



BEST START IMPLEMENTATION PLAN

January 2, 2006

Executive Summary

The *Best Start Implementation Plan* provides a detailed guide to establishing Best Start services in Brantford and Brant County over the next three years. The plan identifies the size and location of six new child care centres as well as the site of six new Best Start Centres. From 2005/06 to 2007/08 a total of \$3.6 million will be spent to develop a total of 230 new child care spaces and the six new Best Start Centres.

Child care centres developed through Best Start were located as a result of the work done in the Best Start Integration Plan (2005) that identified areas in the community where children were identified as being at risk. Other information was gathered from census data and the identification of areas of high growth. (Section 3.0)

At the same time that child care centres are being developed, a series of early learning and care hubs will be developed. These “hubs” or Best Start Centres will provide a variety of services and programs to parents, caregivers and child care providers in the neighbourhoods surrounding these centres. Within neighbourhoods will be Best Start Satellites. Satellites will provide similar services to the centres but on a smaller scale. Services will be available throughout Brantford and Brant County by the end of year three. (Section 4.0)

The implementation of Best Start is not without challenges. Although capital and operational funding has been provided for the development and operation of child care centres, no funding is available for the development and operation of the Best Start Centres and Satellites. The Best Start Network has been able to allocate limited capital funding to renovate school space for the centres and satellites. Operational funding will come from the Ontario Early Years program and the Launch Pad program. Local service providers have indicated that they will be able to provide services to the new centres and satellites but that it will stretch their already limited budgets. (Section 5.0)

Best Start is not a three-year process. This implementation plan merely begins a process that will take at least ten years to complete. Over the next ten years the Best Start Network envisions that Best Start will develop into an integral part of our community. Children and their parents or caregivers will have access to quality child care and services as close to home as possible. The transition from early childhood education to the school system will be made as seamless as possible. (Section 6.0)

Best Start is not simply a series of child care centres and early learning and parenting hubs. Rather, Best Start is a process that will, over time, change how we as parents, caregivers and as a community see the process of early childhood development and parenting. For our community and society to flourish, we must ensure that every child has an equal opportunity to the best possible start in school and in life.

“It takes a whole village to raise a child”
African Proverb

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Brantford Best Start Network Implementation Plan

1.0 INTRODUCTION

In November 2004 the Government of Ontario announced a new initiative called Best Start. Best Start is a government-wide priority to provide children in Ontario with the best possible start in their lives. This initiative is a result of the 2003 Multilateral Framework on Early Learning and Child Care (ELCC) and the new 2005 federal funds. It is a multi-year strategic transformation initiative that various ministries will undertake to support the government's key priority of student success. Best Start is a comprehensive early learning and care strategy that requires different ministries to work together to address the factors that put young children at risk, and to create communities that support healthy child development and learning.

Best Start is a partnership with parents that recognizes the key role parents play in preparing their children for school. It is also a partnership among ministries and among different levels of government (i.e., provincial, federal and municipal) to help provide the services and supports to help children succeed. These ministries include the Ministry of Children and Youth Services, Ministry of Education and Ministry of Health and Long-Term Care.

The implementation of the Best Start initiative in Brant County will see the development of child care centres and Best Start child and parenting centres. Over the next three years \$3.6 million will be invested in Brant County to provide these services.

When fully implemented and developed, Best Start will include:

- Neighbourhood early learning and care hubs
- A rapid expansion of child care spaces for children in junior kindergarten and senior kindergarten outside of school hours leading to a seamless, integrated day for children (identified in this document as non-school hours JK / SK child care)
- A half-day learning program and child care spaces for children age 30 months to JK/SK age
- Early and ongoing screening of newborns to identify needs and supports
- Parenting, nutrition, preschool speech and language and other service supports
- Early identification of specialized hearing and language needs
- Integration of a comprehensive 18-month well-baby check-up

The following document provides a detailed plan for the implementation of the Best Start initiative in Brant County over the next three years.

2.0 COMMUNITY NEEDS FOR EARLY LEARNING AND CARE SERVICES

Information presented in this Section of the Environmental Scan has been taken, for the most part, from the 2001 Census data contained in the *Community Profile Ontario Early Years in Brant*. The next census will be taken in 2006 and will provide more up to date information.

2.1 Demographic Indicators

Brantford/Brant consists of over 1,093 square kilometres and in 2001 was home to a population of 118,485. The majority of the population resided in the urban areas of Brantford (73%) and Paris (9%) while the remaining 18% of the population resided in the County's rural areas. Immediately adjacent to Brant County are two First Nations, the Six Nations and New Credit. The Six Nations is a community comprised of the Cayuga, Oneida, Onondaga, Mohawk, Seneca and Tuscarora nations and the largest of the 608 First Nations in Canada. While the child care system managed by the City of Brantford Child Care Services Division does not provide programs on-reserve, it is important to note that in 2001, approximately 50% of the 21,103 Six Nations Band members were living off-reserve and therefore had access to the local child care system.

Table 2.1 illustrates the population distribution of Brantford/Brant children from birth to age fourteen. Despite the fact that it has not been possible to present single year age groupings, the information contained in the table does provide a sense of the potential demand for child care programs.

Table 2.1
2001 Population Distribution Birth to Age Fourteen

	Age 0-4	Age 5-14	% of Population Aged 14 and Under
City of Brantford	5,160	12,050	19.9%
Township of Brantford *	295	945	19.1%
Township of Burford *	335	935	21.3%
Township of Oakland *	80	205	20.9%
Township of Onondaga *	95	295	21.9%
Town of Paris *	555	1,400	19.8%
Township of South Dumfries *	360	1,015	22.3%
Total Brantford/Brant	6,910	16,920	20.1%

Source: Statistics Canada, 2001 Census

Note: While it is acknowledged that municipal amalgamation occurred in the County of Brant in 1999, the information presented for the various Townships and Towns is nevertheless informative for planning purposes.

* Amalgamated (1999) as the County of Brant

The population of Brantford/Brant grew by 3.4% between 1996 and 2001 – a rate that varied somewhat by municipality. For instance, as a result of subdivision development, the former Township of South Dumfries (in particular St. George) grew by 13.6% while

the former Town of Paris experienced a 9.9% increase in population. The Ministry of Finance has projected that the Brantford/Brant population will increase by 13.6% between 2001 and 2021. During the same period, it is estimated that the population of those from birth to age nineteen will decline by 8.5% while the population of young adults aged 20-44 is expected to increase by a similar percentage.

It is noted that there has been significant recent development in the south west of Brantford, south west of Paris and north of St. George. These large developments will place significant demands on all services, including child care. Population statistics for these areas are not reflective of recent development. The 2006 census will be the first opportunity to examine the extent of growth in these areas.

2.2 Social Indicators

Family composition continues to be a key indicator of poverty as, despite positive trends in recent years, nearly one in two children still lives in poverty among female lone parent families. Stated another way, children in female lone parent families are four times as likely to be poor than are children in two-parent families.¹ In 2001, 63.9% of Brantford/Brant families had children and of this figure, 48.2% of families with children were two parent families, 12.7% were led by female lone parents and 3% were led by male lone parents.

Canada-wide figures² also show a strong link between ethnicity and poverty. Specifically, 41% of Aboriginal children living in Canada off-reserve live in poverty. Recent immigrants and refugee families with children under 14 years of age fare no better as the 2001 child poverty rate for these families was 42.4% as compared to 17.4% for non-immigrant children. Further, the rate of poverty for children under 14 years of age who belong to visible minority groups is 34% compared to 19% for all children in the same age group. Even for those individuals whose ethnicity does not have a direct negative bearing on their economic status, access to high quality child care is of importance. As a means of promoting this access, service providers must be sensitive to cultural backgrounds as they develop their programs and activities, plan their meals and communicate with children and parents.

According to the 2001 Census, only 13% of the 2001 Brantford/Brant population was born outside of Canada as compared to 26.8% of Ontario residents. Of those Brantford/Brant residents who immigrated to Canada in recent years, the highest percentage of individuals came from India (12%) followed by the United Kingdom (8.4%) and the United States (8%). These immigration patterns have a direct bearing on the number and percentage of visible minorities in Brantford/Brant as only 4,905 individuals, representing 4.14% of the population, identified themselves as a visible minority. Census data pertaining to home language reveals that in 2001, 98.2% of Brantford/Brant residents considered English to be their first language. Of the 0.54% of residents who indicated that they did not use English or French as their home language, the most frequently sited home languages were Polish and Vietnamese.

¹ Statistics Canada. *Income Trends in Canada, 2001* as cited in *Honouring Our Promises: Meeting The Challenges To End Child And Family Poverty*.

² Ibid.

2.3 Economic Indicators

Research continues to show strong linkages between educational attainment, employment status and family income. As a result, such indicators have a bearing on a family's economic security and thus on the demand for and affordability of child care programs.

In 2001, the Brantford/Brant labour force participation rate was 67% while the unemployment rate was 6% – figures that are comparable to those evidenced in Ontario as a whole. When one examines labour force participation rates and unemployment rates of those Brantford/Brant families with children, differences related to the gender of the parent and the ages of the children become apparent as shown in Table 2.2.

Table 2.2
Labour Force Rates of Brantford/Brant Residents with Children

	Population Aged 15+ with Children	Population Aged 15+ with Children Under Age 6	Male Aged 15+ with Children Under Age 6	Female Aged 15+ with Children Under Age 6
Employment Rate	78.5%	77.0%	90.8%	65.4%
Unemployment Rate	4.2%	6.5%	3.5%	9.9%
Participation Rate	81.9%	82.3%	93.9%	72.6%

Source: Statistics Canada, 2001 as cited in *Community Profile Ontario Early Years in Brant*, January 2004

The labour force rates discussed above are some of the many factors that have a bearing on median family income. Adult education levels and the composition of the industrial base also influence median family incomes. In 2001, the median family income in Brantford/Brant was reported to be \$57,000 – a figure that is approximately \$4,000 less than the Ontario median family income. As has been the trend for a number of decades, female lone parent families had a median family income of \$9,000 less than their male counterparts.

Despite reported median family income levels that are below comparable Ontario figures, the incidence of low-income households in Brantford/Brant was 12.7% in 2001 as compared to 14.4% for the Province as a whole. While specific figures are not readily available for Brantford/Brant, recent statistics do reveal that approximately 13% of Ontario's children live in poverty.³

In 2001, residents of Brantford/Brant reported lower education levels than the provincial average. Specifically, 19.5% of Brantford/Brant residents aged 20-34 and 22.8% of residents aged 35-44 had less than a high school graduation certificate as compared to 13.2% and 17.3% respectively of Ontario residents. While Brantford/Brant residents had

³ Ibid.

fewer university degrees than the Ontario population, more local residents held trade certificates and college diplomas. These figures may therefore be reflective of the fact that there were 9.5% more Brantford/Brant residents employed in the manufacturing and construction sectors than in Ontario as a whole.

2.4 Child-Related Indicators

Between 1998 and 2000, 3,916 children were born in Brantford/Brant – an average of 1,305 children per year. A slightly higher percentage of these children (6.3%) were considered low birth weight babies (less than 2500 grams) as compared to Ontario figures (5.8%) for the same period.

Brantford/Brant continues to experience a high rate of births to teenage mothers. For instance, in 1999 the live birth rate amongst teenage mothers aged 15 to 19 was almost double the provincial rate and in 2000 was almost 1.5 times higher. In addition, Brantford/Brant had the second highest rate of teenage pregnancies (defined as live births, abortions or still births) in the Province during 1996, 1998, 1999 and 2000. While the teenage pregnancy rate dropped from 55.4 per 1000 in 1998 to 46.2 per 1000 in 2000, these rates still far exceed the corresponding provincial rates of 38.8 and 33.5.

While specific figures are not readily available to develop a profile of Brantford/Brant children under the age of six with special needs, data from the National Longitudinal Study on Children and Youth (NLSCY) can be extrapolated to provide a general degree of insight. For example, the NLSCY reveals that 10% of young children have hyperactivity challenges, 9.7% have a conduct disorder, and 8.7% have emotional problems. This means, therefore, that approximately 1,000 Brantford/Brant children aged two to six may exhibit hyperactivity, 970 may have a conduct disorder, and 870 may experience emotional problems. Further, Autism Canada contends that one in 300 children is likely to suffer from autism/PDD. Lastly, data available from Health Canada states that the 1997 Brantford/Brant rate of congenital anomalies (including Down Syndrome, neural tube defects plus hydrocephalus, cleft palate and lip) was 56.2 per 1,000 live births – a rate that was considerably higher than the Ontario rate of 41.9.

2.5 Child Care Programs in Brant

Child Care in Brant County is a mix of non-profit and for-profit providers, including the City of Brantford. Licensed centres include in-home child care. Centres are dispersed throughout the county. There are however a few areas that have no child care programs. These areas include Eagle Place and Grand Woodlands/Greenbrier as well as the south east area of the county.

Table 2.3

Licensed Child Care Programs

PROGRAM	Fee Subsidy	Wage Subsidy	For-Profit	Non-Profit	Co-located in School
<i>BRANTFORD</i>					
A Child's Paradise	Yes	Yes	Yes		
A Child's Paradise Too	Yes	Yes	Yes		
A Child's Place Preschool	Yes	Yes	Yes		
Banbury Child Care Centre	Yes	Yes		Yes	YES - Public
Beryl Angus Municipal Children's Centre	Yes	Yes		Yes	
Boys' & Girls' Club After School Program	Yes	Yes		Yes	
Grandview Child Care Centre	Yes	Yes		Yes	Yes - Public
Just 4 Moms and Kids Co-op	Yes	Yes		Yes	
Kiddy Korner Daycare	Yes	Yes		Yes	
Kidsworld Y Blueridge	Yes	Yes		Yes	
Kidsworld Y Downtown	Yes	Yes		Yes	
Noah's Ark Preschool	Yes	Yes		Yes	
Our Lady Queen of Peace Montessori Bilingual Centre	Yes	No	Yes		
Pauline Johnson Child Care Centre	Yes	Yes		Yes	Yes - Public
St. Joseph's Y Child Care Centre	Yes	Yes		Yes	
Three Bears Preschool	Yes	Yes		Yes	
West End Y Day Care	Yes	Yes		Yes	
Echo Place Montessori				Yes	
<i>BURFORD</i>					
Burford Co-operative Preschool	Yes	Yes		Yes	
<i>JERSEYVILLE</i>					
Jerseyville-Langford Co-op Nursery School	Yes	No		Yes	
<i>PARIS</i>					
Paris Child Care	Yes	Yes		Yes	
Holy Family Child Care	Yes	Yes		Yes	Yes - Catholic
Montessori Children's Academy Inc.	No	No	Yes		
Paris Child Care School Age Program	Yes	Yes		Yes	Yes- Public
<i>ST. GEORGE</i>					
St. George Children's Centre	Yes	Yes		Yes	
St. George Co-op Nursery School	Yes	Yes		Yes	
Village Playschool	Yes	No	Yes		
<i>OTHER</i>					
City of Brantford – Private Home Day Care					
Wee-Watch Private Home Day Care					

Source: City of Brantford Child Care Services Division, November 2003
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Table 2.4

Summary of Licensed Capacity in Day Nurseries

Location	Licensed Day Nursery Programs	Infant Spaces < 18 months	Toddler Spaces 18 – 30 months	Preschool Spaces 2.5 – 5 years	JK/SK 3 Years 8 Months to 5 years (included in preschool)	School Age 6 – 12 Years	Total Licensed Capacity
Brantford	18	28	110	558	20	135	851
Burford and Scotland	1	0	11	48	12	0	71
Paris	4	0	10	64		60	134
St. George	3	0	0	72		30	102
Jerseyville	1			16		0	16
Total	27	28	131	758	32	225	1174

Source: Ministry of Children and Youth Services, September 15, 2005

Table 2.5

Summary of Child Care Programs

Local Services	Data
Spaces	
number of licensed full day equivalent subsidized spaces for all age groups	55000
number of non-profit and for-profit child care spaces	893 non-profit 281 for Profit
licensed capacity for all age groups,	1104
Children	
number of children enrolled in licensed child care centres for all age groups	N/A *
number of children subsidized in licensed child care centres for all age groups	631
number of children subsidized in approved recreation programs	42(summer only)
number of children served in licensed private-home daycares for all age groups	100
number of children subsidized in licensed private-home daycares for all age groups	57
Agencies/Centres/Programs/Services:	
number of licensed private-home day care agencies and number of approved homes	2 agencies 31 homes
number of non-profit and for-profit private-home day care agencies	2 non-profit
number of licensed child care centres	27
number of non-profit and for-profit child care centres	20 non-profit 7 for-profit
number of child care resource centres	2
number of approved recreation programs with a purchase of service contract	3
number of special needs resourcing programs	1
number of other related programs for children, e.g., Healthy Babies, Healthy Children, preschool speech and language services, infant hearing, autism initiatives, children's mental health, infant development	
range of child care services available, including full-time, part-time, before and after school, emergency, rural and any others	All except emergency care

- ❖ Due to multiple licenses and inconsistent reporting from Child Care operators this number is currently not available

2.6 In-School Child Care Centres

The concept of in-school child care centres will not be new to Brant County. Both the public and Catholic school boards already have child care centres located within some of their schools. What will be different is the level of integration expected between the schools and child care centres as directed under the Best Start initiative.

