

BRUCE COUNTY HUMAN SERVICES

Child Care & Early Years

SERVICE SYSTEM PLAN: 2019-2024

WAYPOINT
2022



BRUCE
county

Introduction

Bruce County Children’s Services, a division of the Human Services Department, is pleased to share our Waypoint on the goals and priorities established in our 2019-2024 Child Care and Early Years Service System Plan.

Integral to the development of the five-year Service System Plan was a comprehensive community consultation and engagement process. Based on feedback received from parent surveys, key informant interviews, and community provider and partner consultations, our strategic direction for 2019-2024 was summarized into four key themes:



We invite you to explore our ‘Waypoint’ document that reflects the actions taken and key performance indicators achieved together with our community in 2022.

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“ Our priority is ensuring the local delivery of early years and child care services is safe, collaborative, effective, efficient, and accountable.





Child Care and Early Years Workforce Strategy

In August 2021, Canada and Ontario signed a new Early Childhood Workforce Funding Agreement.

\$566,614

in one-time funding was provided to Bruce County by the Ministry of Education to support the retention and recruitment of a high-quality child care and early years workforce.

The Ministry of Education's approach for this funding provides for flexible, multi-faceted strategies recognizing the importance of not only recruiting new individuals into the profession, but also retaining, supporting and recognizing the existing child care and early years workforce.

Key objectives for this investment:

- 1 Sustain** the existing workforce to ensure a more stable and high-quality early years and child care system.
- 2 Enhance** access to opportunities for the workforce that promote retention and recruitment, including professional development, training and qualification upgrade programs.
- 3 Grow** the number of qualified staff in the child care and early years workforce to increase access to licensed child care for families.
- 4 Attract** and support the development of an increasingly diverse workforce to reflect the children and families accessing early years and child care programs more effectively.

Child Care Workforce Strategies Developed and Implemented in 2022

Together with members of the Early Years Planning Committee, The Early Childhood Education Recruitment and Retention Committee, and other key stakeholders, Bruce County identified recruitment and retention of Early Childhood Educators as a key priority for a high-quality, sustainable and accessible child care system.

As a first step, all Early Childhood Educators and support staff in Bruce and Grey County were invited to participate in the **Bruce and Grey Child Care and Early Years Workforce Strategy Job Satisfaction Survey**.

All workforce strategies implemented in 2022 are based on the feedback received from our local child care professionals through this survey.

228
child care
professionals
responded to
the survey

[View Full Survey Results](#)

Microsoft Power BI

Be an ECE in Bruce County Website

Highlights:

- ✓ Benefits of being an ECE
- ✓ Where you can work as an ECE
- ✓ How to become an ECE
- ✓ Financial supports
- ✓ Professional learning opportunities
- ✓ Pathways to becoming an ECE
 - [Bruce County Recruitment Ad](#)
 - [Pathways for those looking for a New Career](#)
 - [Pathways for Childcare Professionals](#)
 - [Pathways for Highschool Students](#)



Recruitment Videos

Be an Early Childhood Educator in Bruce County



Be a Home Child Care Provider in Bruce County



“**Early Childhood Educators are integral to the provision of high-quality child care and early years programming for families in Bruce County. We encourage all those interested in early childhood education to pursue this rewarding career in our beautiful and engaged communities.**”

TINA METCALFE, BRUCE COUNTY CHILDREN'S SERVICES MANAGER



Building Relationships with Students

The encounters you have with students shape where they want to be and who they aspire to become as educators. It all starts with connection, belonging, and relationships.

LISA TAYLOR, DUFFERIN COUNTY

A collaboration was formed with the County of Dufferin, the County of Simcoe, the County of Grey, Georgian College and Bruce County to nurture stronger communities of practice and curriculum connections with students.

In 2022, Bruce County connected with:

31
college students
in 3 classes

227
high school students
in 10 classes

Through presentations, experience sharing, invitations to professional learning events, and as contacts for any questions they may have about entering the career of Early Childhood Education.



Early Childhood Education Bursaries Available for New Students

Bruce County Children's Services partnered with Fanshawe College and Georgian College to provide \$80,000 in Bruce County Early Childhood Education Bursaries to eligible students.

The collaboration offers students who meet identified criteria the chance to apply for one of 20 bursaries available to encourage students to enter the field of Early Childhood Education at either institution. Eligible students can receive up to a maximum of \$4,000 in total bursaries, covering approximately half of their tuition costs over the two-year Early Childhood Education diploma program.

Disbursement of the bursaries began in the 2022/2023 academic year (September to August) and eligibility will end upon the students' completion of their early childhood education program.

Students are eligible for the bursary if, at the time of selection, they:

- ✓ Demonstrate financial need as determined by a budget submission.
- ✓ Are a full-time domestic student entering their first year of Fanshawe College's Early Childhood Education diploma program or Georgian College's Early Childhood Education diploma program.
- ✓ Are in good academic standing.
- ✓ Have self-identified as having a Bruce County home address on their application.

