

# Newfoundland and Labrador

## PROVINCIAL CONTEXT

---

### Number of children 0-12 yrs (2001 rounded estimate)

Age	Number of children
0-2	15,100
3-5	15,300
6-12	46,400
Total 0-12	76,700

*Note: Total may not add up due to rounding.*

---

### Children 0-12 yrs with mothers in the paid labour force (2001 rounded estimate)

Age	Number of children
0-2	8,900
3-5	9,000
6-12	31,200
Total 0-12	49,200

*Note: Total may not add up due to rounding.*

---

### Children 0-14 yrs identifying with an Aboriginal group (1996)

Age	North American Indian	Métis	Inuit
0-4	1,410	460	755
5-9	1,525	455	790
10-14	1,705	490	695

*Note: These 1996 data are the latest currently available.*

---

### Children 0-14 yrs with disabilities (2001)

Age	Number of children with disabilities	Rate of children with disabilities (%)
0-4	360	1.5
5-9	1,070	3.9
10-14	1,370	4.1
Total 0-14 yrs	2,800	3.3

*Note: Total may not add up due to rounding.*

---

### Workforce participation of mothers by age of youngest child (2001 rounded estimate)

Age of youngest child	No. of mothers	Participation rate (%)
0-2	8,000	64.1
3-5	6,000	66.0
6-15	26,000	74.4

## **FAMILY-RELATED LEAVE**

### **Maternity leave**

17 weeks.

### **Parental leave**

35 weeks available to both parents.

### **Adoption leave**

17 weeks of adoption leave to which can be added 35 weeks of parental leave.

### **Births and EI maternity claims**

Number of births (2000): 4,869

Number of initial maternity claims (2000-2001): 2,240

*Note: Provincial leaves are unpaid. The federal government pays for some portions under Employment Insurance. See federal ecec programs for more information.*

## **KINDERGARTEN**

### **LEGISLATION**

Newfoundland. House of Assembly. *Schools Act*. 1997. (Amended 1999, 2000, 2001). S.N.L 1997 c. S-12.2.

### **PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN**

Department of Education.

### **KINDERGARTEN SERVICES**

#### **KINDERGARTEN**

Kindergarten is delivered in public and private schools. It is available to all five year olds in Newfoundland and Labrador on a part-time basis. There are 570 instructional hours a year.

Kindergarten is not compulsory in Newfoundland and Labrador. Access is legislated; the right of access to education mandates kindergarten in every school.

### **AGE ELIGIBILITY**

Five years old before December 31.

### **CLASS SIZE**

There is no provincial class size limit and the mean class size is not available.

There are no provincial policies regarding teaching assistants.

## **CHILDREN WITH SPECIAL NEEDS**

There is a policy of inclusion in regular kindergartens. A variety of kinds of extra support is available if need is demonstrated, including student assistants who, under the direction of a teacher, assist children who have special needs with personal care (eg., toileting, portering, etc.)

The number of kindergarten children with identified special needs is not available.

## **KINDERGARTEN ENROLLMENT (2000-2001)**

Five year olds: 5,465

## **TEACHER QUALIFICATIONS**

B.Ed. is required. Concentration in Primary Methods is desirable.

There are no teaching assistants in Newfoundland. However, student assistants for children with special needs require a high school diploma.

## **CURRICULUM**

There is a provincial curriculum guide, Early Beginnings. The focus is on a holistic approach with outcomes for all academic areas and different developmental aspects, with an emphasis on hands-on experiences.

## **SPENDING ON KINDERGARTEN (2001)**

### **Average spending per kindergarten student**

Information not available.

### **Total spending for kindergarten**

Information not available.

## **SPECIAL FEATURES**

Under provincial policy, ESL (English as a Second Language) teachers are provided by the provincial government to school boards which may deploy them at their discretion.

A program for orientation to kindergarten (Kinderstart) was introduced in September 2002. It consists of eight one-hour orientation sessions for children and their parents/caregivers in the year prior to kindergarten entry. It is offered at the discretion of school boards. The Literacy Branch of the Department of Education makes funds and resources available to school boards for Kinderstart.

## **REGULATED CHILD CARE SERVICES**

### **LEGISLATION**

Newfoundland House of Assembly. *Child Care Services Act*. — SNL 1998, chapter c-11.1, amended 1999 c22 s6, 2001 c36.