Table 2.6

In-School Child Care Centres

School Related:	
number of licensed before and/or after school programs	11
number of licensed spaces in schools, by school board	Grand Erie District School Board 112 Brant, Haldimand Norfolk Catholic District School Board 62
number of licensed programs in schools by school board, including the number of stand-alone before and after school programs, JK/SK stand-alone programs and programs serving infants, toddlers, preschoolers and school-age children	GEDSB 4 BHNCDSB 2 (does not include before/after school) 126 spaces GEDSB 104 spaces BHNCDSB
Francophone Related:	0
<ul style="list-style-type: none"> • number of centres providing services in French (also identify number of centres providing services in French in schools) licensed capacity in schools for all age groups • number of fee subsidies for all age groups 	
Other: all other service data elements as outlined in the service contract	Resource Centres Workshops – 97 Participants – 701 Play Groups - 3023

2.7 Early Identification and Intervention Programs

Brant County is at an advantage over most communities in Ontario when it comes to early identification and intervention programs. Along with the provincially mandated Ontario Early Years Centres, Brant County benefits from a local initiative named Launch Pads. Both programs provide a similar service which includes parenting programs and early identification/intervention programs which are provided by local specialized services.

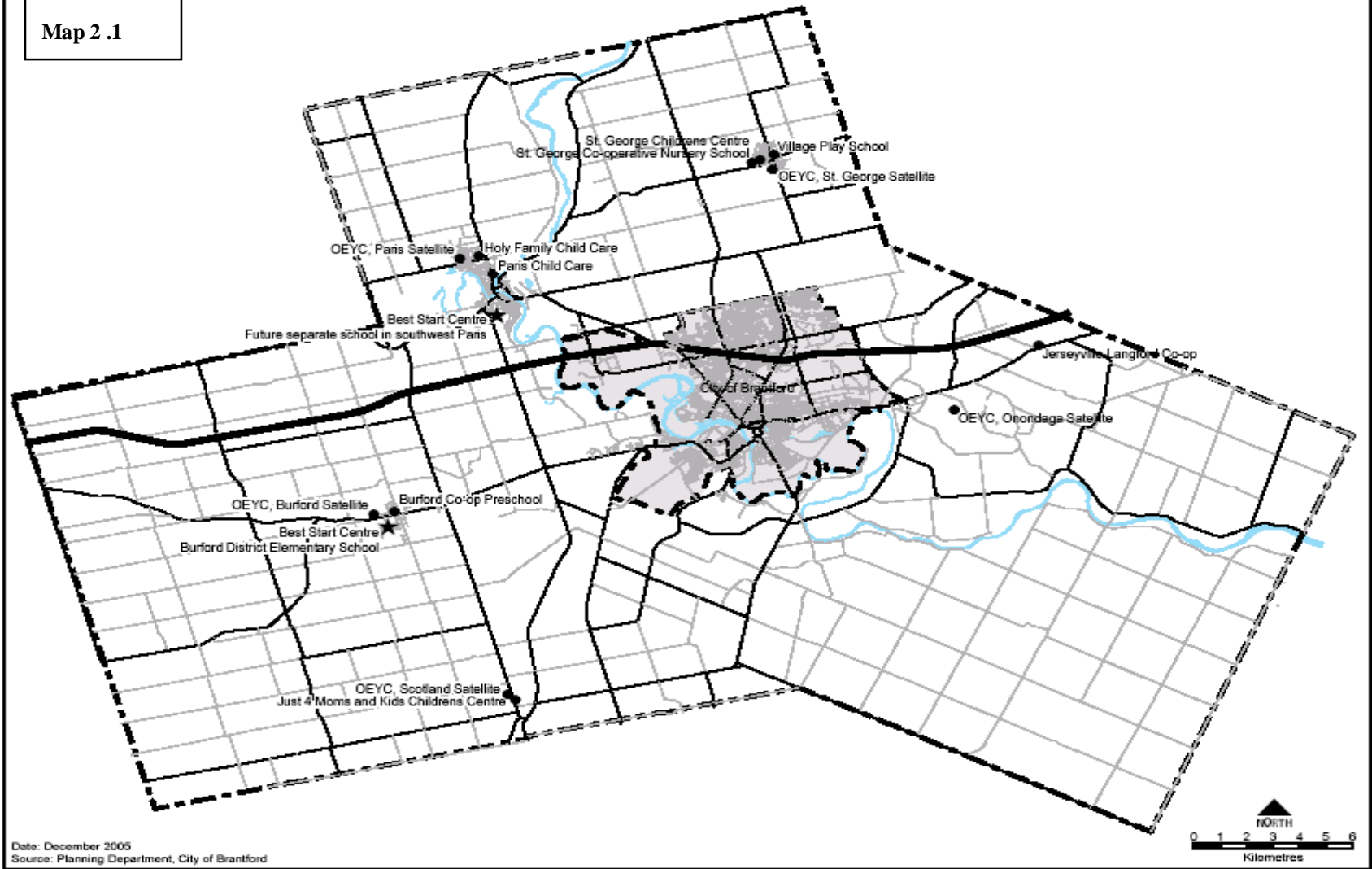
Table 2.7
Ontario Early Years Site

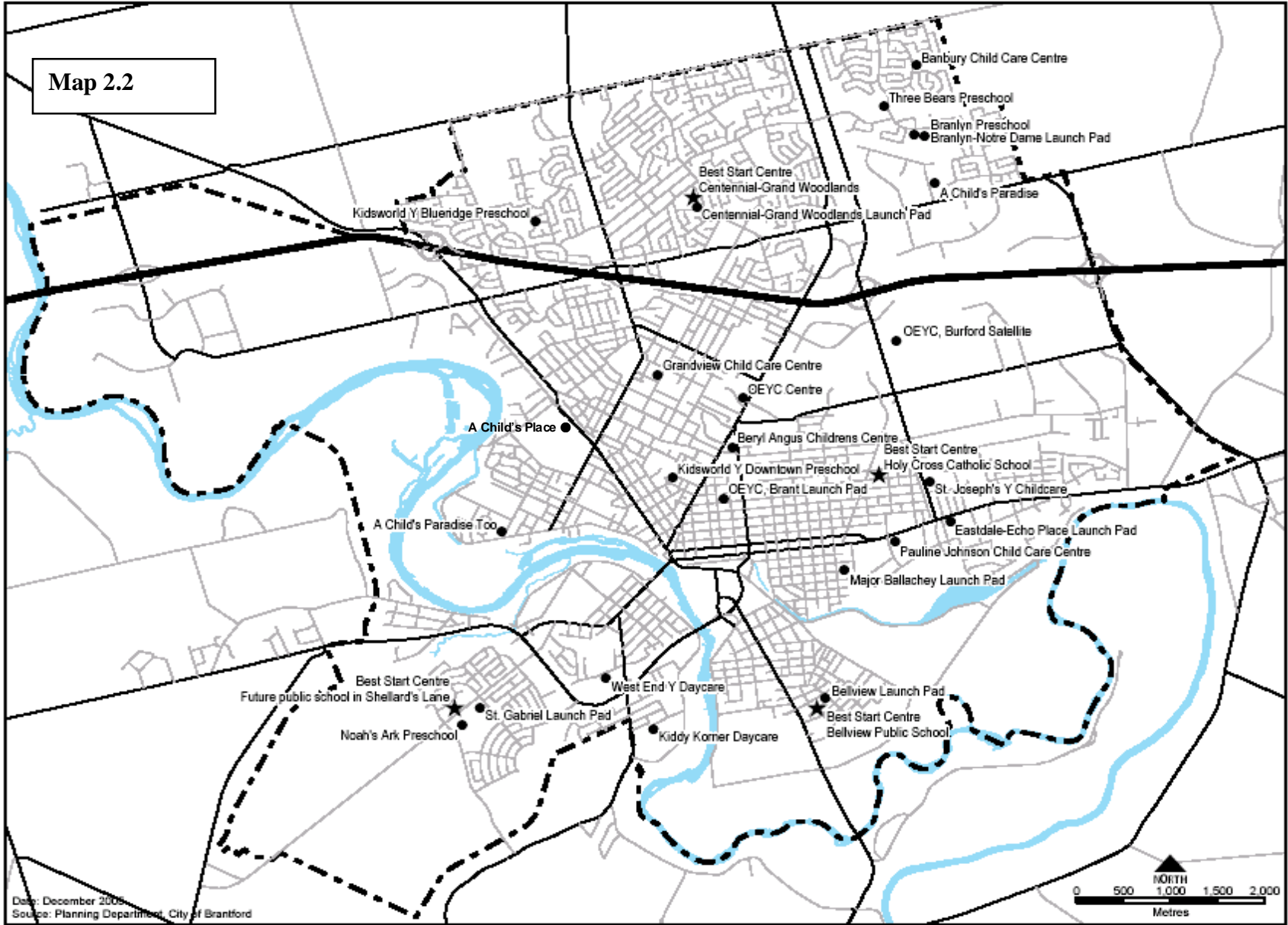
Ontario Early Years Site	
OEYC Centre	West Street, Brantford
Burford Satellite	Burford District Elementary School
OEYC Launch Pad	Central School Brantford
Onondaga Satellite	Onondaga-Brant School
Paris Satellite	Paris North Ward School
Scotland Satellite	St. Anthony Daniel School
St. George Satellite	St. George Lawn Bowling Club

Table 2.8
Launch Pad Sites

Launch Pad Sites	
Bellview School	Brantford
Major Ballachey School	Brantford
Branlyn-Notre Dame	Brantford
East Dale – Echo Place School	Brantford
St. Gabriel’s School	Brantford
Centennial Grandwoodlands	Brantford

Map 2.1





2.8 Services for Children

As stated there are a number of programs offering service to children in Brant County. These services are provided in a number of locations including in schools, homes and organization offices. Of specific interest are those programs that provide outreach services to children at OEYC and Launch Pads. (Table 2.9)

Of particular interest are those programs that provide breakfast and healthy snacks to school age children. There are approximately 27 of these programs in Brant County, with most being offered at schools. In some schools these programs involve all students, thus eliminating any negative stigma associated with participating in the program. Just over 4000 students participated in these programs. (Table 2.10)

Table 2.9 Agencies Providing Services to Children Age 6 and yonger

Agency	Child Care	Early Identification	Intervention Programs	Public Health Programs	Nutrition Programs	Parenting Programs	Preschool Learning Programs	OTHER
City of Brantford	X							- Child Care Subsidy
Brant County Health Unit		X	X	X	X	X		CINOT
Ontario Early Years Centre		X	X	X	X	X	X	Professional Support Services, Library, Early Years Services & Supports,
Launch Pads						X	X	
Kids Can Fly						X	X	Roots of Empathy
Woodview		X	X			X		Children's MH
Lansdowne		X	X			X		Information supports
Preschool Speech and Language		X	X				X	Pre-literacy supports Information supports
CAS			X		X	X	X	
Family Counseling		X	X			X		
CRES					Food Bank			
Contact Brant								Single point of access to services
Brant Food For Thought					Fund nutrition programs			
Ontario Works - LEAP	X							
YM-YWCA	X							Recreation
Boys & Girls Club	X							Recreation
Community Care Access Centre								Assessment & Referral, access to professional services, personal support, School health Respite
Nova Vita						X	X	

Table 2.10
Nutrition Programs

Name of Group/School	Program Type	Number of Students
Agnes G. Hodge	Snack	350
Bellview School	Snack	310
Blessed Sacrament School	Snack	232
Burford District Elementary School	Snack	380
Centennial-Grand Woodlands	Snack	50
Central Public School	Snack	168
Echo Place School	Snack	147
Friendship House	Snack	35
Graham Bell Victoria School	Breakfast/Snack	209
Terrace Hill Breakfast Club	Breakfast	70
Greenbrier School	Snack	272
Harmony Church Breakfast Club	Breakfast	40
Joseph Brant School	Snack	160
King George School	Snack	250
Major Ballachey School	Snack	250
New Beginnings Neighbourhood Assoc.	Breakfast	30
Northland Gardens Family Centre	Breakfast	45
Our Lady of Fatima School	Breakfast	45
P.A.C.E. Child and Family Program	Multi	8
Paris Central School	Snack	200
Pauline Johnson High School	Breakfast	30
Princess Elizabeth School	Snack	269
Sacred Heart School	Breakfast	60
St. Anthony Daniel School	Snack	149
St. Mary's School	Snack	170
Stepping Stones Resource Centre	Breakfast	50
Woodman-Cainsville School	Snack	328
Totals		4307

Source: City of Brantford, 2005

3.0 BEST START CHILD CARE CENTRE DEVELOPMENT

In developing Best Start Child Care Centres for Brant County the Brant Best Start Network examined a number of data and information sources. Current child care programs were examined to determine if there was capacity for expansion. It was determined that none of the child care sites, particularly non-profit, school based, had capacity to expand. Both the EDI and 2001 census data were used to help identify areas of need for child care. A mapping exercise was then conducted to identify areas in the county where there was limited or no child care available. Finally, areas of special interest (i.e. high growth areas) were identified. Areas identified through this process were then considered for Best Start child care development. Approximately \$3.6 million will be available for the expansion of child care services. (Table 3.1)

In keeping with the “Schools First” policy the Brant BSN examined schools in the identified areas as potential sites for developing child care centres. In addition, consideration was given to the potential of developing a “Hub” (Best Start Centre) at the same location. In Brant, Launch Pads and OEYC satellites have been located in a number of schools within the areas defined in the above process. In most cases the Brant BSN has identified schools where it is possible to develop both a Best Start Centre and child care centre, in keeping with the “Schools First” policy.

Table 3.1

Brantford Best Start Allocation

REGION -- CMSM/DSSAB (\$, 000)	Fiscal Year	Administration	Program Funding	Wage Enhancement Funding	Planning Funding	Total Operating Funding	Total Capital Funding	Total Funding	CMSM/ DSSAB Savings	Estimated Number of New Licensed Child Care Spaces by March 31 (actual spaces)
Brantford	2005-06	\$149.9	\$1,184.9	\$164.6	\$60.6	\$1,560.0	\$1,305.0	\$2,865.0	\$434.8	85
	2006-07	\$221.9	\$1,620.0	\$377.5	\$60.6	\$2,280.0	\$580.0	\$2,860.0	\$643.6	35
	2007-08	\$333.9	\$2,370.3	\$635.2	\$60.6	\$3,400.0	\$1,720.0	\$5,120.0	\$968.4	110
	Total	\$705.8	\$5,175.2	\$1,177.3	\$181.7	\$7,240.0	\$3,605.0	\$10,845.0	\$2,046.9	230

Note: Program funding includes Fee Subsidy, Wage Subsidy, Special Needs Resourcing and Start up costs

Budget Estimates	2006/07	2007/08
Fee Subsidy	\$507,470	\$1,041,220
Wage Subsidy	\$187,778	\$ 330,917
Special Needs Resourcing	\$256,862	\$ 293,441
Start up Costs	\$668,840	\$ 704,722
TOTAL	\$1,620,000	\$2,370,300

3.1 Junior and Senior Kindergarten Profile

Often a child's first encounter with the school system is his/her entry into junior or senior kindergarten. Estimates have been provided by both Public and Catholic school boards indicating that for the 2005/06 school year that there were 705 children enrolled in JK/SK in the Catholic school system while the public school system had 1777 children in these grades. Additionally, 28 children were enrolled in the French Catholic school in Brantford. Estimates have been aggregated as some schools have combined JK/SK classes.

A key issue in Brant County for JK/SK provision has been the scheduling of these classes. The catholic school board has JK/SK classes full days, every other day and every other Friday. The public board has varying schedules depending on individual schools. As a result there may be alternating full day programs or ½ day/every day programs. Child Care providers and parents have reported that the inconsistent schedules make child care arrangements difficult to schedule. Child care providers find it difficult to schedule staff since they may be drawing children from schools with different schedules and parents find it difficult to find child care spaces that have openings on the days they require.