LifeWorks Employee Assistance Program

LifeWorks is a confidential employee assistance program (EAP) and an exciting and innovative well-being solution in an easy-to-use online platform and app with all the tools needed to be healthy and happy.

Using Workforce Funding provided by the Ministry of Education, Bruce County piloted the provision of the **Lifeworks EAP for all Child Care Professionals in Bruce County, free of charge, 24/7 to:**

- ✓ Access a wealth of online resources and information to support mental, physical, social and financial well-being.
- ✓ Speak with a counsellor (at no cost!) in an environment that fits the client's comfort level and availability (in person, by phone, or virtually). Or, to connect with other specialists, including financial and legal professionals.
- ✓ Get expert guidance from professional advisors, any time, about any issue, either work-related or personal.
- ✓ Make money go further with exclusive offers and discounts.
- ✓ Connect to news and updates through the platform's News Feed.

Mentorship Program

To support the retention of skilled educators and strengthen the child care and early years sector in our community, Bruce County Children's Services developed a Peer Mentorship program in 2022, in preparation for the pilot program to be launched in 2023. Interested early years professionals will be paired and mentored by skilled peers to share their experiences, learn from each other, become part of a respected collective voice, and build an effective network of support.

WHY SHOULD EDUCATORS APPLY?

Participants will have access to continuous professional learning opportunities that can, in turn, support higher levels of staff engagement, growth, recognition, and professional efficacy. Additionally, outcomes are intended to improve satisfaction and promote more meaningful relationships and experiences for children, educators and families in child care and early years settings.



Child Care Professionals in Bruce County can access the LifeWorks program through the [Community Learning Library \(CLL\)](#).

The Mentorship Program will run two cohorts per year and will include:

- ✓ Setting goals to work on throughout a 6-month period with weekly goal check-ins with facilitators, mentors, and mentees.
- ✓ Participants will meet monthly as a cohort for networking, learning from subject matter experts, and will be guided through [Curiosity Approach courses](#).
- ✓ Participants will also have the opportunity to visit child care programs across the County to learn from others.

Bruce County Children’s Services Hosted the First Full Day Professional Learning Event for all Bruce County Child Care Professionals

October 28, 2022

GUEST SPEAKERS INCLUDED:

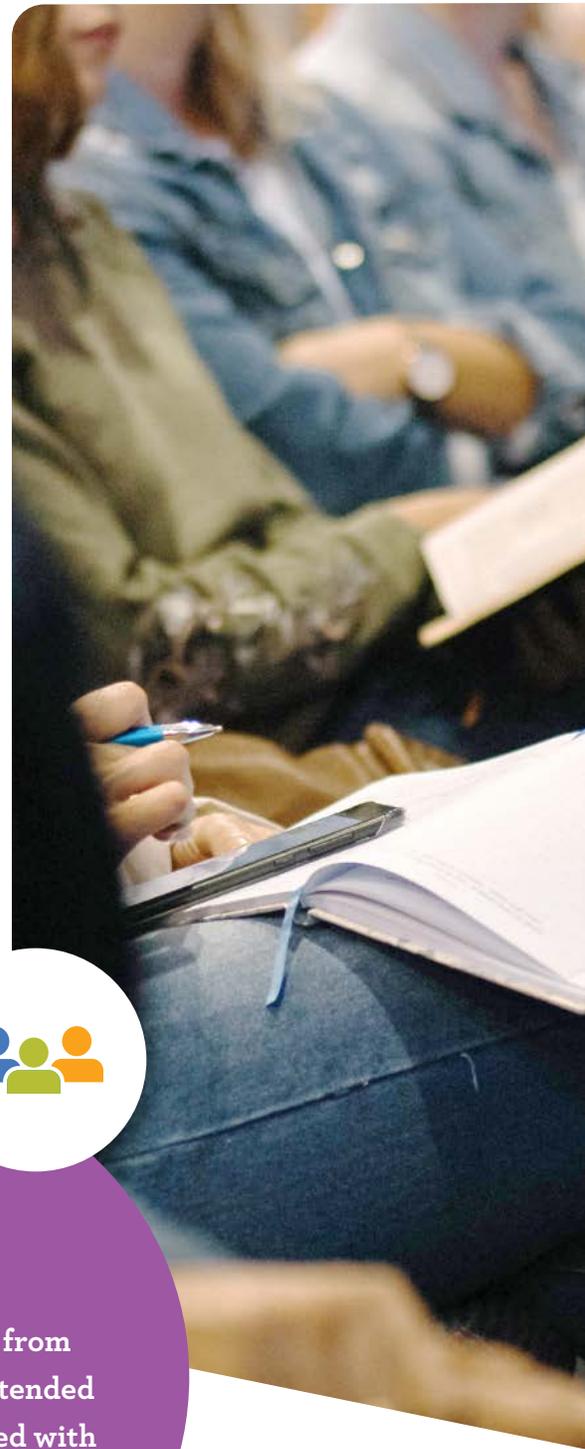
 **Richard Cohen** who laughed, learned, cried, sang and danced along with his audiences as he facilitated a fun, innovative, thought-provoking, interactive, inspiring learning experience.

