

# Newfoundland and Labrador

## PROVINCIAL CONTEXT

### Number of children 0-12 years (2003 rounded estimate)

Age	Number of children
0	5,200
1	5,100
2	5,700
3	4,800
4	5,500
5	5,100
6	5,300
7	6,400
8	5,100
9	4,900
10	5,700
11	6,800
12	7,100
Total	72,700

### Number of children 0-12 years (2003 rounded estimate)

Age	Number of children
0-2	16,000
3-5	15,400
6-12	41,300
Total	72,700



---

**Number of children 0-12 years with mothers in the paid labour force (2003 rounded estimate)**

Age	Number of children
0	2,900
1	2,800
2	3,000
3	2,600
4	3,100
5	2,600
6	3,300
7	3,800
8	3,000
9	2,600
10	3,200
11	4,100
12	4,500
Total	41,500

---

**Number of children 0-12 years with mothers in the paid labour force (2003 rounded estimate)**

Age	Number of children
0-2	8,700
3-5	8,300
6-12	24,500
Total	41,500

---

**Children 0-14 years identifying with an Aboriginal group (2001)**

Age	North American					Total
	Indian	Metis	Inuit	Multiple	Other	
0-4	545	390	435	15	85	1,470
5-9	620	425	435	45	135	1,660
10-14	710	570	505	25	105	1,915
Total	1,875	1,385	1,375	85	325	5,045

---

**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	2,800	3.3

---

**Number of children by marital status of families (2001)**

Age	Children in couple families	Children in lone parent families	(with lone mothers)	(with lone fathers)
0-4	19,955	4,650	4,160	490
5-9	23,465	5,555	4,820	740
10-14	28,725	6,045	5,075	970
Total	72,145	16,250	14,055	2,200

---

---

**Number of children by mother tongue (2001)**

Age	English	French	Non-official language
0-4	24,360	65	280
5-9	28,745	90	300
10-14	34,620	50	360
Total	87,725	205	940

---

**Number and percentage of children living in families below the LICO (2002)**

Age	Number	Percent (%)
0-2	4,100	25.0
3-5	2,900	20.4
6-12	9,100	21.9
Total	16,000	22.2

---

**Workforce participation of mothers by age of youngest child (2003 rounded estimate)**

Age of youngest child	Number of mothers	Participation rate (%)
0-2	9,200	70.8
3-5	6,200	67.4
6-15	24,900	77.6

---

## FAMILY-RELATED LEAVE

### Maternity leave

Seventeen weeks

### Parental leave

Thirty-five weeks available to both parents

### Adoption leave

Seventeen weeks of adoption leave to which can be added 35 weeks of parental leave

### Births and EI maternity and parental claims (2003)

Number of births	13,936
Birth rate per 1,000 population	12
Number of initial maternity claims allowed	6,800
Average length of maternity claims	14.5 weeks
Number of parental claims	7,440
Average length of parental claim	22.3 weeks
Number of adoptive parent claims	110
Average length of adoptive claim	24.1 weeks

*Note: Maternity, parental and adoption leaves are determined by provincial and territorial legislation. The federal government pays for up to 15 weeks for maternity leave and 35 weeks for parental and adoptive leave for eligible parents at 55% of earned income to a maximum of \$413/week. See federal ECEC programs for more information.*

## KINDERGARTEN

### LEGISLATION

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

The legislation applies to both public and private schools.

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Kindergarten contact  
Rex Roberts  
Program Development Specialist, English Language Arts, K-12  
Division of Program Development  
Department of Education  
P.O. Box 8700  
St John's, NL A1B 4J6  
Telephone: 709-729-7664  
Facsimilie: 709-729-6619

Email: rexroberts@gov.nl.ca

Website: <http://www.gov.nf.ca/edu/>

## KINDERGARTEN SERVICES

### KINDERGARTEN

Kindergarten is delivered in public and private schools (there are seven private schools). There are 570 instructional hours a year.

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

Hours of attendance: (e.g. scheduling part-day five days/week or full-day two or three days/week) is a school level decision of principals. Many schools have children rotate between morning and afternoon attendance.