Newfoundland House of Assembly. *Child Care Services Regulation 37/99*.

## **PROVINCIAL RESPONSIBILITY FOR CHILD CARE**

Child Care Services  
Department of Health and Community Services  
Confederation Building, West Block  
P.O. Box 8700  
St. John's, Newfoundland A1B 4J6  
Telephone: (709) 729-2093  
Facsimile: (709) 729-6382

### **CHILD CARE SERVICES**

#### **UNREGULATED CHILD CARE**

##### **Unregulated family child care**

Maximum number of children permitted: 4

If all are under 24 months, maximum is three children. Figure includes the caregiver's own children under seven years.

#### **REGULATED CHILD CARE**

##### **Day care centres**

Centre-based care for more than six children from 0-12 years between the hours of 6:30 a.m. and 8:30 p.m. Care may be full- or part-day. Overnight care is not permitted.

##### **School-age child care centres**

Centre-based care outside school hours for school-aged children up to 12 years.

##### **Family child care**

Care in the home of the caregiver for up to eight children including the caregiver's own children not attending school on a full-time basis. Not more than three children may be under 36 months; of these, no more than two may be under 24 months.

Family child care homes may be approved by an agency licensed by the provincial government or may be individually licensed by the province.

### **CHILDREN WITH SPECIAL NEEDS**

Newfoundland does not have a written policy regarding children with special needs.

One regulated centre works exclusively with children at environmental risk and their families, serving approximately 50 children at a time, both full- and part-time. The centre receives core funding from Health and Community Services; and parents, who pay no fees, are not income tested.

Parents whose children require additional support to attend typical child care programs may receive a child welfare allowance if they meet eligibility requirements under a means test. The allowance is paid directly to the parent who hires an individual to provide the support to the child in the child care setting. The setting may include a child care centre, family child care home or unregulated home. Parents who do not meet eligibility requirements for the special welfare allowance must pay for additional supports themselves.

There are no special training requirements for staff working with children with special needs.

## ABORIGINAL CHILD CARE

In January 1998, the first on-reserve child care centre was licensed for the Miawpukek First Nation at Conne River, the only reserve in Newfoundland and Labrador. It was the choice of Conne River Health and Social Services to apply for a provincial license and comply with provincial regulations. A second centre that is not licensed was opened at Conne River in 2001. The licensed program receives the same funding as other centres in the province and parents are eligible for funding.

In addition, centres were developed in Hopedale and Goose Bay under the First Nations/Inuit Child Care Initiative funding. There is also one child care centre in the Inuit community of Nain. When in operation as a child care centre, these facilities are required to be licensed. However, at times the centres operate with parents remaining on site and during such periods do not operate with a license.

## SPACE STATISTICS

### Number of regulated child care spaces (2001)

#### Centre-based

Full-time	3,124
Part-time	508
School-age	594
Total number of licensed spaces	4,226

*Note: At the time of data collection, regulated family child care was operating with pilot project status, and no centres were yet licensed for infant care. As a result there are no statistics on the number of spaces in family child care, and no age breakdown in centre-based care.*

### Children with special needs in regulated child care (2001)

Statistics are not kept on total number of children with special needs attending typical child care facilities but approximately 273 children with special needs received a fee subsidy. There are also 50 children with special needs at Daybreak Parent/Child Centre.

Children receiving subsidies (2001) 1,015

Subsidized children as a proportion of total regulated spaces (2001) 24%

### Sponsorship of full-time regulated centre spaces (2001)

Non-profit	1,523
For-profit	2,703

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

#### Maximum centre size

60 spaces

#### Maximum staff: child ratios and group sizes

Age of child	Staff:child ratio	Max. group size
0 to 24 months	1:3	6
25 to 36 months	1:5	10
37 to 69 months	1:8	16
57 to 84 months and attending school	1:12	24
85 to 144 months	1:15	30

## **Staff qualification requirements**

Certification levels:

- Level two certification requires a minimum of a two year diploma in Early Childhood Education. Staff are certified to work with particular age groups. (See note below.)
- Level one certification requires a minimum of a one year certificate in Early Childhood Education. Staff are certified to work with particular age groups. (See note below.)
- Entry level certification requires completion of an orientation course of 30-60 hours depending on the age group with which the staff will be working.