 **M’Wikwedong Indigenous Friendship Centre** facilitated a hands-on workshop making tobacco ties while sharing traditional teaching, stories and songs for the audience to bring back to their programs.

 **Karen Callaghan**, an expert in “Think, Feel, Act” and “How Does Learning Happen?” Karen walked participants through the inspiring journey of documentation and its impact on children’s learning and experiences.

 **Meg Soper** is a hilarious comedian who delivered humour with heart that left the audience motivated, uplifted and raring to go.

All child care programs received a basket full of educational resources and materials to use in their programs. The resources and materials supported well-being, cultural diversity and inclusion.



224

Child Care Educators from across Bruce County attended the full-day event packed with knowledgeable, inspirational, and fun guest speakers.



Inclusion Accomplishments

*Bruce County's Journey Through the Ages and Stages uses the **Ages and Stages Questionnaire (ASQ)** to help understand and guide child development. It helps parents and guardians celebrate developmental milestones and provides information on what to look for next.*

Screening can be done as early as one month of age and reoccurs through the child's first five years. This proactive approach allows for the child care system to be responsive to children's learning, development and well-being.

While evidence shows that early intervention predicts more positive lifelong outcomes, there is a lack of research regarding Canadian pre-school aged child development. Thus, the Canadian National ASQ Database was created by researchers at Queen's University in partnership with community-based organizations around Canada, such as Bruce County, to fill this gap in national knowledge.

By participating in this program, parents and caregivers will be more informed regarding the developmental needs of their child(ren) and families will have access to services that support their child's journey in learning.

This data will provide insight into how the children in our community are developing, as well as allow for comparisons with various community-based organizations and child welfare agencies across Canada. The understanding we gain from this project will inform local programs, policies and practice to better support the children and families in your community.

The Special Needs Resource Team made

+100 connections with families participating in the Journey Through the Ages and Stages regarding their child's development.



SPRING 2022

335

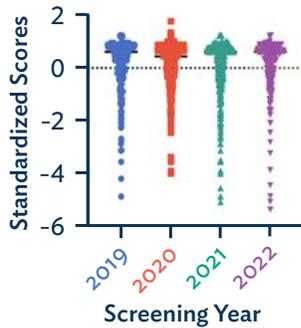
children participated
in Bruce County's
Journey Through
the Ages and Stages*

*At the time of this report the Fall 2022 report was not complete.

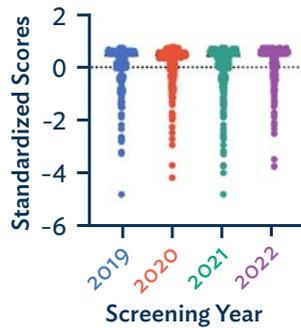


The graphs show the standardized results for each domain of the ASQ-3.

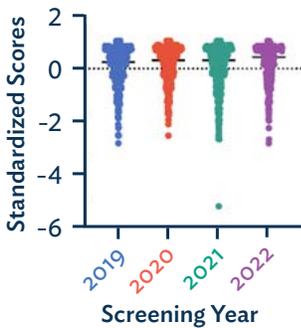
Communication



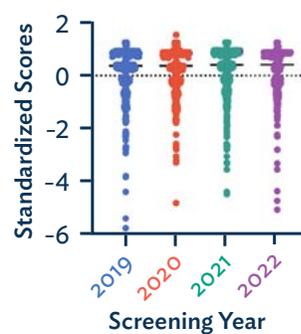
Gross Motor



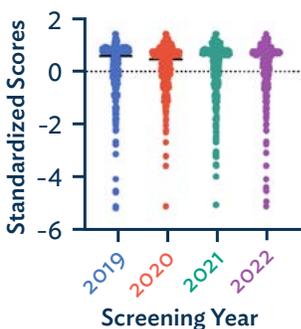
Fine Motor



Personal-Social



Problem-Solving



The ASQ scores are standardized which means the “average value” becomes 0. This allows all the data sets to have the same average value, which lets us compare the scores across age groups.

The standard deviation tells you how much the children’s scores vary from the average score of 0.

A smaller standard deviation means that the data points are close to the average value, while a larger standard deviation means that the data points are more spread out.

For the Journey Through the Ages and Stages, children are considered at risk for developmental delay when they are scoring 1.5 standard deviations below the average score of 0 (i.e., scores of -1.5 and lower).