### AGE ELIGIBILITY

Five years old before December 31

### CLASS SIZE

There is no provincial class size limit. In 2003/04 the mean class size was 14.2 students.

### CHILDREN WITH SPECIAL NEEDS

There is no written policy. However there is an expectation that all children will be included in the regular kindergarten classroom. A variety of support is available, primarily from special education teachers if need is demonstrated. There is also the provision of student assistants who, under the direction of a teacher, assist children with personal care and behaviour management.

The number of kindergarten children with special needs in 2003/04: 325

### ENROLMENT (2003/04)

Number of children enrolled in kindergarten (the year before Grade 1): 5,086

### KINDERGARTEN TEACHERS

Qualification requirements: B.Ed. or a B.A. plus one year of post degree study in education

Responsibility for certification: The Registrar of Teachers, Department of Education, Government of Newfoundland and Labrador

Representation: The Newfoundland and Labrador Teachers' Association

Average salary (2003/04): Entry-level salary for a kindergarten teacher with Certificate 5 (a Bachelor's Degree in Primary Education) is \$39,000; with a Master's Degree and 12 years experience \$52,000.

In 2003/04 there were 329 kindergarten teachers (316 full time equivalents).

### CLASSROOM ASSISTANTS

Title: Student Assistant

Qualifications: Minimum of a high school graduation diploma

Role: Student Assistants help children with special needs with personal care and behaviour management under the direction of a teacher.

Wages 2003/04: Information not available

### CURRICULUM

There is a provincial curriculum guide, *Early Beginnings*. This curriculum is specific to Newfoundland and Labrador and is just for kindergarten. The focus is on a holistic approach with emphasis on hands-on experiences. There are defined outcomes for all academic and developmental areas.

### MONITORING AND ASSESSMENT

At the school level, monitoring is done by principals and/or district office specialists visiting classrooms to evaluate teachers and their program delivery. New programs are monitored through a pilot teaching process and later followed up by program specialists. Monitoring is also done through school development plans. At the Department of Education, the Planning and Research Division compiles annual statistics about kindergarten enrolment, kindergarten teachers and trends that affect enrolment and program delivery.

### SOURCES OF FUNDING FOR KINDERGARTEN

Entirely funded by province from general revenues<sup>1</sup>

Parents pay for materials and resources that are offered to supplement the program. Schools also implement various fund-raising programs to purchase additional materials.

There is no public funding for private schools.

### PUBLIC SPENDING ON KINDERGARTEN 2003/04

#### Average spending per kindergarten student

Spending per kindergarten student is not available. The provincial government allocates funds to each school district to the amount of \$7,700 per K-12 student.

#### Total spending on kindergarten

Information not available

Education programs funded through the federal Early Childhood Development Initiative fund: \$250,000 for Early Childhood/Family Literacy grants to community groups (including schools) and \$190,000 for the Kinderstart Program.

### SPECIAL FEATURES

Under provincial policy English as a Second Language (ESL) teachers are provided by the provincial government to school districts 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, offered at the discretion of school districts. Approximately 5,000 children participated in Kinderstart in 2003/04.

<sup>1</sup> Canadian School Board Association. *Education Governance in Canada: Trends and Implications*. Last updated 1999.

## REGULATED CHILD CARE SERVICES

### LEGISLATION

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

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

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Helen Sinclair  
Provincial Director, Child Care Services  
Child, Youth and Family Services Division  
Department of Health and Community Services  
Confederation Building, West Block  
P.O. Box 8700  
St. John's, NL A1B 4J6  
Telephone: (709) 729-4055  
Facsimilie: (709) 729-6382  
Email: [hsinclair@gov.nf.ca](mailto:hsinclair@gov.nf.ca)  
Website: <http://www.gov.nf.ca/health/divisions/pgmpolicy/>

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

##### Unregulated family child care

Maximum number of children permitted: Four, including the provider's own children under 13

If all are under 24 months, maximum is three children.

#### UNREGULATED GROUP PROGRAMS

Programs for not more than six children at a time for not more than nine hours a week or for an unspecified number of children for not more than six hours a day for fewer than eight weeks in a 12-week period are not regulated.