3.2 New Child Care Capacity

The development of new child care capacity in Brant County through the best start initiative has been guided by the service delivery priorities as established in the 2006 – 2009 Brantford/Brant Child Care Service Plan. Tables 3.1 – 3.4 outline that the main objective of the child care plan is to ensure that high quality licensed child care is available to every child whose parents desire it regardless of where they live, family financial situation or their abilities/disabilities.

Table 3.2

Service Delivery Priority: To increase the availability of high quality child care programs
<p><i>Goals and Objectives:</i></p> <ul style="list-style-type: none"> • To ensure that high quality licensed child care is available to children of all ages throughout Brantford/Brant • To increase the percentage of children that are able to access high quality licensed child care • To provide a flexible array of licensed child care options that are responsive to the needs of parents • To coordinate a system of support for new child care operators • To carry out planning for new child care spaces resulting from Best Start
<p><i>Action Items:</i></p> <ul style="list-style-type: none"> • Encourage the expansion of licensed infant, toddler, preschool and school-aged centre-based spaces through the establishment of a Working Group to review the support, resources and information required by new child care operators • Facilitate the creation of new licensed child care options in under-serviced areas, in areas where children and young families are known to reside, and in areas deemed to be at-risk or high-risk • Continue to actively recruit licensed private home child care providers • Conduct annual reviews of the per diems and rates paid to licensed centre-based and home-based child care providers on behalf of subsidy eligible families • Encourage child care providers to provide flexible hours of care • Promote the availability of complementary early years programs such as Child Care Resource Centres, the Ontario Early Years Centre: Brant and Launch Pad programs • Partner with service providers and community agencies in the development of creative models of service delivery • Recruit Child Care providers willing to expand or provide new child care spaces as part of Best Start

Source: City of Brantford Child Care Plan (2005)

Table 3.3

Service Delivery Priority: To promote the inclusion of children with special needs
<p><i>Goals and Objectives:</i></p> <ul style="list-style-type: none">• To ensure that children with special needs have access to a range of quality child care options that enable them to maximize their individual potential• To provide information and support to families whose child has special needs• To provide knowledge, resources and support to service providers and caregivers working with children who have special needs• To collaborate with community partners to promote excellence in inclusive programming• To ensure that any new Best Start child care spaces provide services that are inclusive of children with special needs
<p><i>Action Items:</i></p> <ul style="list-style-type: none">• Explore a means of ensuring that funding for special needs resourcing reflects the demand for service• Explore methods of expanding special needs resourcing services to informal caregivers, parents caring for children at home and early years programs• Promote the importance of early intervention and prevention• Support information sharing and collaboration amongst those working with children with special needs• Encourage the provision of educational opportunities for child care professionals to further the concept of inclusion• Provide parents of children with special needs with options while they are waiting for specialized services

Source: City of Brantford Child Care Plan (2005)

Table 3.4

Service Delivery Priority: To recognize the contributions that all caregivers make to early childhood education, care and development
<p><i>Goals and Objectives:</i></p> <ul style="list-style-type: none">• To ensure that the wage subsidy program is equitable for all staff working in licensed child care programs, Child Care Resource Centres and special needs resourcing• To increase the quality of care by reducing staff turnover, attracting and retaining qualified staff, and recognizing caregivers for their contribution to children, families and society• To promote continuous learning, skill development and information sharing opportunities among service providers and caregivers• To further recognize the contribution of the OEYC: Brant and Launch Pads as part of the continuum of child care in Brant and Brantford
<p><i>Action Items:</i></p> <ul style="list-style-type: none">• Continue to advocate for and monitor the need for increased wage subsidy funding to address 'pressures' within the wage subsidy program• Continue to ensure that all child care operators are informed of the criteria utilized in the allocation of wage subsidies• Collaborate with community partners in the development of a community-wide plan to address staffing in licensed centre-based programs• Partner with service providers and community agencies in assessing and responding to the professional development needs of child care professionals and caregivers• Continue to publicly recognize the contributions made by child care professionals and licensed home day care providers• Advocate to the Ministry for the granting of equivalency status of child care professionals and for reviewing child/teacher ratios• Provide orientation and ongoing development opportunities for Boards of Directors• Promote the early childhood profession as a career choice

Source: City of Brantford Child Care Plan (2005)

Table 3.5

Service Delivery Priority: To promote the importance of quality early childhood education and healthy growth and development
<p><i>Goals and Objectives:</i></p> <ul style="list-style-type: none">• To educate the general public on the importance of and the benefits to be achieved through high quality child care• To provide parents with the tools and information necessary to choose high quality child care• To furnish child care providers and other service providers with the knowledge and resources necessary to provide high quality child care• To promote quality within the formal and informal child care system• To fully participate in the Best Start programs and the newly developed HUBS• To promote the services provided in the OEYC:Brant, Launch Pads and Best Start programs
<p><i>Action Items:</i></p> <ul style="list-style-type: none">• Enhance public awareness efforts in the rural portions of the County• Partner with service providers and community agencies in enhancing the community's awareness of child care issues and the importance it has on ensuring that children have the best possible start in life• Provide parents with the knowledge and skills to select quality child care• Collaborate with the Ontario Early Years Centre: Brant in implementing the <i>Raising the Bar on Quality</i> initiative• Encourage recreational programs to attain <i>High 5</i> accreditation• Advocate for the enhancement of provincial licensing standards under the <i>Day Nurseries Act</i>• Make parents aware of the information, resources and support available through the resource centres, the Ontario Early Years Centre: Brant and the Launch Pad projects• Encourage innovation and collaboration in the design and delivery of child care programs• Promote the economic and social benefits of quality child care as a support to families and as an important contributor to healthy growth and development

Source: City of Brantford Child Care Plan (2005)

3.2 EDI Scoring

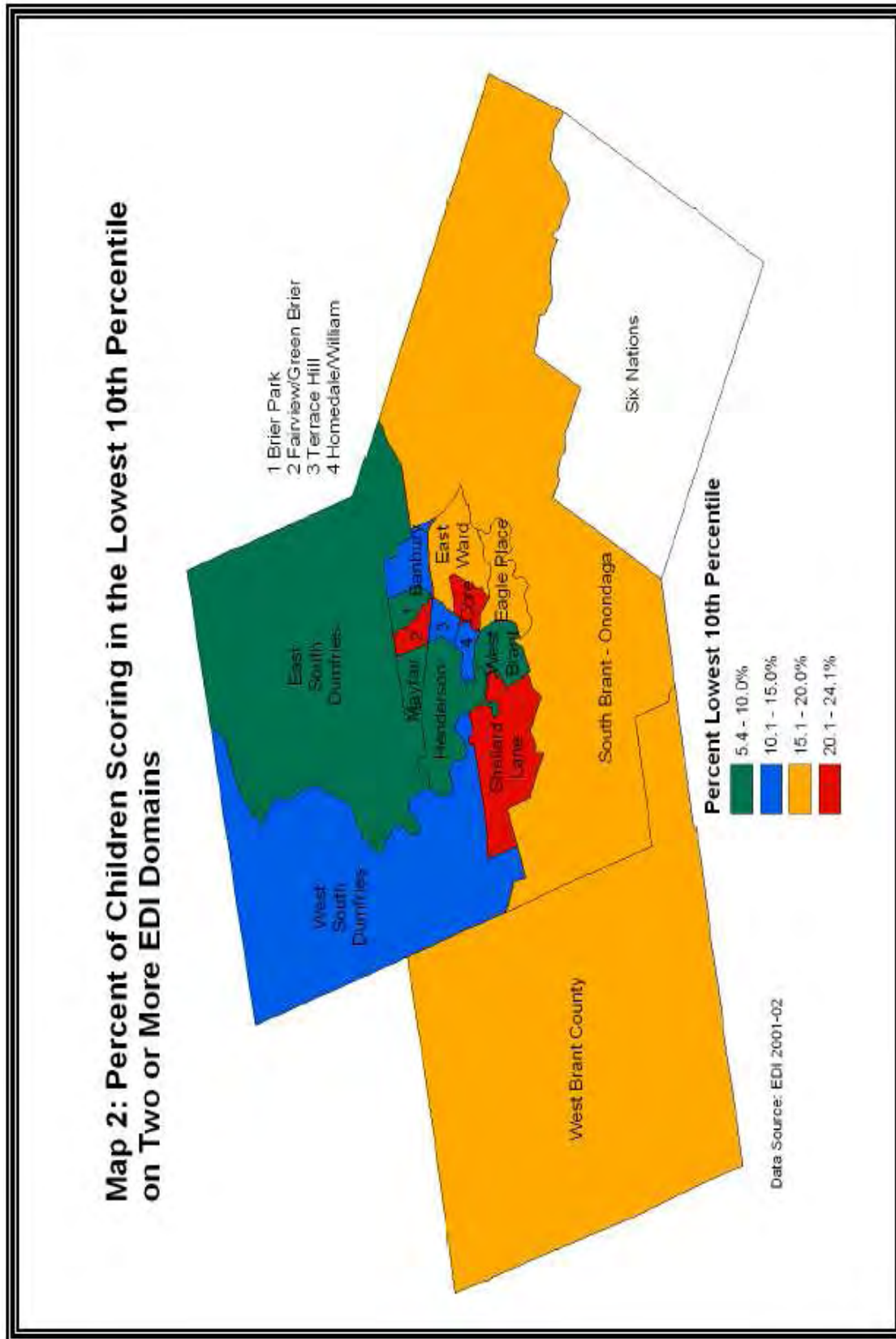
Early Development Instrument (EDI) was a key factor in making decisions regarding the location of proposed Best Start child care centres. Table 3.6 provides the specific EDI scores for Brant County.

The EDI scores for Brant County indicated three areas of high concern and another four areas are of slightly less concern but still of significant concern:

Table 3.6

	Total Pop.	% children in lowest 10% on 2 or more EDI Determinants
Shellard Lane	2685	21.4
Fairview – Greenbrier	6304	21.1
Core	9815	21.1
South Brant Onondaga	5863	18.4
West Brant County	6940	16.5
Eagle Place	7064	16.3
East Ward	10180	16.2
Holmedale – William	6729	14.9
West South Dumfries	10741	13.4
Banbury	9836	11.7
Terrace Hill	6215	11.5
Brier Park	10915	9.7
Mayfair	5277	8.3
East South Dumfries	6989	6.4
Henderson	6654	7.8
West Brant	5831	5.4
Brant County	31669	
Brantford	86417	
Ontario	11410045	

Map 3.1 EDI Scores - 2002



Source: Brant County Health Unit - 2002

3.3 Census Data

In addition to EDI scores 2001 census data was also considered when locating Best Start child care centres. Data was examined to determine if there were any specific factors that might be addressed by adding additional child care in an area. In particular the following data was considered.

Table 3.7
Profile of Neighbourhoods for Key Socio-Economic Indicators

	Total Pop.	Pop. 0 to 6 Years %	Devel-mental Difficulties %	Lone Parent Families %	1Year Mobility Rate %	Low Ed. %	Depend On Gov. Income %	Family Poverty Rate %	% children in lowest 10% on 2 or more EDI Determinants
Shellard Lane	2685	9.7	7.8	10.4	14.2	3.2	8.8	5.4	21.4
Fairview – Greenbrier	6304	6.2	9.7	11.9	8.4	10.1	16.1	7.6	21.1
Core	9815	9.0	16.3	23.7	20.2	12.3	19.1	24.9	21.1
South Brant Onondaga	5863	7.9	18.4	8.8	8.1	7.2	10.9	4.5	18.4
West Brant County	6940	8.4	16.5	10.8	7.5	10.5	11.4	4.2	16.5
Eagle Place	7064	10.0	5.4	25.2	13.8	11.0	17.9	26.0	16.3
East Ward	10180	9.3	21.1	22.3	17.2	11.2	16.1	21.6	16.2
Holmedale – William	6729	9.3	8.3	24.7	16.4	10.5	14.3	22.1	14.9
West South Dumfries	10741	8.3	13.4	12.2	12.7	6.7	9.4	9.3	13.4
Banbury	9836	9.9	11.7	15.4	9.6	5.7	8.4	10.7	11.7
Terrace Hill	6215	8.3	11.5	19.6	13.4	11.7	18.2	12.6	11.5
Brier Park	10915	7.8	6.4	13.2	11.9	7.9	11.2	6.9	9.7
Mayfair	5277	8.5	24.1	11.7	13.2	7.1	11.2	5.6	8.3
East South Dumfries	6989	8.1	6.4	7.0	8.0	5.9	9.6	5.0	6.4
Henderson	6654	7.4	14.9	11.7	8.9	5.3	10.7	6.3	7.8
West Brant	5831	8.0	21.4	22.0	16.7	9.4	14.3	19.8	5.4
Brant County	31669	8.2	13.0	9.8	9.5	7.4	10.1	6.1	
Brantford	86417	8.6	13.8	18.1	13.8	9.2	13.4	15.2	
Ontario	11410045	8.5		15.2	13.9	8.7	9.8	14.4	

Source: Early Child Development in Brant – EDI Project Results, 2002

3.4 Capital Costs Estimates

Site visits were conducted to each school being considered for full day child care programs, before/after school programs and Hubs. Estimates were derived from the following along with any other projected costs for retrofits and additions. Construction costs for child care is approximately \$160 per square foot and \$125 per square foot for hubs.

Child Care & Before/After School Programs

The following requirements were used in calculating projected costs. Note that there are additional costs associated with specific sites that may increase the overall costs for these projects.

1	Parking 1 space /6 students
2	Fenced play area of 1200 sq. ft for 20 children (60 square feet per child)
3	Activity Room with 35 sq. ft per child (legislation states 30 square feet unobstructed – calculated at approximately 35 square feet with tables)
4	2 washrooms per 20 children (not enclosed)
5	2 low sinks per 20 children
6	Storage area adjacent to each Activity Room- min 100 sq. ft
7	Kitchen Space
8	Office Space
9	Staff room and Staff washroom
10	Coat cubbies - 1 per child

Start Up Costs Estimate

Start up costs will be dependent on the child care provider being selected for a particular project. These costs will not be known until an Expression of Interest is conducted.

3.5 Capital Costs Year One - 2005/06 Capital Allocation - \$1,305,000

In examining needs for potential child care program additions for year one it was determined that child care sites should be developed as follows:

Table 3.8

Item	Location	Board of Ed.	Spaces	Costs
Child Care	Bellview	Public	40	\$650,000
Before/After School	St. Gabriel's Shellard's Lane	Catholic	20	None
TOTAL			60	

Overall capital allocation for Year One is \$1,305,000

Recommendations were derived based on EDI, census data, suitability of site and readiness of school to accept either a child care or BSC

3.5.1 Bellview Public School

Bellview Public School is located in Eagle Place in Brantford. Eagle Place has been identified as an area of concern through the EDI scores. Additionally, census data indicates a higher rate of lone parent families, low education, dependence on government income sources and family poverty rates. Additionally, there is a higher proportion of children in the population.

Perhaps the biggest factor in recommending locating child care at Bellview School is that there are no licensed child care centres in Eagle Place. The nearest centre is several kilometres away. It is anticipated that 40 child care sites will be developed.

A Launch Pad is currently located at Bellview School and is well used by the neighbourhood. Additionally, Our Lady of Fatima and Joseph Brant schools are located very close. It is also recommended that the Launch Pad located at Bellview will become a Best Start Centre.

Construction/retrofit costs for Bellview are slightly higher due to the age of the building and the existing physical plan.

Table 3.9

Construction Cost Estimates	
School	Budget Estimate
Bellview	\$650,000

Map 3.2



3.5.2 St. Gabriel's Catholic School

St. Gabriel's is located in the Shellard's Lane area of Brantford. The area has been identified as having low EDI scores. Shellard's Lane is the fastest growing area of Brantford. Although the 2001 census data indicates a high 1-year mobility rate, it is likely that this rate has significantly increased over the years since the census. Shellard's Lane has a relatively large young population (age 6 or less) compared to the city as a whole. Although there are currently two child care centres located in the area, there is a shortage of before and after school care. St. Gabriel's is a relatively new school but it is already having overcrowding issues. A new public school is under-construction a short distance from St. Gabriel's. The proposed before and after school program could provide service to both schools. It is estimated that there are no additional renovations needed to host this program.



Map 3.3

3.6 Capital Costs Year Two 2006/07 Capital Allocation - \$580,000

Table 3.10

Item	Location		Estimated Capital Costs	Spaces
Child Care	Shellard's Lane – New public school	P		36
Child Care	Centennial	P	\$650,000	40
Half day program	Major Ballachey	P	\$100,000	20
TOTAL			\$750,000	96

3.6.1 Shellard's Lane – New Public School

In response to the rapidly growing population in the Shellard's Lane area the Grand Erie District School Board is in the process of constructing a new school in this area. The school as per the requirements of the Ministry of Education is required to provide space for a child care centre. This centre will be a part of the Best Start space allocation for Brant. The site will provide space for 36 child care spaces. A Best Start Centre will also be constructed at the site. Best Start will not incur any capital costs for the child care component of this project.