NUMBER OF CHILDREN AT RISK FOR DEVELOPMENTAL DELAY BY DOMAIN

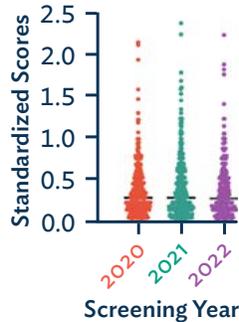
Domain	2019 (1 scan) n = 384	2020 (1 scan) n = 377	2021 (2 scans) n = 536	2022 (1 scan) n = 335
Communication	24	17	44	18
Gross Motor	25	16	33	16
Fine Motor	27	21	44	20
Personal Social	22	10	30	17
Problem-Solving	20	15	26	14



ASQ-SE:2

The graph shows the age corrected or ratio score for the ASQ-SE:2. *Note: Age-corrected scores ABOVE 1.00 are at risk for developmental delay.*

Social-Emotional



NUMBER OF CHILDREN AT RISK FOR SOCIAL EMOTIONAL DELAY

2020 (1 scan) n = 366	2021 (2 scans) n = 525	2022 (1 scan) n = 325
12	33	10

NUMBER OF REFERRALS ACCEPTED

Referral Agency	2019 Data not collected	2020 (1 scan)	2021 (2 scans)	2022 (1 scan)
Children's Mental Health	-	0	0	0
Healthy Babies Healthy Children	-	0	0	0
Infant & Child Development	-	0	0	1
Occupational Therapy	-	1	0	1
Physio Therapy	-	1	2	1
Resource Program	-	7	28	17
Speech and Language	-	2	17	6
Total	-	11	47	26

“ I think it is important for parents to be aware of the stages and to be given the opportunity to work on them.”

PARENT/GUARDIAN OF A 48 MONTH OLD



Baseline Journey Through the Ages and Stages Findings

The following baseline findings are from the standardized scores of children who completed at least one ASQ between 2019 and 2022.

Children scored **significantly higher** in **▲ Gross Motor** than any other ASQ-3 domain.

Children scored **significantly lower** in **▼ Fine Motor** than any other ASQ-3 domain.

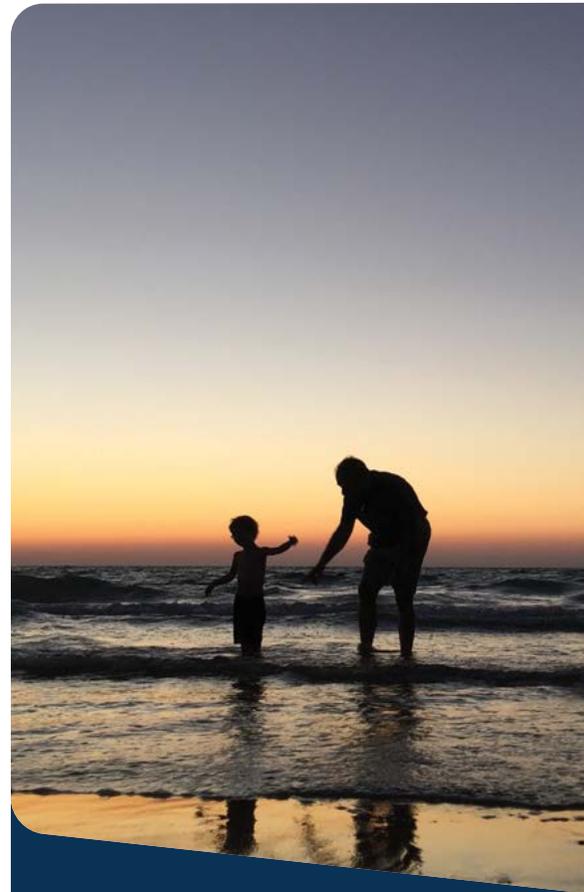
Girls scored significantly higher than boys in **Communication, Fine Motor, and Personal-Social** domains.

Boys scored significantly lower* than girls in the ASQ **Social Emotional** Questionnaire than girls.

*ASQ-SE:2 scores are inverted from ASQ-3 scores. However, for the purpose of this report and to remain consistent with the other ASQ-3 findings, “lower” indicated an increased risk of delay.

BASELINE HIGHLIGHTS

- ✓ All children in Bruce County may benefit from resources, programs and supports that specifically target the Fine Motor domain.
- ✓ Boys in Bruce County may require additional resources, programs and tools to support their development in Communication, Fine Motor, Personal-Social and Social Emotional domains.



“Aggregate data provided through Journey Through the Ages and Stages provides valuable information to assist service providers in understanding and responding to the needs of families within our communities.”

BRUCE COUNTY CHILDREN'S SERVICES MANAGER

Longitudinal Journey Through the Ages and Stages Findings



The longitudinal findings below are the standardized scores from children who completed the ASQ across three time points. This data provides information on child development over time.