#### REGULATED CHILD CARE

##### Child care centres

Centre-based care for more than six children under 13 years, between the hours of 6:30 a.m. and 8:30 p.m. Care may be full- or part-day.

##### School-age child care centres

Centre-based care outside school hours for school-aged children under 13 years

##### Family child care

Care in the home of the provider for up to eight children including the provider's own children not attending school on a full-time basis. Care for the seventh and eighth child requires special permission from a regional director of child care services. Not more than three children may be under 36 months; of these, no more than two may be under 24 months. Care must be for fewer than 24 consecutive hours.

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

One regulated centre works exclusively with children at-risk and their families, serving approximately 50 full- and part-time children. The centre receives core funding from Health and Community Services. 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 support to the child in a 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 (not licensed) was opened at Conne River in 2001. There is also a centre in Hopedale under First Nations/Inuit funding and centres serving largely Innu and Inuit communities in coastal Labrador at Sheshatshui, Nain, Rigolet, Postville and Natuashish. First Nations and Inuit child care centres that are licensed receive the same funding as other centres in the province and parents are eligible for subsidy.

Aboriginal Head Start funds projects in Hopedale, Sheshatshui, and Happy Valley-Goose Bay.

## SPACE STATISTICS (2003/04) (MARCH 2004)

Number of regulated child care spaces	
<i>Centre-based</i>	
Infant	48
Full-time (excluding infant)	3,499
Part-time	556
School-age	578
Family child care (agency approved)	210
Family child care (individually licensed)	30
Total number of licensed spaces	4,921
Children with special needs in regulated child care	
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 which receives core funding.	
<b>Children receiving subsidies</b>	<b>1,350</b>
Number of centres and homes	
<b>Number of child care centres</b>	<b>151</b>
- Full day	104
- Part-day nursery schools/preschools	27
- Stand-alone after-school programs	20
Number of family child care agencies	2
Number of family child care providers	35

## Sponsorship of full-time regulated centre spaces

Non-profit	1,242
For-profit	3,439

## Openings and closings (2003/04)

New child care centre licenses issued	12
Number of child care centre closures	2
Number of new licenses issued to family child care agencies	0
Number of new licenses issued to individual family child care providers	3
Number of family child care agencies/individual providers who ceased providing care	0

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

<b>Maximum centre size</b>	60 spaces	
<b>Maximum staff: child ratios and group sizes</b>		
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:

*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.

*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)

*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 Three* certification requires Level Two certification plus an ECE-specific or an ECE-related post diploma specialization.

Level Four certification requires an ECE-specific university degree or a university degree plus an ECE diploma.

*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 the community college and some private ECE training programs after 1997 are certified to work with children 0-12. ECE graduates from private colleges that choose not to include infant care in their course content are required to complete the 50-hour self-study program if they wish to be certified to work with infants.*

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.

One staff person with each group of children requires 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). Note: there is no entry level certification for infant care; the minimum qualification is Level One infant care.

A minimum of 30 hours of professional development 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 individual.

#### **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, one or more child care consultants and social workers. The child care consultants must have Level Four child care certification 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, Labour and Lands.

Minor infractions of the regulations result in a verbal warning. More serious infractions result in a violation order to the centre requesting immediate compliance. If the infractions are not remedied within the designated time, a conditional license, a license suspension or centre closure follows.

### **REGULATED FAMILY CHILD CARE**

#### **Regulation**

The province licenses non-profit family child care agencies that enter into contractual arrangements with providers 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 1.5 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 in family child care 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 subsidies are 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. Child development or social need of the child is considered in the eligibility criteria for subsidy whether or not the parent is in the paid labour force or training.