Although there are other child care centres in the area it is anticipated that the rapidly growing population will be sufficient to make the various programs viable.



Map 3.4

3.6.2 Centennial Public School

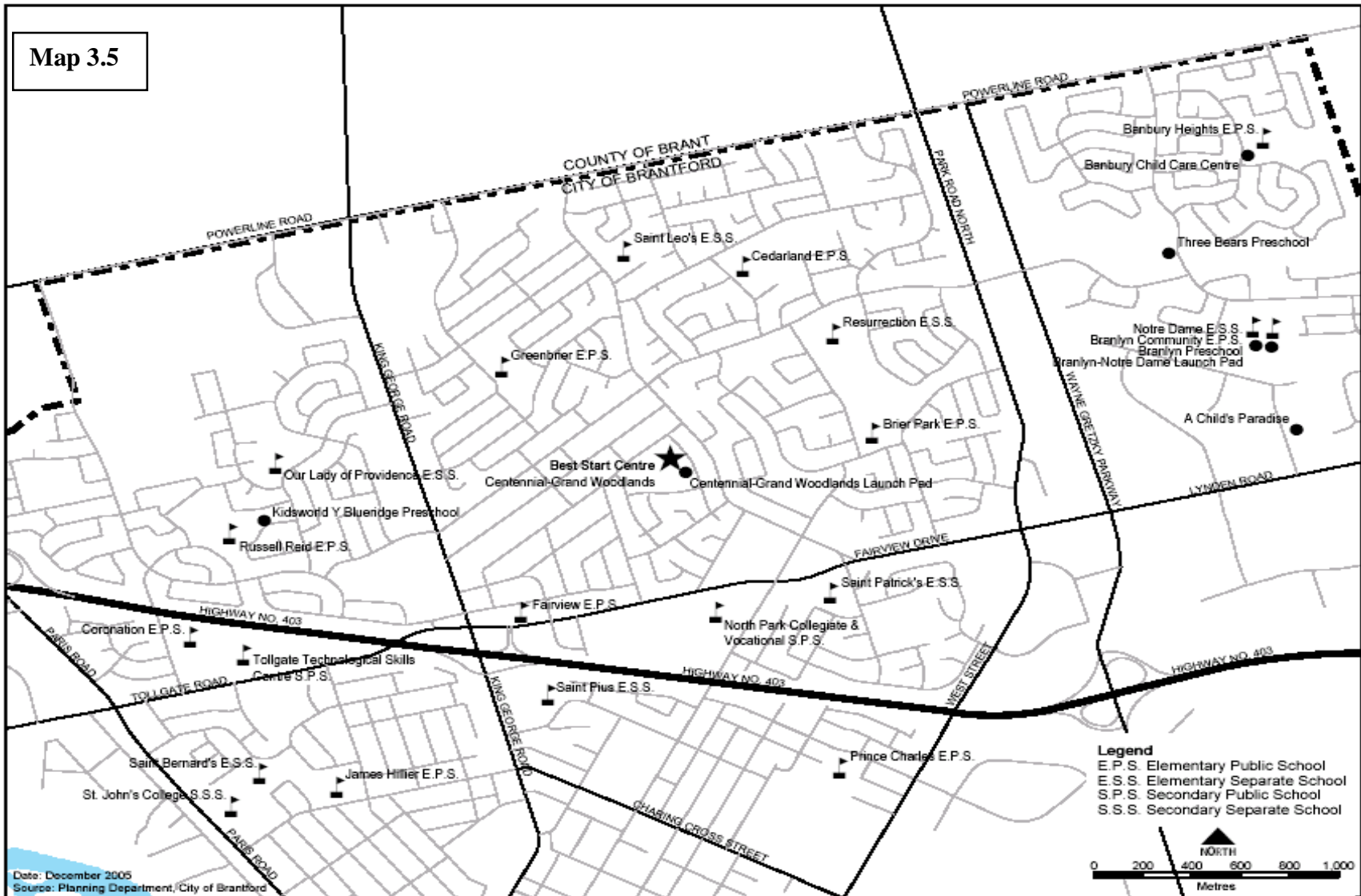
Centennial School is located in an older residential section of Brantford, Fairview-Greenbrier, with most homes developed in the late 1950s or early 1960s. The area is identified as an area at risk by the EDI scores. In addition, the area's population has a lower education rate and dependence on government income than the city as whole. An additional key factor is that there are no licensed child care centres in the area. The closest child care centre is several kilometres away.

The proposed child care centre at Centennial School will be located with a Best Start Centre. Centennial School has been home to a Launch Pad for several months. The Launch Pad will be transformed into a Best Start Centre.

Table 3.11

Construction Cost Estimates	
School	Budget Estimate
Centennial	\$650,000

This costing estimate will provide construction/retrofit costs for an addition to the school to provide approximately 40 child care spaces.



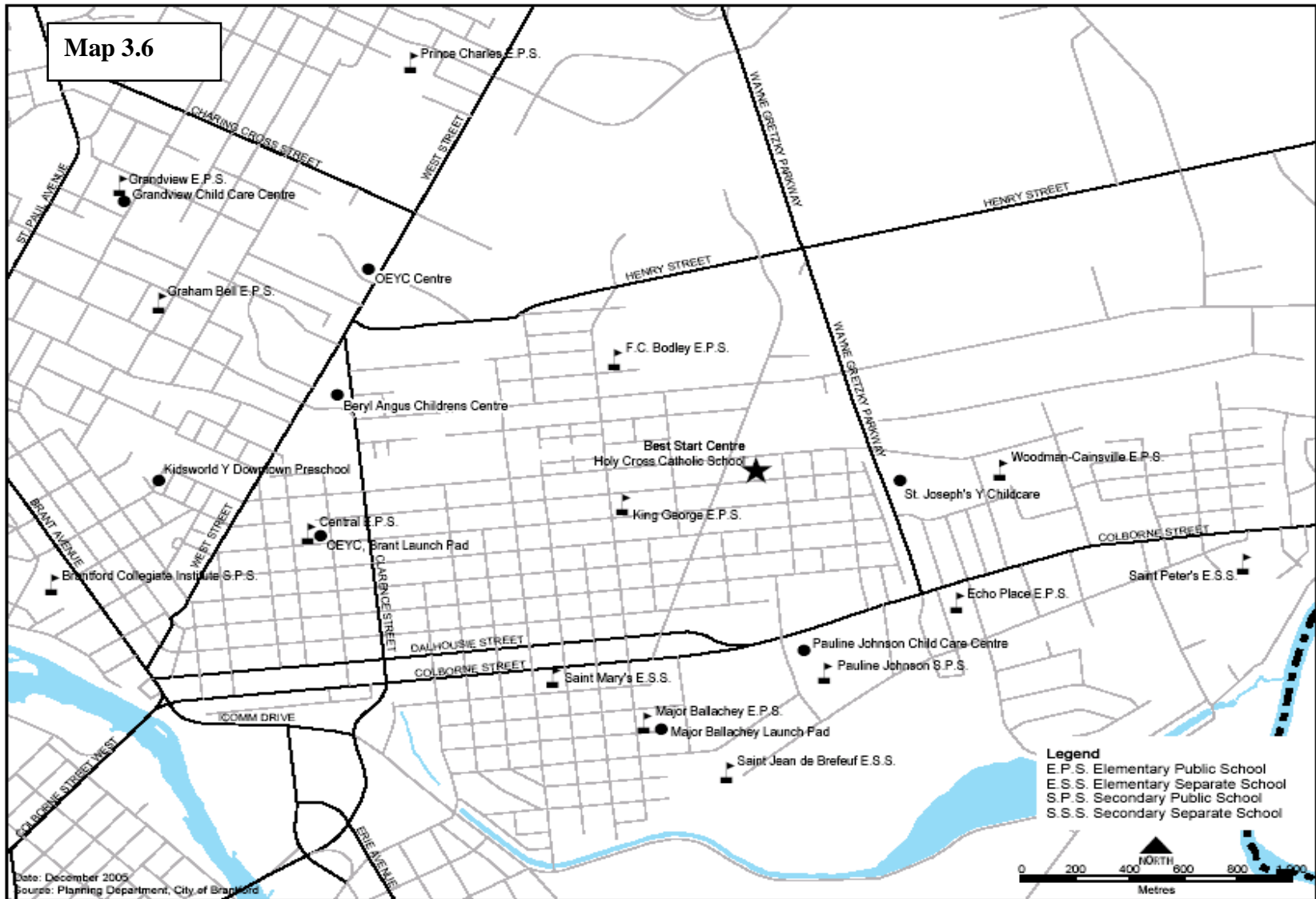
3.6.3 Major Ballachey Public School

Major Ballachey is located in the East Ward area of Brantford. The East Ward area is noted by an EDI score that indicates that children in the area are at risk of poor outcomes at school. Additionally, East Ward has higher rates of individuals with developmental difficulties, one year mobility rates, low education, and dependence on government incomes. There are also higher rates of lone parent families and family poverty compared to the city as a whole.

The allocation of a half day child care program was decided on because Major Ballachey provides kindergarten on a half day every day basis. The structure of the child care centre will allow children to stay at school for a whole day. The proposed centre will provide space for 20 JK/SK children.

Table 3.12

Construction Cost Estimates	
School	Budget Estimate
Major Ballachey	\$100,000



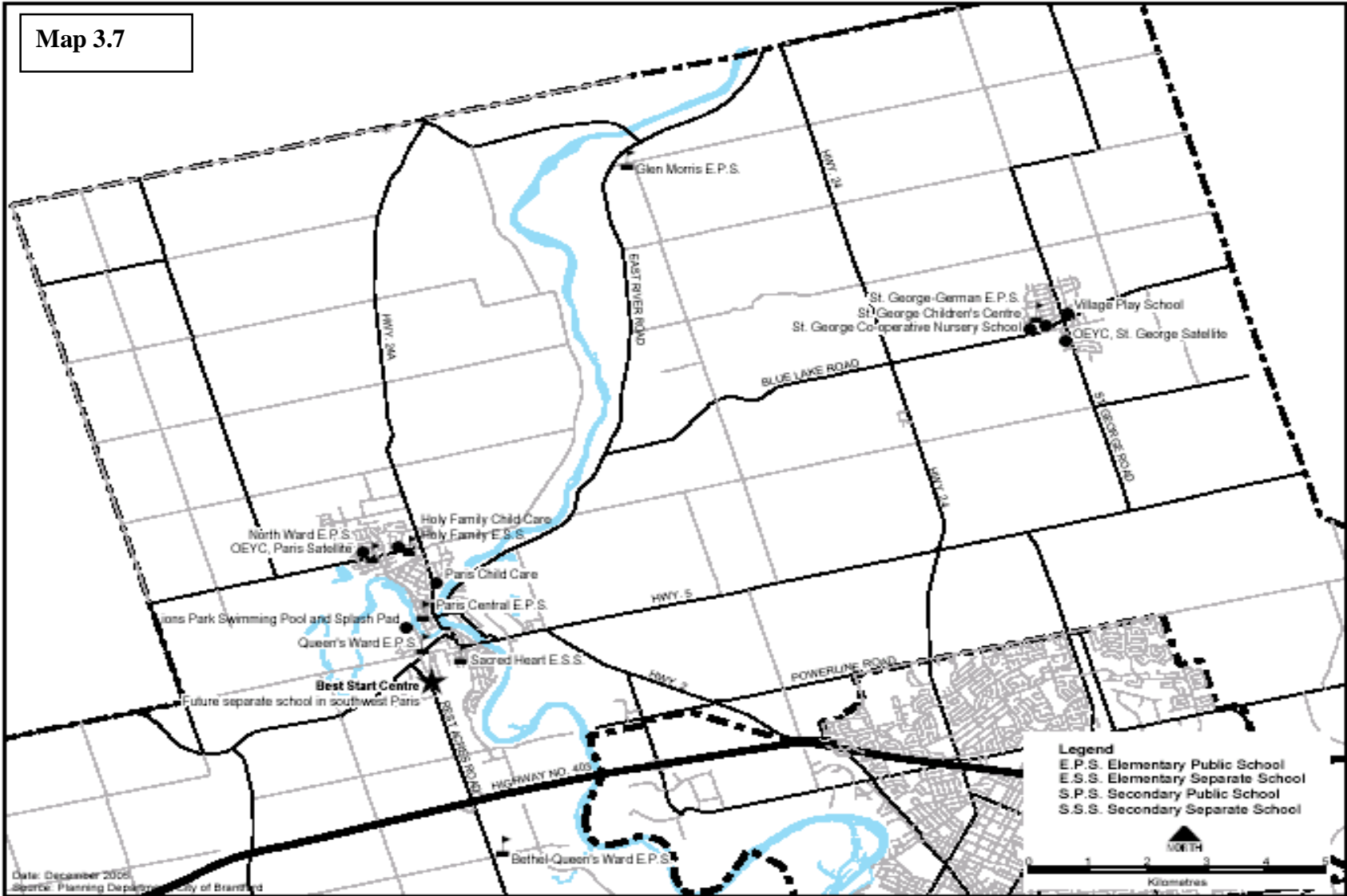
3.7 Capital Costs Year Three 2007/08

Table 3.13
Capital Allocation \$1,720,000

Item	Location	Board of ED	Estimated Capital Costs	Spaces
Child Care	New Catholic school, Paris	C		36
Child Care	Burford District Public School	P	\$433,000	40
Child Care	Holy Cross	C	\$500,000	40
Before/After School	Branlyn/Notre Dame	P/C	\$112,000	20
Before/After School	Central (Brantford)	P	\$100000	20
Before/After School	Echo Place	P	\$100000	20
Child Care	Francophone		\$200,000	20
Child Care	Aboriginal		\$200,000	20
TOTAL				216

3.7.1 Paris – New Catholic School

In response to the rapidly growing population in the south-west end of Paris, the Brant Haldimand Norfolk District Catholic School Board is in the process of planning to construct a new school in this area. The school as per the requirements of the Ministry of Education is required to provide space for a child care centre. This centre will be a part of the Best Start space allocation for Brant for 2007/08. The site will provide space for an estimated 36 child care spaces. A Best Start Centre will also be constructed at the site. Best Start will not incur any capital costs for the child care component of this project. There are currently no licensed child care spaces in this area of Paris. Rapid growth in the area is expected to continue for the next several years.



3.7.2 Burford District Elementary School

Burford District Elementary School is located in West Brant County an area identified as an area of concern by EDI scores. Additionally, it is noted that there is a higher rate of lone parent families, low education, dependence on government income and developmental difficulties compared to the population of Brant County.

Burford District Elementary School resulted in the consolidation of several schools into a renovated high school building. The school serves the population of the village of Burford and the surrounding area. As such there is considerable room for a child care centre. It is estimated that 40 child care spaces could be developed at this site. It is also recommended that the existing OEYC satellite become a Best Start Centre.