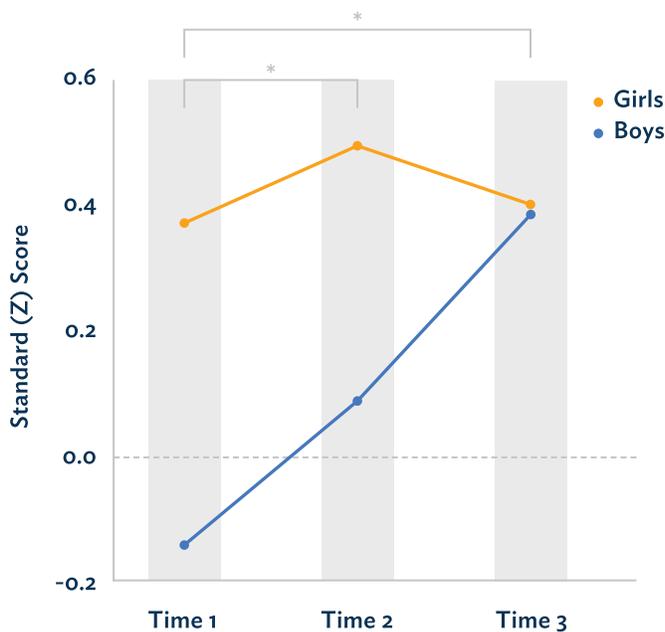
Girls score higher in the Communication domain at the 1st and 2nd ASQ screening.

Girls and boys do not differ in their communication scores by time point 3.

Boys average standardized Communication score at time point 3 is significantly higher than the first two time points, indicating improvement of Communication scores over time.

There are **no other significant differences** between boys and girls in other domains.

COMMUNICATION OVER TIME



LONGITUDINAL HIGHLIGHTS

- ✓ Fine Motor standardized scores increased significantly from 2019 to 2022.
- ✓ Communication scores remain below the standard scores.
- ✓ Gross Motor, Problem-Solving and Personal-Social standard scores are all above the standard score.

Do you have concerns about your child's development?

Please reach out to your child care professional or contact Bruce County Children's Services Resource Team at 1-800-265-3005 or childcare@brucecounty.on.ca

For resources and learning activities related to the ASQ, please visit:
[Resource Library - Ages and Stages](#)

More Inclusion Supports

119

average monthly number of children supported through the Special Needs Resource Program.

\$342,473.59

Special Needs Resource Program funding in 2022.

All families who had children receiving or exiting **Special Needs Resource** services were given an opportunity to evaluate the program. The feedback was positive and shows support to the current service delivery model.



EarlyON partnered with **CSC Providence** to provide Francophone virtual services for the transition to school. The virtual sessions took place during Feb-April and were advertised on social media and the EarlyON page of the Bruce County website.



The Special Needs Resource Team developed an educational module on the **Enhancement Program Support Fund** and **The Neufeld Approach**. The team also lead a book study on *Being Child Centered* by Lisa Murphy.

M'Wikwedong Indigenous Friendship Centre

EarlyON embraces the relationship with M'Wikwedong Indigenous Friendship Centre. Indigenous programming is offered once per week in Port Elgin and Wiarton. An EarlyON space in Port Elgin is being prepared to have an Indigenous focus. The Early Years Supervisor and an EarlyON Educator visited EarlyON M'Wikwedong to observe and share ideas with M'Wikwedong staff.



Bruce Country's Early Years Supervisor joined the **Grey Bruce Local Immigration Partnership (GBLIP)** to enhance knowledge of Newcomer resources and build relationships with other organizations/agencies supporting newcomers and took part in an Equity, Diversity and Inclusion focus group to provide feedback for future training content to be facilitated by the Local 11.



Quality Accomplishments

241

Early Childhood Educators across Bruce County appreciated during Child Care Appreciation Day!

9 Training sessions offered to the Child Care Community with a total of **641** participants.

4 Community of Practices offered to the Child Care Community with **69** participants.

38 Quality Scans were completed in licensed child care centres.



233 

Early Years and Child Care professionals benefit from resources and trainings offered by Bruce County Children’s Services on a virtual [Community Learning Library \(CLL\)](#).

The Path Training

Strengthening relations with Indigenous people is important for those in the early years sector.

Child Care Professionals were offered access to an online, self-paced series on the history and contemporary realities of First Nations, Inuit and Métis in Canada called [The Path](#).

The five modules in the series present the defining moments that have helped shape the history of Indigenous peoples, and demystifies some of the legal issues surrounding the Canadian Constitution, the Indian Act, historical and modern treaties, and recent rulings by the Supreme Court of Canada.

The course provides some context to better understand the importance of cultural traditions and values for Indigenous peoples.

Upon course completion, educators receive a certification of completion and an Indigenous resource.

Throughout 2023 Bruce County will be hosting one-hour “Kitchen Table” discussion sessions for educators, facilitated by NVision Insight to provide an opportunity to openly discuss “take-away” points that impacted learners during the course and questions regarding concepts and/or information contained in the course.