*Note: Prior to 1997, the focus of early childhood training was on children aged 2-12. After that time, training included an infant care component. Since certification was introduced, individuals with ECE qualifications received before 1997 are certified to work with children 2-12. Those wishing to be certified to work with infants must complete a 50 hour self-study program. Graduates of ECE programs after 1997 are certified to work with children 0-12.*

Centre operators must have level two certification in the age groups for which the centre is licensed and two or more years experience working with children in those age groups, or its equivalent from another jurisdiction.

Each group of children requires one staff person with level one certification for the age group in which the staff is assigned and a minimum of one year's experience in that classification.

All other staff who are included in the staff:child ratio must have entry level certification (30-60 hour orientation course).

A minimum of 30 hours of professional development within every three years is required to keep any certification level valid.

The Department of Health and Community Services contracts with the Association of Early Childhood Educators of Newfoundland and Labrador to certify staff and to deliver the orientation courses at no cost to the child care community.

## **Parent involvement**

Parent involvement is not specified.

## **Licensing, monitoring and enforcement**

Regional staff employed by the Department of Health and Community Services carry out monitoring and enforcement of standards. Each of the six regions has a director of child care services, and one or more child care consultants and social workers. The child care consultants have a degree in early childhood education and three years experience.

Centres are inspected at least once per year. Child Care Services Staff visit centres regularly (monthly where possible) and are available upon request to provide support, advice and direction.

Fire/life safety and health inspections are done annually by officials of the provincial Government Service Centre, Department of Government Services and Lands.

Infractions result in a violation notice to the centre requesting immediate compliance. The legislation authorizes a licensing hearing of noncompliance and closure of a centre if deemed appropriate.

## **REGULATED FAMILY CHILD CARE**

### **Regulation**

The province licenses non-profit family child care agencies which enter into contractual arrangements with caregivers to provide child care in compliance with the regulations. The province also licenses individual providers.

### **Maximum capacity**

Care for up to six children including the provider's own children not attending school on a full-time basis. Not more than three children may be under 36 months; of these, no more than two may be under 24 months. Under exceptional circumstances (and with director's approval), the provider may add two school-age children if she has two children of her own who are younger than school age. With director's approval, a seventh child may be added for a maximum of 1H hours per day, or for a maximum of 12 continuous hours once a week.

A provider may care for three children under 24 months, providing that there are no other children being cared for at the same time.

### **Provider qualification requirements**

Providers who work under the supervision of an agency or who are individually licensed are required to have entry level certification (30-60 hour course). A minimum of 30 hours of professional development every three years is required to keep the certification valid.

### **Licensing, monitoring and enforcement**

In agency-based family child care, home visitors make both announced and unannounced visits at least once a month to monitor the home and provide support to the provider. Home visitors also conduct annual inspection visits at least once a year at which time a written evaluation of the child care service and related requirements is completed. In addition, annual fire/life safety and health inspections are conducted by Government Services Centre inspectors.

Home visitors are responsible for a maximum of 20 homes and are required to have at least level two certification and two years experience in a family child care setting.

Agencies are inspected annually by staff of regional Health and Community Services boards.

Individually licensed homes are monitored and supported through monthly visits (where possible), and receive annual inspections from staff of regional Health and Community Services boards. In addition, annual fire/life safety and health inspections are conducted by Government Services Centre inspectors.

## **FUNDING**

### **CHILD CARE FEE SUBSIDY PROGRAM**

Fee assistance is paid directly to non-profit and for-profit service providers on behalf of eligible parents.

Families on social assistance have been needs tested and no other testing is done. Other families are income tested.

Any licensed non-profit or for-profit child care program is eligible to enrol children receiving subsidies. There is no minimum user fee but programs may surcharge subsidized parents above the maximum subsidy rates.

Application for child care subsidy is usually conducted in person but may be done by a mail-in process if the applicant does not require assistance.

### **Eligibility for fee subsidy (net income, 2001)**

	Turning point	Break-even point
1 parent, 1 child	\$14,160	\$20,280
2 parents, 2 children	15,240	25,560

*The turning point is the income level up to which full subsidy is available. Partial subsidy is available up to the break-even point at which income subsidy ceases.*

Child development or social need of the child is considered in the eligibility criteria for subsidy whether the parent is in the paid labour force or training or not.