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 2003/04)

	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.*

### Maximum subsidy rates (2003/04 - centres and family child care)

<i>Full-day (8.5 hours/day)</i>	
- 0-24 months	\$30.00/day
- 2-12 years	21.25/day
<i>Part-day (up to 4.5 hours)</i>	
- 0-24 months	15.74/day
- 2-12 years	11.10/day
<i>School-age (up to 4.5 hours)</i>	9.50/day

### PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2003/04)

<b>Fee subsidies</b>	\$6,493,000
<b>One time funding</b>	None
<b>Recurring funding</b>	
Equipment grants	250,000
Supports to infant centres in high schools	75,000
Family child care agencies	630,000
Daybreak Centre	888,300
Educational supplement*	1,300,000
<b>Total</b>	<b>\$9,636,300</b>

*\* Supplements are paid directly to staff in child care centres working directly with children and who have the requisite academic qualifications for the age group in which they are working. Two amounts apply – \$2,080 a year for those with Level One certification and \$4,160 for those with at least Level Two certification.*

### Other funding

Certification and training	\$100,000
Families on income support who need child care and for whom a suitable regulated space is not available 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. In 2003/04 \$1,300,000 was spent for approximately 600 children/month.	

## 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 is not available.

## FEES

### Median monthly parent fees for full-time centre-based care (2003/04)

Infants (Age 0-17 mos)	\$975	(\$45/day)
Full-time	455	(21/day)
Part-time	250	(11.50/day)
School-age	n/a	

Note: Monthly fees were calculated on the basis of 260 days per year divided by 12.

Source: *Child Care Services Needs Assessment* (November 2003).

### Average daily fee in family child care

Information not available

## ADMINISTRATION

The Department of Health and Community Services establishes standards and allocates public funds to Health and Community Services Regions to support families and child care services. 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.

## RELATED PROGRAMS

### Family Resource Programs

Since 1999, nine family resource programs serving 144 communities have been funded through the National Child Benefit (NCB).

Since 2002/03, federal Early Childhood Development (ECD) funding has resulted in the establishment of six additional family resource programs serving 102 communities. ECD funding also allowed for enhancements to five existing family resource programs to assist in expansion to new communities.

Health Canada through the Community Action Programs for Children (CAPC) and Canadian Prenatal Nutrition Program (CPNP) supports an additional nine family resource programs.

There are also three Military Family Resource Programs in the province.

## HISTORY OF CHILD CARE AND OTHER ECEC SERVICES

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

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

**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 and Labrador 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 enrolment 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 that traveled across the province holding hearings regarding social programs and services.

**1998** The government announced that it would spend \$10.15 million annually from the National Child Benefit Program on 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 contained 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.

**1999** *The Child Care Services Act and Regulation* was proclaimed. This new legislation allowed for regulated family child care and infant care, introduced training and certification requirements for staff, and made 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.

**2001/02** 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 was 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 were made directly by the government to individual staff. Staff with a Level One certification received \$1,040/year in year one, increasing to \$2,080 by year three. Staff with Level Two certification received \$2,080/year, increasing to \$4,160 by year three.
- \$20,000 toward equipment grants for family child care.

## RECENT DEVELOPMENTS IN CHILD CARE AND OTHER ECEC SERVICES

**2002/03** An evaluation of the Educational Supplement was conducted. The final report *Evaluation of the Educational Supplement: An Early Childhood Development Initiative*, prepared for the Department of Health and Social Services by Atlantic Evaluation Research Consultants, was completed in January 2003.

**2003/04** A child care services needs assessment was conducted. The final report *Child Care Services Needs Assessment Newfoundland and Labrador*, prepared for the Department of Health and Social Services by Peggy R. Blakie, was completed in November 2003.

An evaluation of the child care services certification and orientation course was conducted. The final report *Child Care Services Certification and Orientation Course Formative Evaluation*, prepared for the Department of Health and Social Services by Don Gallant and Associates, was completed in January 2004.

## KEY PROVINCIAL ECEC ORGANIZATIONS

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

## TEACHERS' ORGANIZATIONS AND ASSOCIATIONS

Newfoundland and Labrador Teachers' Association  
3 Kenmount Road  
St. John's, NL A1B 1W1  
Telephone: 709-726-3223 or 1-800-563-3599  
Facsimile: 709-726-4302 or 1-877-711-6582  
Website: [www.nlta.nf.ca](http://www.nlta.nf.ca)