Board Training

Board Governance Training was developed based on results from an online survey that identified the need for governance training by non-profit child care operators. Board chairs and staff leaders within Bruce County child care community completed this survey. The two-part training on Creating and Maintaining Non-Profit Boards encompasses the following:



PART ONE

- ✓ **Starting Concepts**
Board Terminology, Roles & Responsibilities, 3-year Plan, Executive Director “Job Review Tools”
- ✓ **Seven Key Messages to a Vibrant Board**
Target New Members, Noses in Fingers Out, Board Meeting Focus, No More Bored Meetings, Colour Coding Process, Toxic Realities & Most Critical

PART TWO

- ✓ **Fundamental Principles**
Building & Maintaining Trust, Courage in the Board Room, Confidentiality vs Secrecy, Conflict vs Interest, Committees, Board Executive Roles, Board Members Addressing Staff Complaints, “Founders Syndrome”
- ✓ **Let’s Go Deeper**
Agendas & Meetings, Orientations, Evaluation Basics
- ✓ **More on a Long-Term Direction**
- ✓ **More on Long-Term Projection**

Access to training modules is available for all Bruce County educators and board members through the [CLL](#).

\$27,587.49

was funded to operators in 2022 to support capacity building/quality in their child care centres.

\$42,556.95 additionally funded to support training in the areas of mental health, Indigenous and cultural awareness, board governance, programming, and diversity and inclusion.

EarlyON Outdoor Programming Enhancements

EarlyON partnered with Kathy Boelsma, Blueberry Creek Forest and Nature School Practitioner and Reggio Pedagogist to create a year-long study of outdoor programming with a focus on connections to the land.



Kathy Boelsma led the EarlyON team to:

- 1 Determine risk** in challenging play experiences.
- 2 Create risk assessment templates** for the study of outdoor space possibilities.
- 3 See educational opportunities** for parents and caregivers for outdoor play experiences.
- 4 Experience** outdoor learning through visits to EarlyON outdoor programs in Belleville and Perth.
- 5 Create monthly virtual sessions** to allow for meaningful dialogue and reflection.



Blueberry Creek (Perth) Hybrid Professional Development

Building a relationship to the outdoors has changed the way EarlyON Educators view and plan for outdoor experiences and has provided an understanding that meaningful outdoor programs create opportunities for families to enhance mental health, knowledge of safe outdoor play experiences and how seasonal land/nature changes can affect the experience.



Accessibility Accomplishments



OneList Bruce County

is an online tool to help simplify the process of finding and applying for child care in Bruce County. Website traffic from January to December 2022 indicated:

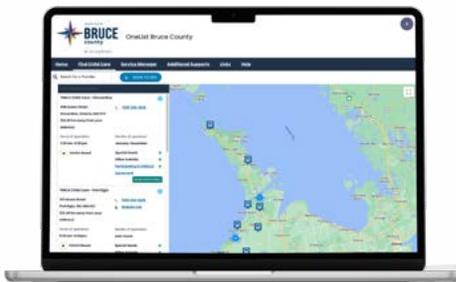


1,337

unique parents logged into the site.

1,104

new accounts were created by parents to apply for child care.



▲ 15%



Child care centre operating capacity

64% in 2022 | 49% in 2021

2,006

Licensed Operator Spaces

114

Licensed Home Child Care Spaces

▲ 29 Child Care Spaces

6

New Home Child Care Providers

Recruitment Video

The Workforce Funding Strategy funded a **Home Child Care recruitment video** to help support recruitment and retention of Home Child Care Providers.

Be a Home Child Care Provider in Bruce County



Access and Inclusion Framework

Canada-wide Early Learning and Child Care (CWELCC) system

March 2022

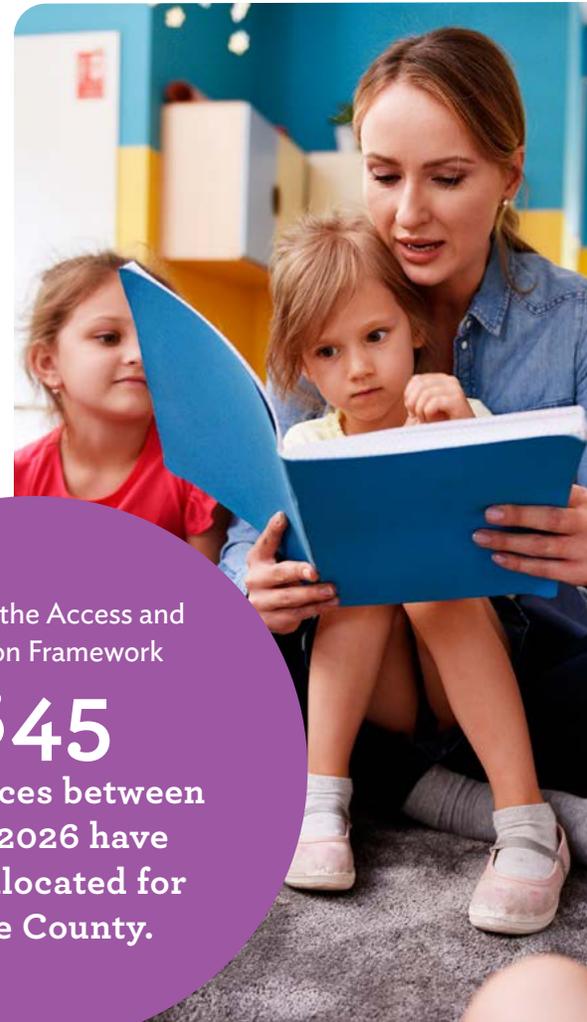
Ontario reached a **\$13.2 billion agreement** with the federal government on funding for and the terms of a Canada-wide Early Learning and Child Care (CWELCC) system. The new system will lower child care costs and improve access, quality and inclusion across Ontario's child care and early years sector.