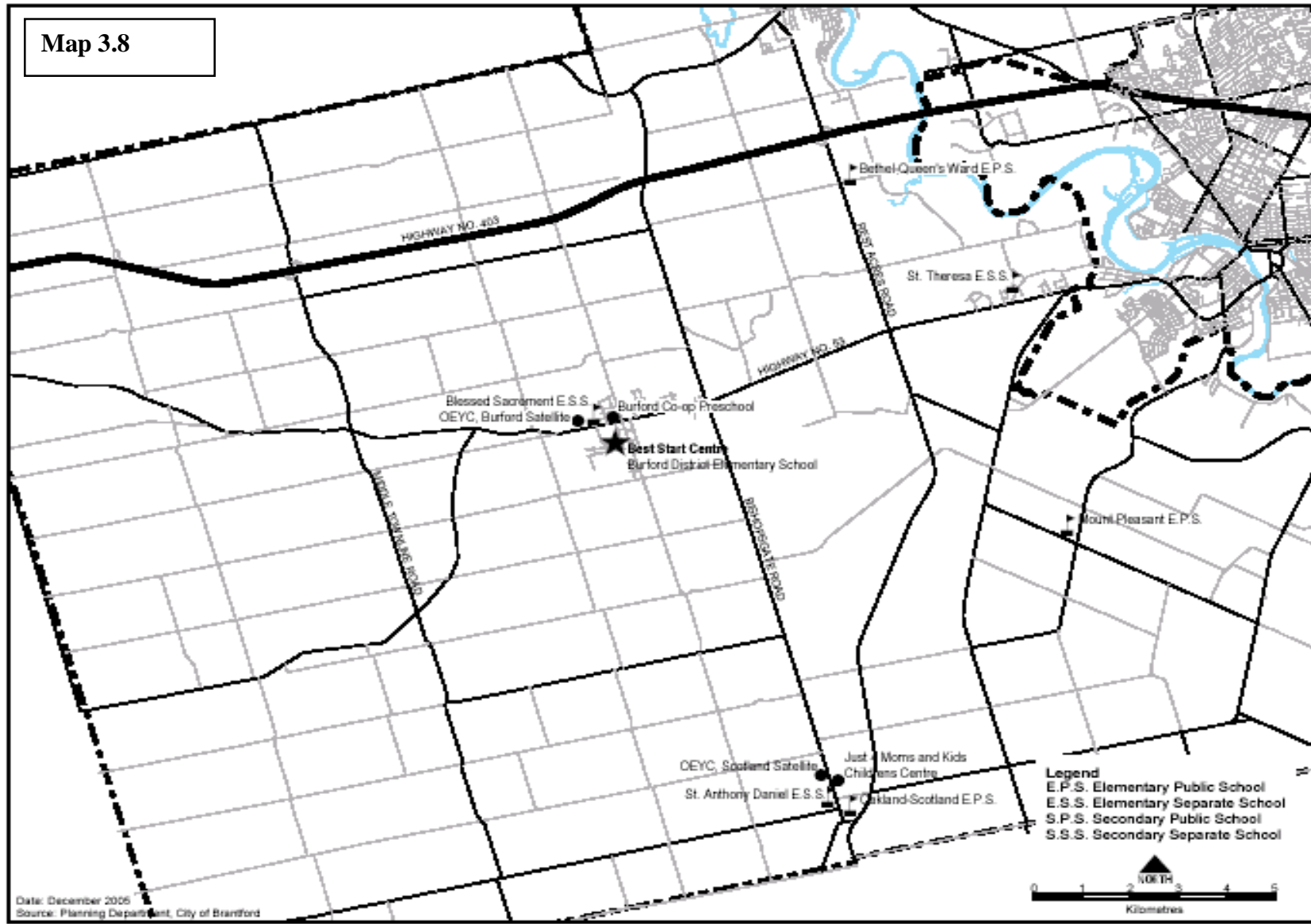
Although there is currently a child care centre located in Burford it is a co-op program and only provides a half-time program. The co-op is also experiencing major issues related to potable water at their current location, the Burford Public Library. The issue of water quality is likely to be an issue at any site selected in Burford.

Table 3.14

Construction Cost Estimates	
School	Budget Estimate
Burford District Elementary School	\$433,000

This is an estimate. Costs could be higher depending on final renovations.

Map 3.8



Date: December 2005
Source: Planning Department, City of Brantford

3.7.3 Holy Cross Catholic School

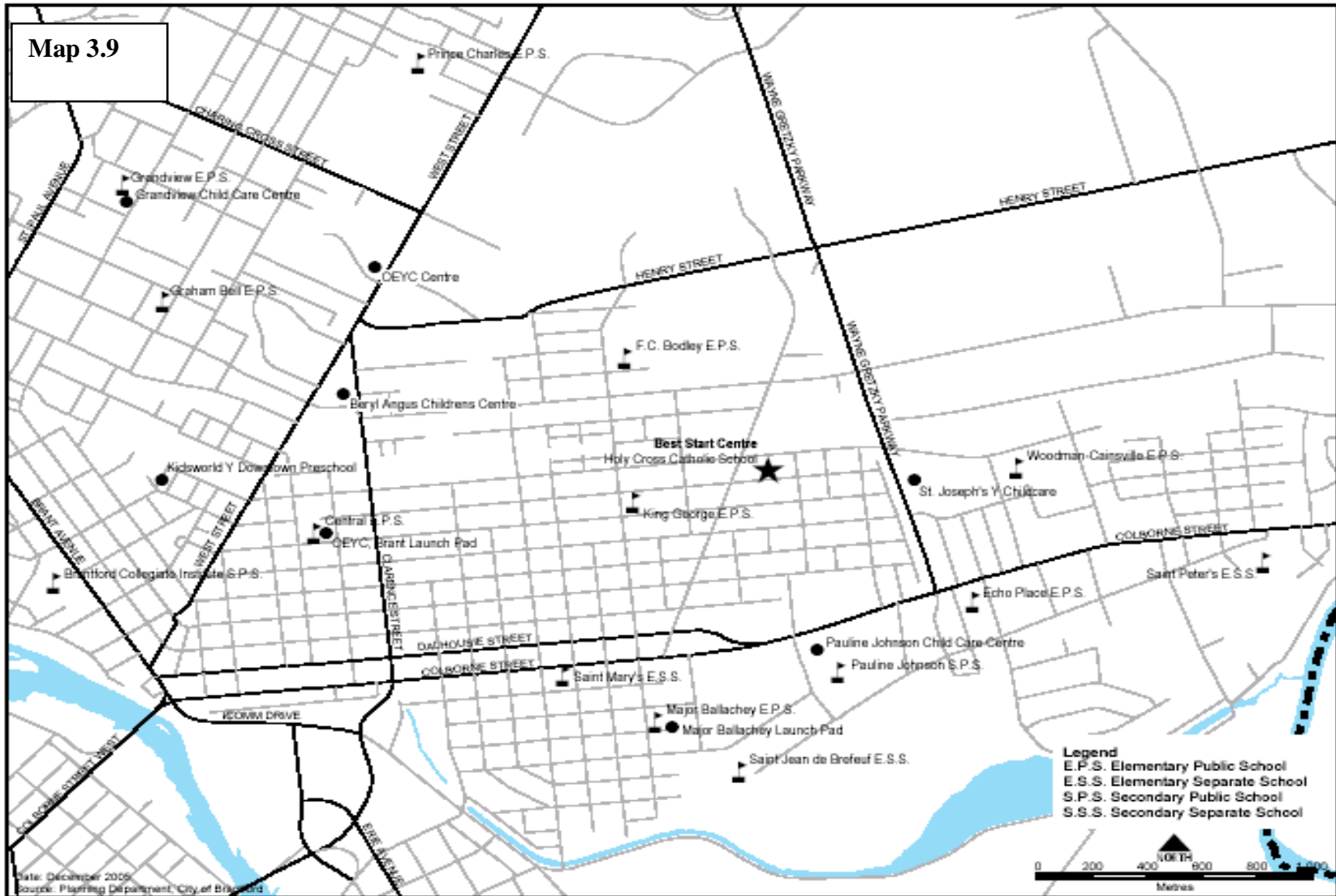
Holy Cross Catholic School is located in the East Ward area of Brantford. The East Ward area is noted by an EDI score that indicates that children in the area are at risk of poor outcomes at school. Additionally, East Ward has higher rates of individuals with developmental difficulties, one year mobility rates, low education, and dependence on government incomes. There are also higher rates of lone parent families and family poverty compared to the city as a whole.

Although there are two other licensed child care centres in the area near Holy Cross it is not expected that there will be a significant impact by developing a new child care centre at Holy Cross. The Y child care located at St. Joseph's Life Care Centre draws on a different population. The child care centre located at Pauline Johnson High School tends to focus on children of students.

Table 3.15

Construction Cost Estimates	
School	Budget Estimate
Holy Cross	\$500,000

This would provide for two activity rooms, washrooms, kitchen, staff room, office, and quiet room for a total of 3,120 square feet. This does not account for any additional costs related to the site.



3.7.4 Central School (Brantford)

Central School is located in the core of Brantford and is the only school in the immediate area. The core of Brantford is noted as an area of concern through EDI scores with over 21% of children scoring in the lowest 10% on at least two domains. Additionally there are significantly more lone parent families, people with low education, individuals with developmental disabilities, families living in poverty and individuals relying on government income sources. The area is also noted for a higher than average one-year mobility rate.

Currently Central school is host to a Launch Pad program that is operated by the Brant OEYC. The current OEYC Launch Pad is scheduled to become a Best Start Satellite. It is proposed that the Best Start Satellite will be expanded to include a before/after school program. It is estimated that this would provide 20 spaces for JK/SK children.

Table 3.16

Renovation/Retrofit Cost Estimates	
School	Budget Estimate
Central (Brantford)	\$100,000

3.7.5 Echo Place School

Echo Place School is located in the East Ward area of Brantford. The East Ward area is noted by an EDI score that indicates that children in the area are at risk of poor outcomes at school. Additionally, East Ward has higher rates of individuals with developmental difficulties, one year mobility rates, low education, and dependence on government incomes. There are also higher rates of lone parent families and family poverty compared to the city as a whole.

The allocation of a before/after school program at Echo Place school is based on the identified issues and the fact that a well used Launch Pad is located at the school. Additional renovation/retrofit capital expenditures will allow the Launch Pad to provide before/after school programming to approximately 20 JK/SK children.

Table 3.17

Renovation/Retrofit Cost Estimates	
School	Budget Estimate
Echo Place	\$100,000

3.7.6 Branlyn/Notre Dame

Branlyn/Notre Dame is a joint facility between the GEDSB and BHNDCSB. This unique arrangement sees the sharing of facilities while each school maintains its own identification. Branlyn/Notre Dame is host of one of the most successful Launch Pads. The neighbourhood surrounding the school is home to a large immigrant population and a variety of housing options. Branlyn is the GEDSB English as a second language school. Although there are a number of child care centres in the area, including in-home care, it is felt that there is enough demand for before/after school care that there should be limited impact on the existing providers. Further study will be carried out to determine exact impact.

Table 3.18

Renovation/Retrofit Cost Estimates	
School	Budget Estimate
Branlyn/Notre Dame	\$112,000

3.8 Aboriginal

Although Brant County borders on the most populous First Nation in Canada there is a lack of any Aboriginal specific child care services in Brantford or Brant County. With over 20,000 band members, half of whom live off-reserve, The Six Nations of The Grand River Territory represents a significant part of the population in Brantford/Brant. The recent closure of the native friendship centre, Pine Tree Native Centre, has resulted in the closure of the only aboriginal specific parenting programs in Brantford. Although there are no aboriginal specific child care or parenting services in Brantford/Brant there are a variety of services available on Six Nations that reflect the unique culture of the Six Nations. Although available to Band members transportation to the programs can be an issue. Ideally, Aboriginal specific parenting programs and child care should be available in Brantford. Attempts are being made to reorganize Pine Tree so that programs can restart or continue.

Identifying neighbourhoods with large Aboriginal populations is difficult. Many members of the Six Nations do not participate in the Federal census. As a result, most data is unreliable. That said, it is clear from discussions with community leaders that relatively large aboriginal populations exist in the Eagle Place and Core neighbourhoods.

A total of \$200,000 has been allocated in year three for the development of Aboriginal child care and a Best Start Centre. It is hoped that by this time Pine Tree or another aboriginal program will be in the position of developing these services. It may be necessary to approach a program in Hamilton or from the Six Nations to develop these services. Consultation with the Aboriginal community will be held January 12, 2006.

3.9 Francophone

There is one Catholic Francophone school in Brantford with 23 children in JK/SK. The school is operated by Conseil Scolaire de District Catholique Centre-Sud. There are no public Francophone schools in the county. École élémentaire catholique Sainte-Marguerite-Bourgeoys, the French elementary school, has indicated that they currently have 12 JK and 11 SK children attending. These children come from across Brant County and Brantford. It is estimated that this represents approximately 8% of children who are eligible to attend (one parent must have been educated in French in Canada). A new program has been opened “petite école” that is aimed at children between 2 and 5 years old. Petite École has five children enrolled and another six children on a waiting list. Parents at the school have expressed interest in developing a full child care centre in the near future. Concern has been expressed that it is necessary to have children educated in French as young as possible to ensure they are comfortable with French when they enter school. In discussion with school board officials it has been stated that a child care and Best Start Centre located at the school will be for French speaking children only. This will not be a neighbourhood program. Additionally, Francophone programs will need to look at regional programs, such as those in Hamilton and Niagara, for resources and possibly staffing. A total of \$200,000 has been allocated in year three for these services.

In order to fully develop a plan for Francophone Best Start services, consultations will be held with parents and professionals. Additionally, a survey will be distributed to parents and the Francophone community. These consultations, held in collaboration with the school, will help to determine what Best Start services are needed. Consultation results will be reviewed by a Francophone Services sub-committee that will be developed by the Brant Best Start Network (BBSN). A representative of the BBSN will attend the Regional Francophone Best Start Network.

3.10 Best Start – Capital Allocation and Expenditures

Table 3.19

Year/Allocation	Location		Costs	Spaces Jk/Sk presch	Bd. of Ed.
2005/06 - \$1,305,000	Shellard's Lane, new public school	Best Start Centre/Child Care	\$280000	36	P
	Bellview	Child Care/BSC	\$650,000	40	Public (P)
	St. Gabriel's	Before/After School		20	Catholic (C)
Total			\$ 930,000		
Difference			\$375,000		
2006/07 -\$580,000	Centennial Grand Woodlands	Child Care /BSC	\$650,000	40	P
	Major Ballachey	Half day Child Care /BSS	\$100,000	20	P
Total			\$750,000		
Difference			(\$170,000)		
2007/08 - \$1,720,000	New Catholic school Paris	Child Care/ BSC	\$280,000	36	C
	Burford District Elementary	Child Care/BSC	\$433,333	40	P
	Holy Cross	Child Care/BSC	\$500,000	40	C
	Branlyn/Notre Dame *	Before/After	\$112,000	20	P/C
	Central (Brantford)	Before/After	\$100,000	20	P
	Echo Place	Before/After	\$100,000	20	P
	Francophone Child Care	Child Care	\$200,000	20	
	Aboriginal Child Care	Child Care	\$200,000	20	
Total			\$1,925,000		
Difference			(\$205,000)		
Total Allocation			\$3,605,000		
Total Expen.			\$3,605,000		
* Further study will be conducted to assess the impact on other child care centres in this area					
Note: These are estimates and will be re-examined on a yearly basis.					

Unspent capital funding from year one can be carried forward to years two and three. Over years two and three the Best Start partners will need to work together to ensure that the expenditures do not exceed the allocation.

4.0 EARLY LEARNING AND CARE HUBS – BEST START CENTRES

Early Learning and Care Hubs (Hubs) are a key element to the Best Start initiative. Hubs are to be developed to provide a central neighbourhood location for the provision of early childhood and parenting programs and services. Hubs are to provide a number of core functions and be connected to other more specialized services.

Early Learning and Care Hubs will:

- Provide early child development and parenting programs with access to a wide range of early learning and care services
- Provide assessments of child growth and development
- Refer children with more specialized needs to services linked to the hub (e.g. developmental services, children’s treatment services, child welfare)
- Provide parents with access to flexible programs available at times that meet their needs



Source: Best Start Guidelines, 2005

4.1 Brant Best Start Hub Model

In developing a Hub model for Brant County it was recognized that existing services would play a key role. These services include Ontario Early Years Centre/Satellites (OEYC) and Launch Pads. OEYC is a provincially mandated program that provides early learning and parenting programs. Launch Pads are a “made-in Brantford” program also providing early learning and parenting programs. In total there are 7 OEYC locations (1 main office and 6 satellites) and 6 Launch Pads. OEYC satellites are located mainly in Brant County while Launch Pads are located exclusively in Brantford. OEYC satellites are operated by the Brant OEYC program. Launch Pads are coordinated through the Kids Can Fly program. Funding varies for each Launch Pad and presents a challenge for ongoing operations.

Table 4.1
OEYC/Launch Pad Sites

	Location	Operator
OEYC	OEYC: Brant – West Street, Brantford	OEYC
	Burford Satellite – Burford District Elementary School – GEDSB	
	Central School Satellite – Central Public School Brantford – GEDSB	
	Onondaga Satellite – Onondaga-Brant Public School – GEDSB	
	Paris Satellite – Paris North Ward Public School – GEDSB	
	Scotland Satellite – St. Anthony Daniel Catholic School - BHCNCSB	
	St. George Satellite – St. George Lawn Bowling Club	
Launch Pad	Bellview Public School, Brantford – CAS GEDSB	Children’s Aid Society
	Major Ballachey Public School, Brantford – GEDSB	Children’s Aid
	Branlyn-NotreDame School, Brantford – GEDSB & BHCNCSB	Children’s Aid
	East Dale – Echo Place Public School – Brantford GEDSB	Family Counseling Centre
	St. Gabriel’s Catholic School, Brantford BHCNCSB	Family Counseling Centre
	Centennial – Grand Woodlands Public School Brantford - GEDSB	Children’s Aid Society
GEDSB – Grand Erie District School Board, BHCNCSB – Brant Haldimand Norfolk Catholic District School Board		

4.2 Brant Best Start Hub Model – Best Start Centres and Satellites

Early on in discussions it was recognized that a name needed to be developed that would indicate what the new “hubs” were. Additionally, it was recognized that there was some confusion among the general public as to what Launch Pads and OEYC centres were. It was decided that the common name would be Best Start Centres and Best Start Satellites.