### Maximum subsidy rates (2001) (centres and fcc)

Full-day (8H hours/day)	
– 0-24 months	\$30.00/day
– 2-12 years	21.25/day
Part-day (up to 4H hours)	
– 0-24 months	15.74/day
– 2-12 years	11.10/day
School-age (up to 4H hours)	9.50/day

### PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2001)

**Fee subsidies** **\$6,191,000**

#### One time funding

Renovation grants\* 200,000

#### Recurring funding

Equipment grants**	250,000
Supports to infant centres in high schools***	75,000
Family child care agencies	237,000
Daybreak Centre	800,000
Total	\$7,753,000

\*Funds for centres that require renovations to meet the requirements of the new Child Care Services legislation.

\*\*In the 2002 fiscal year, educational supplements for centre-based staff and equipment grants for family child care were introduced (see recent developments).

\*\*\*Three infant centres receive \$25,000 annually towards their operation. Under previous legislation there was no mechanism to license the centres, which will become licensed in the near future.

#### Other funding

Child Care Services Certification and orientation training	\$70,000
Educational Development Support*	20,000

\*Funds for centre-based staff who need to upgrade to meet the requirements of the new Child Care Services legislation.

Direct payments to parents for child care:

Families on social assistance who need child care and for whom a regulated space is not available, who have an infant, or who require weekend or evening care may receive \$325/month for the first child and \$125/month for each additional child. The money goes directly to the parent and is the same amount regardless of the age of the child. The 2001 budget for this program was \$1.5 million and approximately 500-600 children/month are served.



## SALARIES

### **Mean gross hourly wage for centre-based child care staff (full- and part-time staff combined), (1998)**

Assistant teachers	\$6.37
Teachers	6.76
Teacher-directors	7.89
Administrative directors	12.07

*Source: You Bet I Care! More recent information not available.*

## FEES (1998)

### **Median monthly parent fees for full-time centre-based care**

Infants (Age 0-17 mos)	n/a*
Toddlers (Age 18 mos-3 yrs)	\$380
Preschoolers (Age 3 yrs-5.11yrs)	360
School-age	n/a

*\*At time of the data collection in 1998, there was no regulated infant care in Newfoundland and Labrador.*

*Source: You Bet I Care! More recent information not available.*

### **Average daily fee in family child care**

Information not available.

## ADMINISTRATION

The Department of Health and Community Services establishes standards and allocates public funds on behalf of eligible families. The six regional Health and Community Services Boards and Integrated Boards make decisions about opening centres, issue and monitor licenses and approve staff to work in child care programs.

## MUNICIPAL OR OTHER LOCAL GOVERNMENT ROLE

There is no municipal or other local government role in regulated child care.

## CHILD CARE PLANNING AND DEVELOPMENT

There is no formal plan for the development of child care.

## OTHER ECEC SERVICES

### **Family Resource Programs**

In Newfoundland and Labrador, there are nine family resource programs (FRPs) with approximately 50 satellite programs funded through Health Canada's Community Action Program for Children and six FRPs with 24 satellite programs funded provincially through the National Child Benefit. It is anticipated that the Early Childhood Development Initiative will provide funding for an additional six sites.

# HISTORY OF CHILD CARE AND OTHER ECEC SERVICES

1900 A child care facility was established by the Presentation Sisters in Renewals.

1968 *The Welfare Institutions Licensing Act* was enacted, authorizing licensing of child care facilities for children two years of age and older and prohibiting child care facilities for children under two years of age.

1975 *The Day Care and Homemaker Services Act* was enacted allowing public funds to be used for fee subsidies. Regulations were implemented in 1976.

1982 New Regulations were drafted to replace those of 1976.

1989 The Association of Early Childhood Educators of Newfoundland and Labrador was established.

1990 *Day Care and Homemaker Services Act 1975* was consolidated to become the *Day Care and Homemaker Services Act RSN 1990 C.D. -2*.

1993 In May, both the one-time start-up and the annual equipment grants were suspended due to budget reductions. A cap was placed on the expansion of the number of fee subsidies.