86,000

new licensed child care spaces in Ontario by December 2026 – supported by the CWELCC Agreement.

Child Care Spaces Allocation Model

Under the Access and Inclusion Framework, the Ministry has developed a model to allocate funding for new spaces for children age 0-5, with a focus on improving equity of access by working toward a common **provincial access ratio of 37%**. The allocation model is based on available data and incorporates existing child care capacity, demographics, socio-economic indicators, official language minorities and capacity for growth.



Through the Access and Inclusion Framework

645

new spaces between 2023-2026 have been allocated for Bruce County.

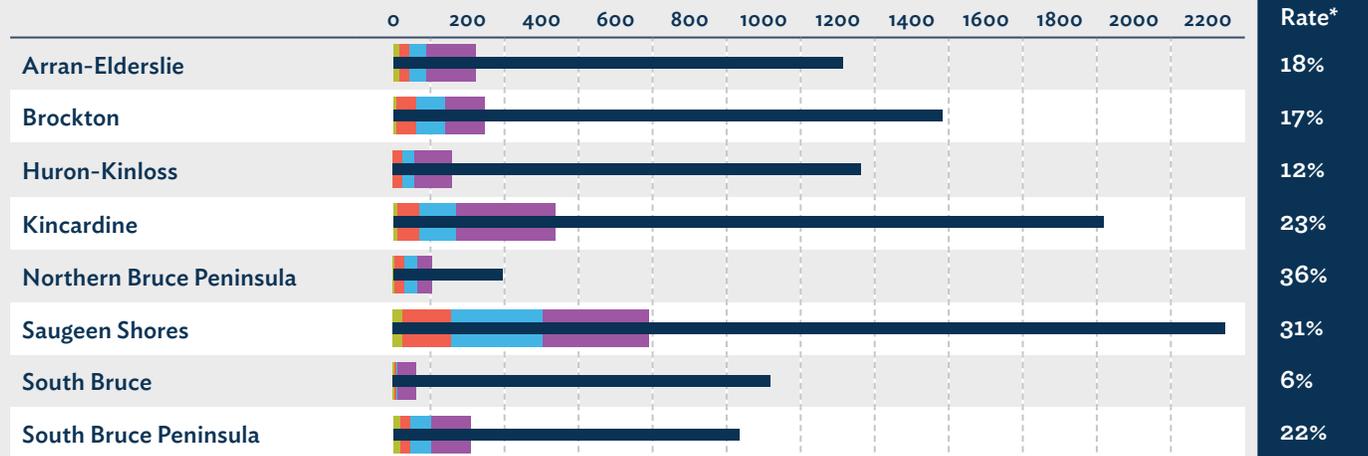
PROVINCIAL ACCESS AND INCLUSION ALLOCATION

	2022	2023	2024	2025	2026
School-based Spaces	0	117	0	0	0
Community-based Spaces	0	83	180	172	93
Total Spaces	0	200	180	172	93

Bruce County Children’s Services will work with interested operators to ensure spaces are opened in communities where there is a low access rate of licensed child care:

LICENSED CHILD CARE SPACES COMPARED TO 2021 CENSUS POPULATION

● Infant ● Toddler ● Preschool ● JK/SK/School Age ● 0-12 Population



Note: This is based on licensed capacity. On average, Bruce County child care centres are operating at 63%.

Further, by considering the following population demographics:

- ✓ Low-income families
- ✓ Vulnerable communities
- ✓ Diverse communities
- ✓ Children with special needs
- ✓ Francophone families
- ✓ Indigenous families
- ✓ Families needing more flexible models of care, including evening, weekend, and overnight care

Start-up grants

Start-up grants will be available to support the creation of new spaces in locations and for populations most in need and would enable new space creation in regions that may not be accommodated through natural market growth.

For more information on child care space expansion, or to apply for a Start-up Grant, please contact Bruce County Children’s Services, Tina Metcalfe, Children’s Services Manager at tmetcalfe@brucecountv.on.ca.



Affordability Accomplishments



240

Families served by
Fee Subsidy in 2022;

a decrease in ▼16 families from 2021.*

372

Children served by
Fee Subsidy in 2022;

a decrease in ▼24 children from 2021.*

No fee subsidy waitlist in 2022.