The Brant County model will be based on a hub and spoke model. The county will be divided into service areas or “neighborhoods”. At the centre of each neighbourhood will be a Best Start Centre (BSC). The BSC will be the main provider of Best Start services in the area. Linked to the BSC will be other child and parenting programs in the area, including child care programs and Best Start Satellites (BSS). BSSs will provide some but not all of the programming available at the BSCs. Satellites will link families to full services at the BSC in their area.

The model will rely on utilizing the existing OEYC and Launch Pad sites. The OEYC/Launch Pad program in identified schools will become the new BSC. The existing OEYC/Launch Pads within school facilities will become new BSCs. Other existing OEYC/Launch Pads will be transformed into BSSs. There has been agreement by the OEYC, Launch Pad partners and the BBSN to proceed in this direction. Services will continue to be provided by the current operators of the OEYC/Launch Pads. It is anticipated that current funding sources will continue to support these programs. The MCYS has identified that there will not be operating funding for hubs in the first three years. Without the continuation of funding and/or the expansion of funding from existing sources it is doubtful that the programs can expand. It has been stated that funding for some Launch Pad sites is not stable and could impact on the Best Start programming at these sites.

In keeping with the Schools First policy, all BSCs will be located in schools. Both the Public and Catholic school boards have agreed to this. BSCs will be developed as follows:

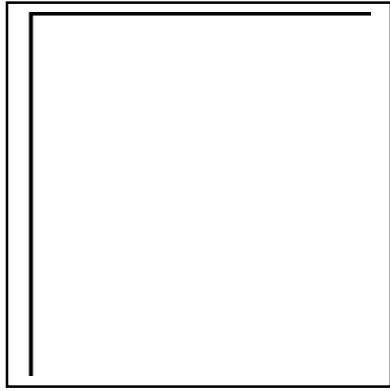
Table 4.2
Proposed Best Start Centres

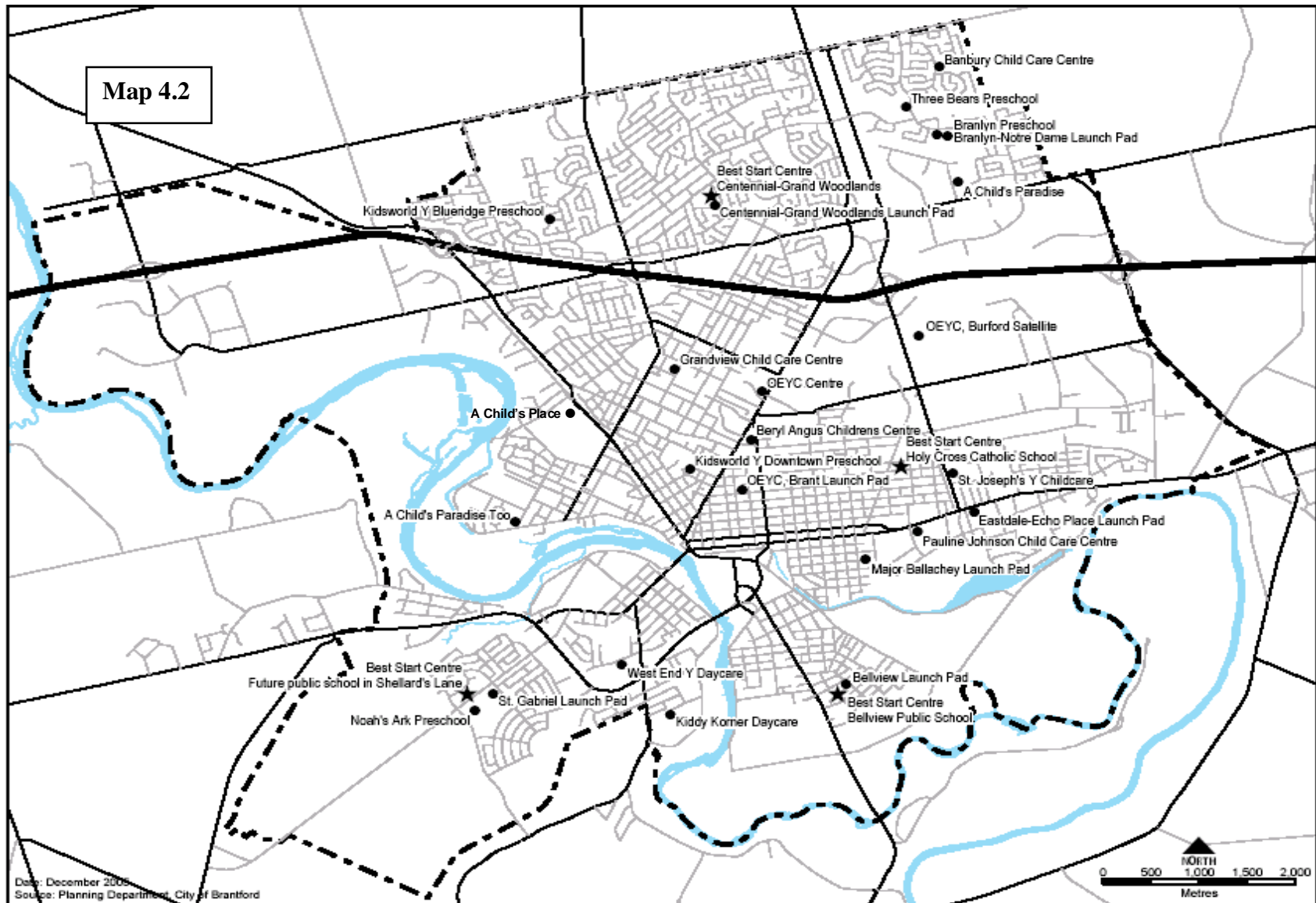
Year	Location		Costs	Bd. of Ed.
2005/06	Shellard’s Lane, new public school		\$280,000 *	P
	Bellview	Existing Launch Pad		P
2006/07	Centennial Grand Woodlands	Existing Launch Pad		P
2007/08	New Catholic school Paris	New Site	\$280,000	C
	Burford District Elementary	Existing OEYC Satellite		P
	Holy Cross	New Site		C

* Note: Capital financing has been indicated to construct space within new schools to ensure security of tenure for BSCs

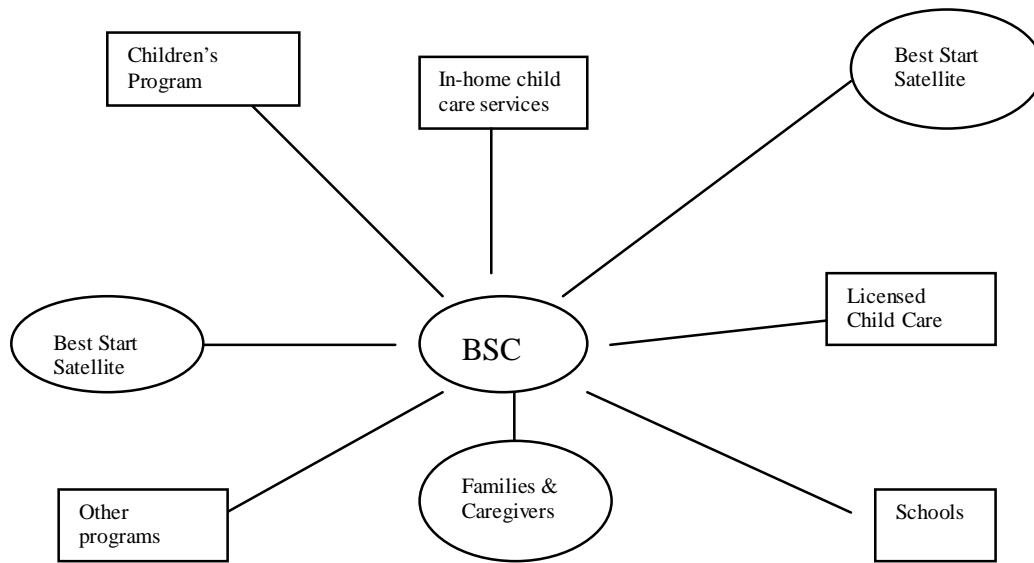
** Note: Child care centres will also operate at these sites.

*** Best Start Satellite in St. George will remain in St. George Lawn Bowling Club





4.3 Brant Best Start Model



Each Best Start Centre will provide a mix of core, rotating and linked services. Core services will be available in the centre on a regularly scheduled basis. Rotating services will be services that will come to the centre on an as needed basis. Linked services will be services that individuals can be referred to outside of the centre. By having BSCs located throughout the county and by BSSs and other services working in a coordinated fashion there will be limited travel needed by parents and families to access services. Further consultations and planning will occur to fully develop what services will be provided.

All Best Start Centres will be located within a school, as per the Schools First policy. Additionally, a Best Start Child Care Centre will also be located at the school. The child care program may be a full-day, half-day or before/after school program.

It is envisioned that services being provided in existing Launch Pads/OEYC will be provided in BSCs and that they will continue to be provided by current service providers. This may include the Brant County Health Unit services and Lansdowne Children's Centre and other service providers such as the Brantford Public Library.

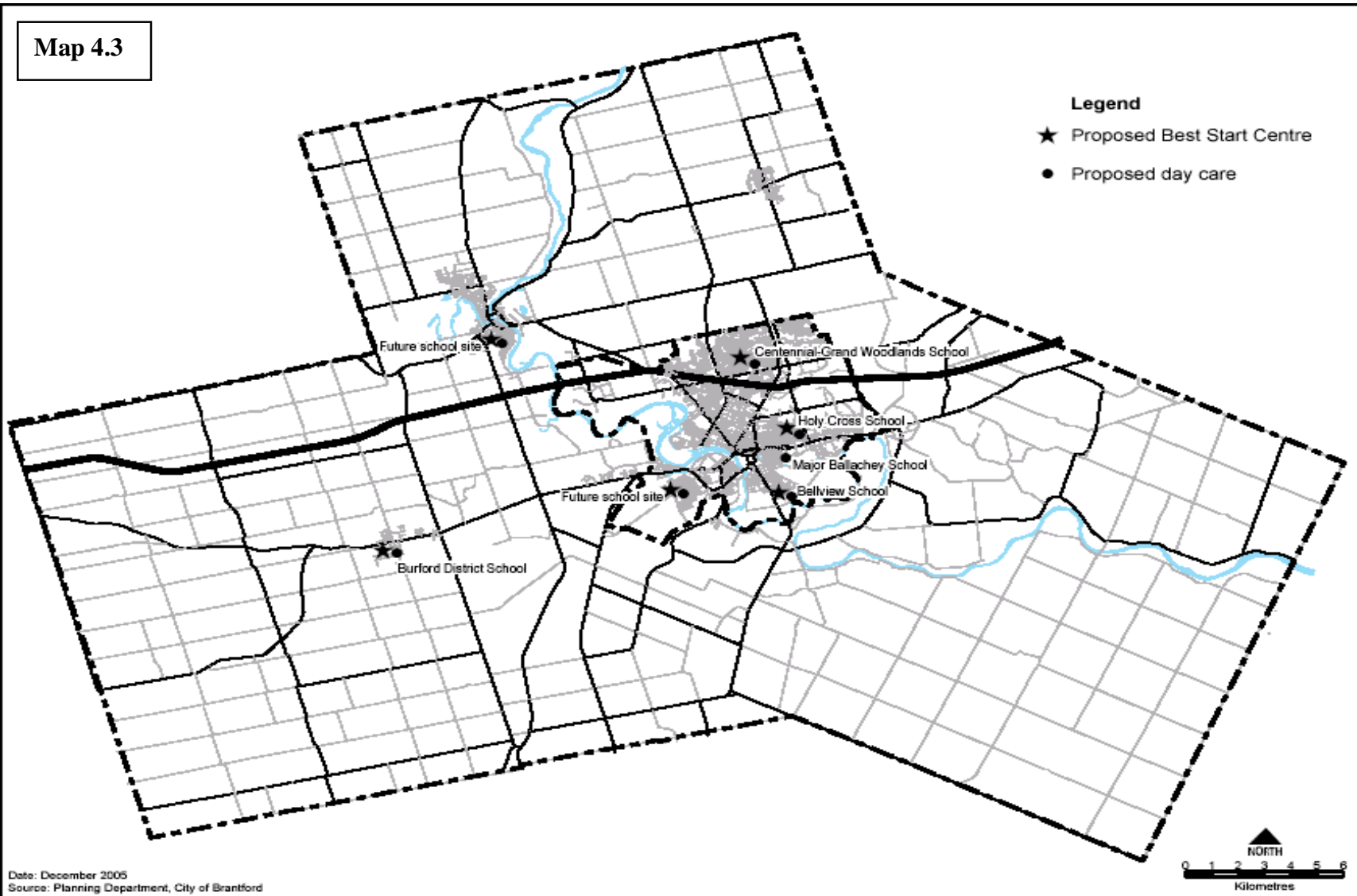
Best Start Satellites will be similar to Best Start Centres but they may offer fewer services. Satellites will access services through Best Start Centres in their neighbourhood. Each Satellite will be assigned to a particular Best Start Centre. The Centre will work with the satellites to arrange for specific services to visit the satellites.

It is recognized that existing service providers are now operating at capacity. While service providers are able to transfer some services to the BSCs from the existing Launch Pad/OEYC they can not expand service levels. Considerable discussion occurred over the impact of the development of BSCs. Of the six proposed BSCs, five will be developed at the site of existing Launch Pads or OEYC satellites. During 2006/07 both Launch Pads and OEYC satellites will be renamed to the common name – Best Start Centre/Satellite.

Table 4.3
Proposed Best Start Centres and Satellites

	Location	Current Program	Best Start Program
2005/06	Shellard's Lane, new public school	None	New Site – Best Start Centre
	Bellview	Launch Pad	Best Start Centre
2006/07	Centennial Grand Woodlands	Launch Pad	Best Start Centre
	Major Ballachey	Launch Pad	Best Start Satellite
	Onondaga Satellite – Onondaga-Brant Public School	OEYC Satellite	Best Start Satellite
	St. George Satellite – St. George Lawn Bowling Club	OEYC Satellite	Best Start Satellite
	Scotland Satellite – St. Anthony Daniel Catholic School	OEYC Satellite	Best Start Satellite
	Central School Brantford	OEYC	Best Start Satellite
	Branlyn-Notre Dame School, Brantford	Launch Pad	Best Start Satellite
	East Dale – Echo Place Public School - Brantford	Launch Pad	Best Start Satellite
	St. Gabriel's Catholic School, Brantford	Launch Pad	Best Start Satellite
2007/08	Paris Satellite – Paris North Ward Public School	OEYC Satellite	Best Start Satellite
	Paris – New Catholic School	None	Best Start Centre
	Burford District Elementary School	OEYC Satellite	Best Start Centre
	Holy Cross- Brantford	None	Best Start Centre

Map 4.3



5.0 ADDITIONAL BEST START CENTRES AND SATELLITE COSTS

Although the vast majority of costs for Best Start will be capital and start-up costs there will be ongoing operational costs. With the large, rapid influx of child care spaces and hub services a number of services will need to be expanded and other, new, positions/services will need to be developed.

5.1 BSC Coordination

In planning for the development of the BSCs and coordination of BSSs, it was recognized that there needs to be an individual or organization that will coordinate the BSCs and BSSs and the services that they will provide. It was identified that the OEYC would be well suited to this task. In addition it was identified that although service providers are willing to provide services in the proposed BSCs/BSSs there is concern that there needs to a coordinated way of providing services. Currently, service providers must coordinate their own visits to OEYC/Launch Pads. This method does not effectively use the resource. A coordinated process operated by the OEYC could correct this issue and provide a collaborated and integrated approach to service delivery.

5.2 Best Start Centres (BSC) and Best Start Satellite (BSS) Coordination

Although it is recognized that the coordination of services for the BSC and BSS will require additional staffing supports, the OEYC: Brant has offered this service as a means of providing coordination for the Best Start programs. The OEYC: Brant has indicated that this service would be approximately a .5 FTE. Funding for this service would be welcomed since many other areas of the OEYC services will increase as a result of Best Start. The OEYC would also act as a gateway for Best Start information. The OEYC as BSC service coordinator would continue as a resource and member to the Best Start Network and their ongoing functions. It would be expected that the OEYC as the BSC services coordinator would work closely with City of Brantford Child Care Services

5.3 Best Start School Implementation Coordinator

With the addition of six new child care centres and the development of six BSC there will be a large increase in the need by both public and catholic school boards to manage their involvement in the Best Start programs. The Grand Erie District School Board and the Brant Haldimand and Norfolk District Catholic School Board have requested that the Brant Best Start Network provide funding so that a Best Start School Implementation Coordinator can be hired. The coordinator would act as the boards' linkage to the Best Start programs and provide a linkage between the Best Start Network and the boards. The coordinator would also be responsible for helping to develop relationships between the BSC/satellites, child care centres and the host schools. This would help to ensure that the Best Start programs are fully integrated into the schools, one of the principles of Best Start. The position will be reviewed to determine the full scope of responsibilities, qualifications and if the position could be shared with the Haldimand-Norfolk Best Start Network.

