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd\\_-\\_early\\_childhood\\_handbook.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd_-_early_childhood_handbook.pdf)

The GNWT ELCC Action Plan commits to increasing the number of early childhood educators who fully meet the Northwest Territories' certification requirements by at least 30 per cent by 2026, and by 60 per cent by 2030–31.

**TABLE 4.6 NORTHWEST TERRITORIES ECE ANNUAL WAGE AS A PERCENTAGE OF TEACHER WAGE (2023)**

Teachers	Early Childhood Educators <sup>b</sup>	ECE Wage as a Percentage of Teacher Wage
\$103,415 <sup>a</sup>	\$49,634	48%

<sup>a</sup> Wage rate for a teacher with five years' experience, at Level 5 of the Salary Schedule. NWTTA and Government of the Northwest Territories. *Collective Agreement between the Northwest Territories Teachers' Association and The Minister Responsible for the Public Service Act. Appendix C. Salary Scale*. P. 83. Retrieved from: <https://nwtta.nt.ca/sites/default/files/2022-03/nwtta-gnwt-collective-agreement-2021-2023-english.pdf>

<sup>b</sup> Estimate for FTE staff receiving \$16,250 per year through the Retention Initiative, plus minimum wage at \$16.05 per hour.

The Early Childhood Staff Grant, previously paid directly to early childhood educators, was replaced with the Retention Incentive grant paid to licensed centre-based early learning and child care program operators. Starting April 1, 2022, the grant provided \$12,750 for every full-time position that is required under legislation. Staffing numbers beyond those specified in staff-to-child ratios are not eligible for the Retention Initiative. In 2023, the amount increases to \$16,250 per legislated staff member. The two-year program is intended to bridge the gap until a wage grid is implemented in the 2024–25 fiscal year.

The Retention Initiative is worth \$4.6 million and funded as part of the Northwest Territories' ELCC agreement with the federal government. Except for fixed administrative costs, operators are required to use the funding to increase staff wages. They can decide how funding is distributed among their employees. As a result, actual payments to staff vary by centre.



## ACCOUNTABILITY

**PROGRESS REPORTS:** The Department of Education, Culture and Employment maintains an Action Plan Progress Tracker that updates 60 priority actions of the department, including those focused on Kindergarten and early learning and child care.<sup>10</sup>

**PROGRAM STANDARDS:** Schools are funded to build or retrofit Junior Kindergarten and Kindergarten classrooms with direct access to washrooms, running water, and playgrounds.

Licensed child care programs must meet legislative standards. Licensing reports are available online.<sup>11</sup>

**POPULATION MONITORING:** The Early Development Instrument (EDI) has been used across the Northwest Territories since 2012. The information from the EDI guides policy development and provides schools with information to help with planning for children in the primary grades. The most recent report focuses on the 2021–22 school year.<sup>12</sup>

The JK–12 Education System Performance Measures Technical Report 2020–2021 is the most recent annual report on the current state of the Northwest Territories' education system with respect to the changes implemented by the Education Renewal and Innovation (ERI) Framework in 2013.<sup>13</sup> The report indicates that since JK was introduced territory-wide in the 2017–18 school year, students who attend JK are consistently more likely to be prepared for Grade 1.



## ENDNOTES

<sup>1</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Early Childhood Infrastructure Fund*. Retrieved from: <https://www.ece.gov.nt.ca/en/ECIF>

<sup>2</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. Media release. October 11, 2023. "GNWT updating assessment tools as part of JK-12 curriculum renewal." Retrieved from: <https://www.gov.nt.ca/en/newsroom/gnwt-updating-assessment-tools-part-jk-12-curriculum-renewal>

<sup>3</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. Media release. May 5, 2023. "Amendments to legislation help GNWT build an affordable early learning and child care system." Retrieved from: <https://www.gov.nt.ca/en/newsroom/amendments-legislation-help-gnwt-build-affordable-early-learning-and-child-care-system>

<sup>4</sup> Government of Canada. *Canada – Northwest Territories Canada-Wide Early Learning and Child Care Agreement – 2021 to 2026*. Retrieved from: <https://www.canada.ca/en/early-learning-child-care-agreement/agreements-provinces-territories/northwest-territories-canada-wide-2021.html#h2.an.2>

<sup>5</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Kindergarten/Junior Kindergarten*. Retrieved from: <https://www.ece.gov.nt.ca/en/services/junior-kindergartenkindergarten>

<sup>6</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Early Learning and Child Care Funding Programs Review*. Retrieved from: <https://www.ece.gov.nt.ca/sites/ece/files/resources/elcc-funding-programs-review-2021.pdf>

<sup>7</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. News release, Yellowknife, February 8, 2023. "GNWT Further reduces child care fees for families and increases funding for licensed operators." Retrieved from: <https://www.gov.nt.ca/en/newsroom/gnwt-further-reduces-child-care-fees-families-and-increases-funding-licensed-operators>

<sup>8</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Child Care Fee Reduction Subsidy 2023/24 Increases Information Sheet*. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/child\\_care\\_fee\\_reduction\\_subsidy\\_2023-24\\_increases.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/child_care_fee_reduction_subsidy_2023-24_increases.pdf)

<sup>9</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Income Assistance Program*. Retrieved from: <https://www.ece.gov.nt.ca/en/services/income-security-programs/income-assistance-program>

<sup>10</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Action Plan Progress Tracker*. Retrieved from: <https://www.ece.gov.nt.ca/en/progress-tracker/status/delayed-311>

<sup>11</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Child Care Inspections*. Retrieved from: <https://www.ece.gov.nt.ca/en/childcare>

<sup>12</sup> Government of the Northwest Territories. *Early Development Instrument*. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/2023-08\\_-\\_fact\\_sheet\\_-\\_early\\_childhood\\_development\\_instrument\\_2021-22\\_-\\_english.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/2023-08_-_fact_sheet_-_early_childhood_development_instrument_2021-22_-_english.pdf)

<sup>13</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *The JK-12 Education System Performance Measures Technical Report 2020-2021*. Retrieved from: <https://www.ece.gov.nt.ca/en/content/jk-12-education-system-performance-measures-technical-report-2021-22>