Bruce County Licensed Child Care Fees

Age Group	High Rate (daily)	Low Rate (daily)	Median Rate (daily)	Median Cost (per Year*)	% Increase from 2021**
Infant	\$75.00	\$38.50	\$54.93	\$14,336.73	2.3%
Toddler	\$75.00	\$35.50	\$50.81	\$13,261.41	5.04%
Preschool	\$70.00	\$33.50	\$49.02	\$12,794.22	5.16%

*based on 261 days of care ** based on median daily rate



If day care cost was a lot cheaper it would make my decision to go back to work a lot easier. It's way too expensive.”

ANONYMOUS SURVEY RESPONDENT

Canada-Wide Early Learning Child Care Agreement (CWELCC)

March 2022

The Federal and Provincial governments signed the Canada-Wide Early Learning Child Care Agreement (CWELCC), which aims to make child care more affordable for families. This agreement is part of the Federal government's commitment to deliver **\$10 per day child care**.

For Operators opting into the CWELCC program, families of children aged 6 or younger received up to a 25% reduction on their fee, retroactive to April 1, 2022. This is building to a 50% reduction in average parent costs for licensed early learning and child care by the end of calendar year 2022. By 2025-2026, licensed child care spaces will **reach an average parent fee of \$10 a day**.

In Bruce County in 2022, there were:

20 Child Care licenses operating

39 Child Care sites

Have opted into Ontario's CWELCC system:

18 licenses operating

37 Child Care sites

In addition to Parent Fee Reduction Funding, CWELCC funding also includes **Workforce Compensation for eligible Registered Early Childhood Education (RECE) staff**, up to \$1/hour wage increase, including a \$1/hour increase to the RECE wage floor (\$19/hour), to a maximum of \$25/hour.

Additionally, cost-escalation funding (2.75%) has also been provided under the CWELCC system to address licensee operating cost increases, beyond the control or description of the license, such as salaries and wages, benefits, operations and accommodations.



Quality
Inclusivity
Accessibility
Affordability

2019
2020
2021
2022
2023

County Priorities	Priorities	Actions	Timeline
Support the quality of child care programs through ongoing quality scans and training opportunities	●	Continue to provide collaborative quality scans and professional development initiatives for licensed child care programs	✓ ✓ ✓ ✓ ●
Utilize data to drive programming and inform funding decisions	●	Continue to increase knowledge across the local early learning and child care sector regarding <i>How Does Learning Happen?</i>	✓ ✓ ✓ ✓ ●
		Continue the implementation of Journey Through the Ages and Stages (ASQ) to assist caregivers in understanding the strengths and needs of the children in their care	✓ ✓ ✓ ✓ ●
		Define a method with our community partners on how we gather and share aggregate data about the needs of families	● ●
Collaborate with community partners to attract and retain Registered Early Childhood Educators (RECEs)	●	Develop a working group with colleges and community partners to attract and retain ECEs in Bruce County	● ✓ ✓
		Support community strategies that address cost and time barriers for those interested in the ECE program	● ● ✓
Enhance the capacity of child care and early years' service providers to support the unique needs of all children	●	Complete a review of our resource program and implement changes based on needs assessment	✓ ✓ ✓
		Collaborate with our community to expand French language programming opportunities	✓ ✓ ✓
Work together with Indigenous partners to support the needs of First Nation, Inuit and Metis families	●	Work together with First Nation, Inuit and Metis partners to expand culturally relevant, Indigenous-led, child care and early years programs and services	✓ ✓ ✓ ✓ ●
		Continue to build meaningful and lasting relationships between the Bruce County and the Indigenous community	✓ ✓ ✓ ✓ ●
Collaborate with community partners to support the child care and early years needs of newcomers to Bruce County	●	Provide educational supports for child care and early years staff to support the cultural and unique needs of children and families	✓ ✓ ✓ ✓ ●
Increase child care spaces and options across the county, especially in high-need areas	●	Define a clear process and guidelines to support child care start-ups and expansions	● ● ● ● ●
		Develop a working group with the school boards to expand spaces within the schools	● ● ● ● ●
		Initiate a review and develop a sustainable business model to support and expand the Bruce County Home Child Care Program	● ● ✓ ✓ ●
		Together with community partners, develop a strategy to increase the types of Authorized Recreation Programs for children	● ✓ ✓ ✓ ●
Provide child care and early learning programs and services at times that support working caregivers	●	Better understand the needs of caregivers who work alternate hours	● ●
		Continue to monitor and assess times and locations for EarlyON programming across Bruce County to reflect community needs	✓ ✓ ✓ ✓ ●
Ensure all child care applications are processed through the centralized, online registry	●	Work together with OneList and child care providers to enhance features and increase usage	✓ ✓ ✓
Ensure licensed child care and authorized recreation program costs are affordable for families	●	Review our model and process of providing financial support for licensed non-profit and profit child care operators to keep rates affordable for all families	✓ ✓
		Continue to assess and make incremental enhancements to the fee-subsidy program to support families in need	✓ ✓



For more information, please contact:

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For more information on Bruce County Children's Services visit

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