5.4 Program Costs

The Ministry of Children and Youth Services has indicated that there will be no funding for operational cost of “hubs” and that these costs should be paid for from existing community resources. In Brant County, the existence of a strong network of OEYC satellites and Launch Pads has enabled the Best Start Network to recommend the implementation of an extensive network of Best Start Centres and Best Start Satellites.

Under current arrangements, program costs for OEYC satellites and Launch Pads are provided by the operators of the centres. Operators have indicated that they will continue to fund these programs through continued evaluation and redistributing of services within their agencies. This would continue when the OEYC satellites/Launch pads are converted to Best Start Centres and Best Start Satellites.

5.5 Operating Costs

Under a generous arrangement both OEYC and Launch Pad programs are provided with free space, utilities, janitorial services (in some sites) and other services in all sites. While this arrangement has been successful, the increasing costs of operating these facilities are drawing this arrangement into question. For instance, if “hubs” are to operate on a year-round basis, what will be the additional costs to the school boards? In new schools where “hub” space will need to be constructed, the school boards will need to determine if they can continue to subsidize the operation of the hubs. Without this key funding element the impact would be that sites would close and OEYC Satellite programs would decrease significantly. The MCYS must address this issue if they want “hubs” to be a successful part of the Best Start initiative.

5.6 Additional Best Start Staffing Costs – Including Special Needs Resourcing

In addition to the services and school implementation coordinator positions there will be a significant increase in the need for various staff for the new BSC and child care programs. While it is obvious that more Early Childhood Educators (ECEs) will need to be hired there are a number of other positions that will need to be increased to provide services to the new child care centres and BSCs. Without these staff increases none of the Best Start programs will be able to operate

5.6.1 Best Start and the Early Integration Program for Children with Special Needs

The City of Brantford is committed to supporting the development of inclusive practice in the child care sector. As a result, the Implementation Plan is recommending that a portion of the Best Start funding should be spent on the enhancement of the Special Needs Resourcing Program, provided through Lansdowne Children’s Centre, over the next 3 years.

City of Brantford Child Care Services, in collaboration with the Child Care Advisory Committee, works towards meeting the needs of all children in the community by identifying gaps in service and providing recommendations for change. A recent venture supported by this group is the “Raising the Bar” project.

The goal of this program reaches beyond the expectations of the Day Nurseries Act to embrace a higher level of quality in our child care programs. This is a voluntary program for the childcare centres and Brant is proud to report “Raising the Bar” attracted over 80% participation in its first year. Lansdowne Children's Centre in partnership with the Ontario Early Years Centre has provided an array of Professional Development opportunities promoting inclusive practices for “Raising the Bar”. We have witnessed increased participation and excitement in Professional Development in the Brant childcare community which we will continue to embrace with the Best Start plan.

In the Brant community the vision is that children with special needs and their families have access to child care and appropriate supports in the child care centre of their choice. We are proud that we do not require a segregated child care centre in our community. All children belong. Child Care Services continues to work with the broader child care sector and Lansdowne Children’s Centre to ensure that supports and services are available that are responsive to the needs in the Brant community.

Through the Best Start planning, the services offered through both Resource Teachers and Resource Teacher Assistants will continue to develop. Resource Teacher Assistants focus on the inclusion of specific children with complex and/or intensive developmental, social, emotional or behavioural needs through direct hands-on teaching, modelling and coaching of teaching strategies. Over the next three years Best Start planning will assist the community to continue to develop a robust array of services that can be utilized to deepen and transform our collective experience with inclusion. This plan promotes positive, healthy environments for all children.

Some unknown variables may influence the provision of Special Needs Resourcing in the Brant community. This initial implementation plan is “a start” without full knowledge of how the Best Start plan will unfold in our community over the upcoming ten years.

The future program growth for Special Needs Resourcing is calculated based on the following increase in the number of licensed child care spaces over the next three years as a result of Best Start:

05/06 – 85 licensed child care spaces
06/07 – 35 licensed child care spaces
07/08 – 110 licensed child care spaces

5.6.2 Resource Teachers

With the implementation of Best Start there will be an increase in the number of Resource Teachers required. Future forecast for program growth is calculated based the following factors:

- The current caseload for the Resource Teachers. Although childcare centres would benefit from an increased level of support, centres indicate that the current availability of the Resource Teachers is appropriate;
- The number of children with special needs who will access the new licensed child care spaces is calculated based on the current ratio of children with special needs to the number of licensed child care spaces for children aged 0 – 6;
- The number of locations that the Resource Teachers will be supporting. It is necessary to take into account the number of locations that require Resource Teacher support in order to maintain a consistent level of support across multiple sites; and

- Resource Teacher and Resource Teacher Assistant support will be required in order to ensure the inclusion of children with special needs in before and after school child care programs.

5.6.3 Resource Teacher Assistants

Responding to the increasing demand for Resource Teacher Assistant support has been an ongoing challenge in Brant. In 2005, Lansdowne Children's Centre Resource Teacher Assistant support has exceeded the budgeted amount by 14%. The increase in demand for this intensive level of support has been accommodated through reductions in other areas of the budget. The number of children requiring Resource Teacher Assistant support has increased. However, it is also significant to note that the complexity of the needs of the children requiring Resource Teacher Assistant support has also increased. Children who are welcomed in child care centres throughout the community often require intensive, hands-on support in order to ensure successful inclusion. The Resource Teacher Assistant budget is projected based on a 20% growth factor in order to ensure an appropriate level of support is available to all of the children in the Brant community.

5.6.4 Best Start Centres and Satellites

The Child Development Program currently provides developmental screening, resources and developmental programming for parenting programs offered through Launch Pads and the Ontario Early Years Centres. The Child Development Program has the staffing to support 11 parenting programs within the current model of support. Parenting programs have requested an increased level of developmental programming support in addition to some professional development opportunities. With the current resources available to the Child Development Program, this program can respond to this increased level of support for six parenting centres.

Resource Teachers are well versed and skilled in conducting developmental screens as well as providing support and resources to the parents who access parenting centres. In order to achieve the vision of Best Start that "*Children in Ontario will be ready and eager to achieve success in school by the time they start Grade 1*" it is recommended that the role of the Resource Teacher expand to include providing developmental screening, resources and developmental programming within the current and proposed Best Start Centres and Satellites. Resource Teachers can work with Best Start Centres and satellites to identify children who may be experiencing developmental challenges and assist children who require specialized support to maximize their success upon entry into the school system.

5.6.5 Additional Funding - Sustainability Factor

A 3% sustainability factor has been included in order to ensure that the service level is sustainable throughout the three-year planning period. This factor will provide the flexibility for the program to respond to ongoing increases in expenses over multiple planning years.

Between 2005/2006 and 2007/2008 there will be a need to increase the budget for the Special Needs Resourcing Program delivered through Lansdowne Children's Centre from \$746,688 to \$1,296,991. This funding will be used to provide supports to ensure the inclusion of children with special needs in Best Start.

Table 5.1

	PRESENT SNAP SHOT (base year)	FUTURE PREDICTIONS FOR BEST START <i>(Dollar figures represent increases over current funding)</i>		
		05/06	06/07	07/08
	As at October 1, 2005			
Licensed child care spaces	949	1034	1069	1179
Resource Teacher caseload = (14.22 % of total licensed child care spaces)	135	147	152	168
<u>Resource Teacher Beginning FTE</u>	9.1	9.1	10.1	11.0
Increases due to increased caseloads		.8	.4	1.0
Increases due to increased locations		.2	.5	.6
Total Resource Teacher FTE		<u>10.1</u>	<u>11.0</u>	<u>12.6</u>
Before and After School Program (Increased caseload + locations)		Additional .2 FTE	Additional .2 FTE	Additional .3 FTE
Resource Teacher FTE increases		\$2,100	\$2,100	\$6,399
Resource Teacher Assistants				

Table 5.1 Continued

	PRESENT SNAP SHOT (base year)	FUTURE PREDICTIONS FOR BEST START <i>(Dollar figures represent increases over current funding)</i>		
		05/06	06/07	07/08
	As at October 1, 2005			
Resource Teacher assistant caseload = (21 % of total RT caseload)	27 children = \$80,000/yr	31 children = \$110,220 Increase required over base year \$30,220	32 children = \$113,775 Increase required over base year \$33,775	55 children = \$195,540 Increase required over base year \$ 115,540
<u>Outreach Parenting Centre Support</u> Increased Resource Teacher FTE		Additional .4 FTE		Additional .1 FTE
Professional Development for childcare staff and parenting centre staff (speakers, material etc)		\$1,000	\$1,000	\$1,000
Sustainability Factor		3%	3%	3%
Total Funding Required for the Proposed Programs				
Base	\$ 746,688	\$ 746,688	904,148	\$1,003,550
Additions each year		<u>157,460</u>	<u>99,402</u>	<u>293,441</u>
Net Funds Each Year		<u>\$904,148</u>	<u>\$1,003,550</u>	<u>\$1,296,991</u>

5.7 Brant County Health Unit Services

The Brant County Health Unit (BCHU) delivers a number of programs and services in the current OEYC and other community sites. Examples of these services include a well baby drop in (screening and assessments of child health and growth and development), breastfeeding support, prenatal and postnatal classes, a CPNP drop in program for pregnant teenagers, immunization clinics, school health programs, including screening and education re: oral health, parent education sessions. Child and family health information is distributed throughout the community through a number of mechanisms.

In addition to community based programs, the Healthy Babies Healthy Children Program is a home visiting program offering support to all families through a telephone contact and offer of a home visit by a public health nurse to all new mothers within 48 hours of their discharge from hospital. Longer term support is offered to vulnerable families through a blended model of home visiting by a public health nurse and trained peer (Family Home Visitor).

Although BCHU has stated that, where it makes sense, they are willing to relocate services to the Best Start Centres/Satellites, there is concern about their capacity to meet expanded service needs without additional resources. The health unit has indicated that an addition of approximately 1.0 FTE would be required per site to provide a comprehensive level of public health service to all centres/satellites. In addition to direct service costs it was indicated that the health unit expects to incur additional costs related to the increased demand for health unit programs and services outside the child health program. For example, the addition of six new child care centres creates an increase in the number of health inspections to be completed by Environmental Services staff.

Without any additional funding, the Health Unit will be able to offer the following:

- Rotate one well baby clinic among sites (would need to reduce services from two clinics to one clinic at present location)
- Rotate some programs and services among sites- e.g. parenting classes, prenatal classes, child nutrition workshops would be offered depending on need in the area
- Provide education and resources to BSC/BSS staff
- Utilize BSS as a mechanism to distribute health information
- Utilize home visiting program to outreach clients and encourage them to access services at their neighbourhood BSC or BSS

5.8 Wage Subsidy Costs

Over the initial three years of Best Start there will be a significant increase in the costs of providing wage subsidies for child care workers. Child care workers have traditionally been a low paid sector in the economy. Wage subsidies are aimed at increasing child care worker wages without directly impacting on the child care rates charged to parents.

Table 5.2
Wage Subsidy Estimates

Wage subsidy Information Note: all are estimates				
Year 1	Proposed Site Location	Estimated Staff	Estimated FTE	Estimated Wage Subsidy
	Academy of Montessori Open Already	2	2	\$19,068.00
Option 1	Bellview School Preschool/and JK/SK only	7	6.5	\$42,240.00
	St. Gabriel's	2	1.0	\$5,473.00
Year 2	Shellard's Lane (full day care)	7	6.5	\$42,240.00
Option 1	Centennial (full care) Preschool only	7	6.5	\$42,240.00
Option 2	Centennial With 10 toddlers 32 preschoolers	9	8.5	\$63,628.00
Option 1	Major Ballachey (half day approx 7.5 hours per day)	3	2.5	\$15,129.80
Year 3	Paris new Catholic	7	6.5	\$42,240.00
	Burford	7	6.5	\$42,240.00
	Holy Cross	7	6.5	\$42,240.00
	Branlyn/Notre Dame	2	1.0	\$5,473.00
	Central (Before and After)	2	1.0	\$5,473.00
	Echo Place (Before and After)	2	1.0	\$5,473.00

5.9 Year one 2005/06 Estimated Fee Subsidy required

Year One April 1 2005 to March 31 2006

Bellview 40 new spaces (40 JK /SK) or 16 preschools and 20 JK/SK

For renovations to take place, the anticipated opening of centre is April 2006 therefore fee subsidy would not come out of year one which ends March 31, 2006

St. Gabriel's 17 before and after spaces expected opening March 1, 2006

Estimated fee subsidy \$10.00 per diem x 6 children = \$60.00 x 18 days (March 1 to March 31 minus March Break) \$1,080

Estimated Year One Fee Subsidy

total \$1,080

Year Two April 1 2006 to March 31 2007

Bellview - estimated 36 parents requiring fee subsidy

Preschool rate \$28.00 x 10 preschoolers x 210 days = \$58,880

JK SK rate \$28.00x 26 children x 210 days = \$152,880

St. Gabriel's 10 children x \$11.00 x 210 days = \$23,110

Shellards Lane - opens Sept. 2006 estimated subsidy space 18

18 children x 160 days (based on Sept. 1 to March 31 2007) x 28.00= \$80,640

Centennial - open Sept. 2006 estimated subsidy children 22

22 children x 160 days x 28.00= \$98,560

Major Ballachey - opens April 1 2006 half day program 20 subsidy children

20 children x \$22.00 x 210 days = \$92,400

Total Estimated Year Two Fee Subsidy

\$506,470

Year Three April 2007 to March 2008

Estimated fee subsidy

Bellview \$211,760

St. Gabriel's (based 10 children x \$12.00 x 210days) \$25,200

Shellard's Lane (based on 20 children x \$29.00 x 210 days) \$121,800

Centennial (based on 25 children x \$29.00x 210 days) \$153,250

New Catholic school in Paris opening Sept. 2007 20 children x \$28.00 x 160 days = \$89,600

Holy Cross (based on 37 children x \$29.00x210 days) \$211,760

Burford 25 children x \$29.00x 210 days \$152,250

Before and After school programs 30 children x 12.00x 210 = \$75,600

Total estimated Year Three Fee Subsidy

\$1,041,220

TOTAL FOR FIRST THREE YEARS

\$1,548,770

5.10 Recruitment and Retention Issues

Although there is a need and desire to expand child care services in Brant there may be issues related to recruitment and retention. As in many areas of the province Brant child care providers have found it difficult to recruit new employees, and retain existing employees, mostly due to low wages.

As of December 2, 2005 there were approximately 175 Early Childhood Educators that have registered on the Brantford Brant Data Base. This number represents Early Childhood Educators that live in Brantford and Brant County but may or may not work in the area. The expansion of 230 new child care spaces in Brantford and Brant County will create new jobs for Early Childhood Educators.

There has been no specific expansion of intake services at the local Colleges due to Best Start however the colleges are trying to respond by offering more apprenticeship programs. The three local colleges will have approximately 320 new graduates in April 2006 with approximately 300 new graduates in April 2007. The local colleges are Fanshawe College, Mohawk College and Conestoga College. Some of the new graduates do tend to stay in the field; however there are other factors which influence their career path.

The Factors influencing career path of ECE's include:

- a) Articulation agreements with universities
- b) Salary scale comparisons of ECE's to other career options
- c) Post diploma options often attract graduates to continue with lifelong learning

Currently a proposal is under review for an Aboriginal Early Childhood Education Program which will possibly run out of Mohawk College in Brantford.

In Brantford /Brant based on the proposed locations an estimated 46 new Early Childhood Educators will be needed to support the expansion. This expansion of programs will require an estimated \$285,000.00 more in Wage Subsidy dollars.

The Ministry has indicated that it is committed to support expansion of Ontario's licensed child care system and to:

- Attract and retain skilled early childhood education professionals (monies have been earmarked specifically for wage improvements for child care workers).
- Plans are underway for a proposed new College of Early Childhood Educators to establish high professional standards for quality child care and early learning programs.
- An Expert Panel on Quality and Human Resources, looking at recruitment and retention of qualified early childhood educators and ways to establish high quality licensed and informal child care, will report in fall 2006.
- An Expert Panel on an Early Learning Framework is developing first a learning program for preschool children that can link to junior and senior kindergarten learning programs, and ultimately a single integrated learning program for children in preschool, junior kindergarten and senior kindergarten. This panel will report in December 2006.