1994 The position of Director of Day Care and the Day Care Division was eliminated and the child care program was assigned to the Director of Family and Rehabilitative Services and a Policy Specialist.

1996 *Report of the Select Committee on Children's Interests* (provincial government task force report) recommended that investment be made in early childhood education.

Until 1996, Newfoundland had two year early childhood training programs at four college locations and a one year program run by the Community Services Council. The provincial government closed one of these locations and reduced enrollment at a second program. The program run by the Community Services Council closed in 1996.

At the request of the Owners' and Operators' Association, the provincial government issued a directive to employer-supported centres to cease to enrol children whose parents did not work at that location. The rationale was that in-kind funding (for occupancy costs) interfered with competition in the for-profit sector's marketplace.

1997 The government of Newfoundland and Labrador appointed a Social Policy Advisory Committee which traveled across the province holding hearings regarding social programs and services. A final report, *People, Partners and Prosperity: A Social Strategic Plan for Newfoundland and Labrador* was released in 1998. Early childhood education and early intervention were highlighted as important services needing further development.

1998 The government announced that it would spend \$10.15 million annually from the National Child Benefit Program in new programs and services. Of this total, \$4.6 million was for the improvement and expansion of regulated child care. This included new child care subsidies, introduction of regulated family child care, introduction of licensed infant care, certification of child care staff, and program funds to assist with the development of child care services, such as the hiring of regional early childhood education consultants. An additional \$1.15 million was to be spent on family resource program sites.

An Early Childhood Services Advisory Committee, representing stakeholders in the community, worked with government officials on the proposed Child Care Services Act. The new Act and Regulations were to enable the development of the planned new programs and services. Responsibility for child care moved to the Department of Health and Community Services from Social Services.

*People, Partners and Prosperity*, the province's strategic social plan, was released. It set out a framework for social action in an effort to achieve social and economic prosperity and contains three overall strategic directions:

- building on community and regional strengths;
- integrating social and economic development; and
- investing in people.

One objective of the social development plan was to reduce social and health problems through community prevention and early intervention initiatives, including early childhood enrichment, such as parent development programs, resource centres and links to the school system. Changes occurring in the child care system were to be linked to this strategic plan.

## RECENT DEVELOPMENTS IN CHILD CARE AND OTHER ECEC SERVICES

1999 The *Child Care Services Act and Regulation* were proclaimed. This new legislation allows for regulated family child care and infant care, introduces training and certification requirements for staff, and makes a number of expansions to child care services.

2001 The first two family child care agencies were funded as pilot projects.

One-time funding was provided for centre renovations in order to meet the requirements of the new legislation and for existing staff to meet the new training requirements.

Equipment grants were introduced and subsidy eligibility levels were increased.

2001/2002 Approximately \$2 million of the \$5.2 million in Early Childhood Development Initiative funding was allocated to child care. The allocation for regulated child care in the first year is as follows:

- \$1 million toward increased fee subsidies
- \$790,000 toward educational supplements for all centre-based staff with a level one or two certification. Quarterly payments are made directly by the government to individual staff. Staff with a level one certification receive \$1,040/year in year one, increasing to \$2,080 by year three. Staff with level two certification receive \$2,080/year, increasing to \$4,160 by year three.
- \$20,000 toward equipment grants for family child care.

## KEY PROVINCIAL ECEC ORGANIZATIONS

Family Home Child Care Association of  
Newfoundland and Labrador  
c/o 10 Diefenbaker Street  
St John's, NF A1A 2M1  
Telephone: 709-753-2795

Association of Early Childhood Education of Newfoundland and Labrador  
P.O. Box 8657  
St. John's, NF A1B 3T1  
Telephone: 709-579-3004 or 1-866-579-3004  
Facsimile: 709-579-0217  
Email: [aecenl@nsls.net](mailto:aecenl@nsls.net)  
Website: [www.cfc-efc.ca/aecel](http://www.cfc-efc.ca/aecel)

## TEACHERS' ORGANIZATIONS AND ASSOCIATIONS

Newfoundland and Labrador Teachers' Association  
3 Kenmount Road  
St. John's, NF A1B 1W1  
Telephone: 709-726-3223  
Facsimile: 709-726-4302  
Website: [www.nlta.nf.ca](http://www.nlta.nf.ca)