Care must be taken in the hiring processes for the new Best Start child care programs. Any wage disparity between the new and existing programs could result in a move by existing workers to the new programs.

5.11 Enhancement of Early Identification and Intervention Programs

With the expansion of the child care system in Brant County by an addition of six new centres and the development of Best Start Centres/Satellites there has been considerable discussion regarding the ability of existing early identification and intervention programs to provide services.

Service Enhancement/Service Restoration Funding

Recently the Ministry of Community and Social Services provided service enhancement and service restoration funding to agencies providing services in the community. While this funding was supposed to provide for enhanced service levels or to restore services to previous levels, it did not have the desired effects in Brant County. Both Lansdowne Children’s Centre and the Brant County Health Unit reported that the funding received was not sufficient to increase or restore services. There was no impact on service delivery levels. The Brant County Health Unit received a “one time” grant of \$25,823 in 2004 to help with fiscal pressures. These dollars were used for salaries and benefits which allowed services to continue without layoffs. This funding was not added to the base budget allocation of the health unit.

Lansdowne Children’s Centre received an additional \$21,245 for the Preschool Speech and Language program. The funding was used to cover recently agreed to salary increases. Even with additional funding there was a reduction in 0.41 FTE Speech Pathologist and 0.2 Intake Assistant/Secretarial in the 2005/06 fiscal year. It would require an additional \$40,845 to restore the program to 2001/02 staffing levels.

Table 5.3 Service Enhancement/Service Restoration Information for Preschool Speech and Language Program in Brant

	Actual Staffing / Budget for 05-06	05-06 Salary Costs with 01-02 Staffing Levels	01-02 Budget and Staffing
FTE's			
<i>Speech Pathologist</i>	2.19	2.5	2.5
<i>PSL Coordinator</i>	0.42	0.42	0.42
<i>CDA</i>	1	1	1
<i>Intake Assistant/Secretarial</i>	0.5	0.7	0.7
	4.11	4.62	4.62
Costs			
Salary Costs	213,544	240,327	191,682
Benefits	40,348	44,100	38,299
Other Expenses	26,908	37,218	35,581
Total	280,800	321,645	265,562

6.0 BEST START NETWORK - 10 YEAR VISION

While the initial phase of the Best Start initiative is a five year process with a three year funding commitment, the overall implementation of Best Start will take longer. In developing the vision the Brant Best Start Network examined three questions for where the Network envisions Best Start to be in ten years:

Where do we want Best Start to be in ten years?

What are the barriers that may prevent us from achieving this vision?

How will the Network work to overcome these challenges?

Rather than being an end point, the visioning process is a starting point that will need to be examined on an ongoing basis to evaluate progress towards achieving the vision.

6.1 Where do we want Best Start to be in Ten Years?

In the next ten years the goal of the Brant BSN is to make Best Start in Brantford/Brant available in all neighbourhoods in Brantford and Brant County. Best Start will be an inclusive program that sees early education programs available in all schools. These programs will engage parents to take an active role in programming. Services will be available to all children without barriers resulting from income, transportation or health issues.

Best Start will provide earlier identification of children and earlier provision of services. Resources and services will be available to all with minimal or no waiting lists. Early intervention will occur quickly in order to facilitate rapid interventions.

Best Start will be an integral part of the community. Through an integrated and well planned communication plan the public, service providers and media will be aware of Best Start services and resources. Resource materials will be widely available so that parents/caregivers and the general public will be aware of Best Start locations and services.

The BBSN will work to ensure that Best Start services are adequately resourced, in terms of funding, staffing and supports. It is recognized that there is a need to increase the average wage of Early Child Educators to reflect the value of their work. An increase in wages will help to decrease staff turnover and make hiring easier. It is also recognized that there is a need to work towards equality between for-profit and non-profit child care providers. In ten years it is envisioned that Best Start funding will be expanded to include operating costs for Hubs.

While there has been a strong commitment by all Best Start partners there will be a need by the partners to continue to work together. In particular, Ministries of MCYS, Education and Health will need to coordinate to ensure that the impact of Best Start programs is considered when the Ministries are planning for future services and funding. The Ministries need to ensure that their service partners are fully aware of changes that may impact on their own programs.

6.2 Challenges to Best Start Vision

Although there are several potential barriers to achieving the ten year vision for Best Start in Brantford the largest is the question of sufficient, ongoing funding. Although Best Start has been identified as a five year initiative by the Province funding has only been allocated for a three year period. Concern has been raised by the BBSN and municipal council as to what will occur if funding is not continued after year three or five.

Funding levels are also a major concern. While current allocations provide for a major increase in child care services it has been identified that funding is not sufficient to provide for services that will be provided in Best Start Hubs. Additionally, funding has not been provided for the operation of Hubs. Hubs will only succeed through the support of community groups and school boards.

Staff may prove to be a significant barrier to the ten year vision. Currently there is a growing issue of staffing shortages in child care programs. In particular, there is a shortage of Early Childhood Educators (ECEs). The shortage of ECEs has been blamed on low wages and a lack of respect for ECEs. Additionally, it has been suggested that the current capacity of community colleges to train ECEs will not meet the staffing requirements of the new Best Start child care centres.

Although current funding structures and fee schedules are sufficient to maintain current child care programs concern has been expressed about the potential of child care centres to become unionized, thus increasing costs. In particular, concern has been identified because Best Start child care will be located in elementary schools which are unionized environments. Should Best Start child care centres become unionized it is unlikely that current funding levels would be sufficient.

While the BBSN agrees with the goals of the “Schools First” policy there is concern that the policy may make it difficult to achieve the overall vision. In particular, concern has been expressed that it is difficult to balance the needs and desires of the Public and Catholic school boards. Both boards have agreed that Best Start resources need to be allocated to reflect enrollment patterns. In Brant this means that approximately a 3:1 ratio must be achieved. As a result it is a possibility that resources will have to be allocated to reflect the ratio rather than needs in the community.

School stability has been identified as a potential barrier to achieving Best Start goals. While it is desirable and required to obtain long-term arrangements for space within schools this may not be possible from the school board perspective. Changes in funding formulas have meant that school boards have to examine school viability on an ongoing basis. As a result, it is difficult for school boards to enter into long-term arrangements for space.

Best Start is meant to be an expansion of the overall child care sector. It is thus important that any new child care be developed in such a manner as to have minimal impact on existing child care centres.

The ultimate success of the Best Start vision will be judged on how well Best Start is able to address the needs of the whole population – including groups such as Francophone and Aboriginal populations. The vision for BBS includes the establishment of services for these groups.

Although the BBSN has focused on developing child care and “hubs” in schools as per the Schools First policy it has been difficult and expensive to do so. Most schools simply do not have space to accommodate both a child care centre and “hub”. School funding is based on the number of children at the school. For a school to host a child care and “hub” approximately three classrooms must be used. While there is rental income from the child care programs there is none from the “hub”. In most cases there has to be extensive renovation or construction to comply with regulations.

Integration of Programs and Services

With the exception of two child care programs located in schools there is little experience with integrating child care into a school environment in Brant County. Members of the BBSN have indicated that the current in-school child care programs are not integrated in the school but actually act separately from the school.

Programs and services in Brant County have been well integrated into child care centres, Launch Pads and OEYC satellites. There is an expectation that the service arrangements will continue and be enhanced through better coordination. It has been recommended that a Best Start coordinator be employed to provide the coordination function.

Geographic and transportation Issues

Although Brant County is a relatively compact geographic area there are still issues related to geography and transportation. Outside of the urban centre, Brantford, individuals must rely on private transportation to access any services. Within Brantford, public transportation is available. The BBSN hub and spoke model will overcome this issue to some extent. Best Start Centres (the hubs) are located throughout the city of Brantford and the rural areas. Each Best Start Centre will be linked to a series of schools, Best Start Satellites and services. Individuals will be able to access services through any of these locations. Transportation to more specialized services may be available.

Lack of Capacity to Implement Certain Components – Hubs

The Brant Best Start Network has worked hard to ensure that all of the Best Start components will be implemented in the first three years. This has only been accomplished because of the existing network of OEYC satellites, Launch Pads and the commitment of school boards and service providers. While a number of issues still need to be worked out the two largest involve the proposed Best Start Centres/Satellites. Currently the school boards do not charge rent for Launch Pads and OEYC centres. If this changes it will be difficult for the Best Start Centres to operate. Aside from the rental costs for the Best Start Centre there are staffing and operational costs. Currently community groups provide staffing and operational costs for Launch Pads and OEYC funded the OEYC Satellites. If these funding arrangements change this will impact on the operations of the Best Start Centres/satellites.

A final barrier to achieve the BBSN vision will be a recognition that some issues impacting on the readiness of children entering Grade 1 are outside the scope of the Best Start initiative. Other general determinants of health such as availability of food, shelter and clothing all impact on the development of a child. BBSN will work towards an integrated planning process with other service providers to help overcome these issues.

6.3 Overcoming Challenges

Perhaps the best tool for overcoming challenges to implementing Best Start is education. It is envisioned that a coordinated education process will be established to ensure that the public and officials at all levels are aware of Best Start and the services it provides. Parents who have benefited from Best Start will play a key role in this process.

The education process will be driven by a well developed communication plan that will focus on keeping Best Start in the public eye. Communications will not only highlight Best Start services but will also keep the public and officials informed of issues facing the Best Start process such as funding.

Best Start will require ongoing training and education across various sectors including child care and education. There will be a need for ongoing dialogue between front line staff and key players to ensure that appropriate education is available.

A key factor in the ongoing success of Best Start will be the continuation and further development of the Best Start Network. The network will need to establish a process for ongoing research, development, planning and evaluation. This can be best accomplished by establishing a group of sub-committees to address various issues.

The Best Start Network will need to develop into an important forum for child care and child development and parenting services. The Network will provide a forum for the sharing of plans. The coordination of these plans and services will help to ensure that the vision of Best Start is addressed in all future development.

7.0 CONCLUSION

As a community-driven process the Best Start Network has developed an implementation plan that will ensure children have the best possible transition from child care to school. The plan also provides for access to resources for families and caregivers to help make this possible. Over the next three years Brantford and Brant County will see the development of 230 new child care spaces and six Best Start Centres.

Utilizing the *Brantford/Brant Best Start Transition Plan* (2005) and the *Brantford/Brant Child Care Plan* (2005), the Best Start Network developed an implementation plan for new child care spaces. The Early Development Index (EDI), demographic statistics, a survey of parents and a review of existing child care services all played a key role in determining where new child care centres should be located. These new centres will enhance the overall system of child care services in the community.

Best Start Centres and Satellites will form a series of service areas throughout Brantford and Brant County. Best Start Centres will provide an array of programs and supports for children and their families. Best Start Satellites will provide similar services but not at the same level as the centres. This system of centres and satellites will ensure that families and caregivers have access to resources as close to home as possible.

The implementation of Best Start is not without costs. Over \$3.6 million has been allocated for the expansion of child care services over the next three years. Through careful allocation processes, enough money has been made available to fund renovations needed for Best Start Centres. The use of existing resources from Ontario Early Years and Launch Pads will help to make the operation of the centres possible. There is concern, however, that the potential increase in demand for services may stretch service providers beyond their capacity.

This plan is a starting point in the Best Start initiative in Brantford and Brant County. A comprehensive ten-year vision has been developed that outlines the future of the program. In the next ten years, Best Start will become an integral part of our community. Best Start will work to ensure that all children and their parents have access to services that will help ensure a smooth transition to school.

The Best Start initiative is really about just that – providing the best start for children and their families. Working together as a community, we can ensure that every child has an equal chance of succeeding in school. Let's give every child in our community a Best Start.

Glossary of Terms

Before and After School Program: For purposes of Best Start these programs must be licensed under the Day Nurseries Act and are designed for the JK SK aged children. Hours may vary depending on the needs of each neighbourhood.

Best Start Centre: Full service site that includes a child care, parent child drop-in centre with a wide variety of support services brought in for children and parents. Some would be core, some rotating and others on demand. Examples: hearing screens, library supports and parent education. They will be located within elementary schools and the school boards will be the landlord. The Child Care will be operated and managed by a selected operator. The parenting centre will be run by a community agency and the imported services will be coordinated through the OEYC.

Best Start Network: A table made up of over 30 people, representing both school boards, various children's service agencies, child care operators (both profit and non profit), parents, Public health, City of Brantford Child Care Services, etc. This group has committed to creating the Best Start Plan and continuing to oversee its implementation until 2008.

Best Start Satellite: The existing OEYC Satellites and the Launch Pads (that do not become Best Start Centres BSC) will be renamed Best Start Satellites. Some outside services will continue to be offered here and they will be linked to a BSC where they will refer parents for services that they do not have access to. Located within elementary schools, they will continue to serve as a support to children and families and the school system.

Child Care Centre: Licensed programs under the Day Nurseries Act where non-parental care is provided for children. Full day, half day or before and after school child care may be available. Ratios for children in the preschool age are 8-1 and in the JK SK age are 10 – 1. Requirements include a hot lunch, outdoor play area and resting room, etc. Staffed by Early Childhood Educators.(ECE)

Coop Preschool: Half Day preschool program administrated by parents where they take turns volunteering to meet the ratio of adults required. Goals are mainly social and cognitive development.

Early Child Development and Parenting Centres: Interactive programs where parents or caregivers spend time with their children, 'learning by doing'. Designed for families with children from conception to aged 6 these models are located within elementary schools and provide modeling for parents, innovative ideas for nurturing child development, supports for parents and access to other resources which are either brought on site or referred to. Staffed by early child development professionals, the goal is to integrate the family and facilitate the transition to JK SK.

Early Development Instrument (EDI): A survey, developed by the Offord Centre to determine various areas of developmental readiness in Senior Kindergarten children. Results from the 2002 EDI were a key factor in making decisions regarding the location of proposed Best Start programs. The EDI scores for Brant County indicated three areas of high concern and another four areas are of slightly less concern but still of significant concern.

Licensed Home Child Care: Private homes that are inspected and licensed to meet the standards of the Day Nurseries Act., offering parents an alternative to centre based care for their children. More flexible hours, smaller numbers and the home atmosphere make this an alternative choice for some families.

Source: Briefing Note to GEDSB & BHNDCSB (Brooks, 2006)

Best Start Implementation Plan – January 2, 2006

Appendix 1 – Aboriginal Best Start Services

Note: A meeting was held with representatives of the Aboriginal population and Aboriginal services on January 12, 2006. Additional information was added to this section as a result of the meeting (original page 45). The Brant Best Start Network reviewed the additional information at the January 12, 2006 meeting.

Although Brant County borders on the most populous First Nation in Canada there is a lack of any Aboriginal specific child care services in Brantford or Brant County. With over 20,000 band members, half of whom live off-reserve, The Six Nations of The Grand River Territory represents a significant part of the population in Brantford/Brant. Additionally, The Mississauga of The New Credit First Nation is also located near Brant. The Mississauga of the New Credit band population is under 2,000 with most members living off-reserve.

The recent closure of the Pine Tree Native Centre in Brantford has resulted in the closure of the many aboriginal programs in Brantford, including parenting programs. Although most programming has stopped the Pine Tree board of directors is in the process of developing a restructuring plan. It is hoped that Pine Tree will be operational again.

Aboriginal programs operating in Brantford include: Brantford Native Housing, De dwa da dehs nye>s Native Health Centre and the Native Services Branch of the Brant Children's Aid Society. There are likely other programs that have not been identified. In speaking with community representatives it was indicated that it is difficult to refer clients because it is not clear which services/programs are operating.

The Brant Best Start Network is committed to ensuring that Aboriginal specific programming is available in Brantford. In order to accomplish the Network will ensure that an Aboriginal community representative sits as a member of the Network. Additionally, a sub-committee of the Network will be established to develop a plan for Aboriginal specific Best Start services. This plan will be complete by the end of the 2006/07 fiscal year. Representatives from the Aboriginal community, De dwa da dehs nye>s Native Health Centre, Pine Tree Board of Directors and Brantford Native Housing will be asked to participate. Additionally, representatives from the Native Friendship Centre in Hamilton will be invited to participate. The Native Friendship Centre in Hamilton has been actively involved in Best Start and will be the site of an Aboriginal Best Start Hub and child care.

A total of \$200,000 capital funding has been allocated in year three for the development of Aboriginal specific Best Start programming. It is hoped that by this time Pine Tree or another local aboriginal program will be in the position of developing these services. It may be necessary to approach a program in Hamilton or from the Six Nations to develop these services.