



TERRITORIAL CONTEXT

Number of Children 0-12 years (2003 rounded estimate)

Age	Number of children
0	590
1	750
2	645
3	690
4	675
5	685
6	685
7	720
8	590
9	655
10	705
11	650
12	680
Total	8,720

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

Age	Number of children
0-2	1,985
3-5	2,050
6-12	4,685
Total	8,720

Children 0-12 yrs with mothers in the paid labour force

Information not available

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

Age	North American				Total
	Indian	Metis	Inuit	Other	
0-4	10	10	3,120	0	3,140
5-9	10	10	3,135	0	3,155
10-14	15	0	3,085	0	3,100
Total	35	20	9,340	0	9,395

Children 0-9 yrs with disabilities residing at home

Information not available. See TERRITORIAL CONTEXT, NWT.

Number of children by marital status of families (2001)

Age	Children in couple families	Children in lone parent	(with lone mothers)	(with lone fathers)
0-4	2,670	680	540	145
5-9	2,635	670	540	125
10-14	2,445	740	550	190

Number of children by mother tongue (2001)

Age	English	French	Non-official language
0-4	895	15	2,365
5-9	935	20	2,310
10-14	800	15	2,390
Total	2,630	50	7,065

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

Information not available

Workforce participation of women by age of youngest child (2001)

	Number of mothers in the labour force	Participation Rate
Females with children at home	5,035	66.0
Children under 6 yrs only	1,140	59.2
With at least one child under 2 yrs	615	51.2
Children 2-5 only	520	69.2
Children 6 yrs as well as children under 6	1,655	65.9
Children 6 yrs and over only	2,240	69.6
Youngest child 6-14 yrs	1,690	72.5

Source: Statistics Canada, 2001 Census

FAMILY-RELATED LEAVE

Maternity leave

Seventeen weeks

Parental leave

Thirty-seven weeks may be shared between the parents. Fifty-two weeks is the maximum allowed for combined maternity and parental leave.

Adoption leave

Thirty-seven weeks

Births and EI maternity and parental claims (2003)

Number of births	757
Birth rate per 1,000 population	25.5
Number of initial maternity claims allowed	190
Average length of maternity claims	14.3 weeks
Number of parental claims	220
Average length of parental claim	19.3 weeks
Number of adoptive parent claims	60
Average length of adoptive claim	26.7 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

Northwest Territories. Legislative Assembly. *Education Act*. 1995, R.S.N.W.T. c.28.*

*The Nunavut Legislative Assembly *Bill 1. Education Act 2002* was introduced but did not pass.

**The Nunavut Act, S.C. 1993, c.28 as amended brought Nunavut into being on April 1, 1999. Laws passed by the Government of the Northwest Territories during this period were inherited by the Government of Nunavut upon its creation. The Government of Nunavut is in the process of developing its own education legislation.*

TERRITORIAL RESPONSIBILITY FOR KINDERGARTEN

Kindergarten contact

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KINDERGARTEN SERVICES

KINDERGARTEN

Kindergarten is delivered in public schools under regional school operations. It is available to all five year olds in Nunavut on a part-time basis. There is a requirement for no less than 485 hours and no more than 6 hours/day instructional hours per year. The District Education Authorities in each community determine hours of attendance.

Kindergarten is not compulsory in Nunavut. Access is legislated and it is an entitlement.

AGE ELIGIBILITY

Five years old by December 31st

CLASS SIZE

There is no territorial class size limit.

The average/mean class size in 2003/04: Information not available

CHILDREN WITH SPECIAL NEEDS

There is a policy of inclusion; children with special needs have the right to be in a regular class with children their own age and in their own community. Extra supports such as student support assistants, Individual Education Plans, and specialists provided through Health are available.

Number of kindergarten children with identified special needs 2003/04: Information not available

KINDERGARTEN ENROLLMENT

Five year olds (2003/04): 671

KINDERGARTEN TEACHERS

Qualification requirements: Must be a certified teacher with a B.Ed. or a certified Kindergarten teacher, which requires a two-year program in ECE, successful completion of two academic years of classroom teaching and completion of courses for one-year teacher training, OR have a Letter of Authority which requires one year ECE or some course work towards a B.Ed. and must be renewed annually. Most kindergarten teachers have a B.Ed. or Letter of Authority.

Responsibility for certification: Registrar of the Nunavut Educator's Service

Representation: Federation of Nunavut Teachers

Salaries (2003/04) vary by type of certification as follows:

- Certified as Teacher: \$48,573 - \$86,756
- Certified as Kindergarten Teacher : \$48,573 - \$61,417
- Granted Letter of Authority: \$46,079 - \$55,615

Number of kindergarten teachers in 2003/04:

Information not available

CLASSROOM ASSISTANTS

There is no provincial policy regarding training for assistants. Student Support Assistant (SSA) enable a child with special needs to have access to the program with children of his or her age group. There are no qualification requirements but there is a certificate program that may be offered in the community as an on-the-job series of courses. The courses are linked to the teacher education program. Many SSAs are included in school professional development activities. Some SSAs are unionized under the Nunavut Employees Union.

Average wage (2003) \$20/hour

CURRICULUM

There is a two year process involving elders underway to work on developing territorial curriculum. The curriculum will incorporate cultural traditions and language and will integrate High/Scope materials within a Northern context.

MONITORING AND ASSESSMENT

Kindergarten programs are monitored by school principals and the Superintendent of Schools as part of teacher evaluation.

SOURCES OF FUNDING FOR KINDERGARTEN

Sources of funding for school boards: Government of Nunavut. The French District Education authority has access to federal funding.

There are no private schools in Nunavut.

There are no fees for participation in kindergarten.

PUBLIC SPENDING ON KINDERGARTEN (2003/04)

The per capita spending K-12 in 2003/04: \$8,545

Total spending on kindergarten in 2003/04: Information not available

SPECIAL FEATURES

Instruction in Inuktitut is provided from kindergarten to Grade 3. A transition to English in Grade 4 with some Inuktitut follows from that point on. (It should be noted that 95% of the children have a first language other than English or French).

Language of Instruction Policy: The goal is to graduate functionally bilingual (Inuktitut/English) students. Cabinet has agreed on instructional models and is working on a strategy for implementation so that Inuktitut is taught throughout the system.

REGULATED CHILD CARE

LEGISLATION

Nunavut. Legislative Assembly. *Northwest Territories Child Day Care Act* and *Child Day Care Standards and Regulations*, 1994.

TERRITORIAL RESPONSIBILITY FOR CHILD CARE

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CHILD CARE SERVICES

UNREGULATED CHILD CARE

Unregulated family child care

Maximum number of children permitted: Four, including the caregiver's own children up to 12 years

REGULATED CHILD CARE

Day care centres

Group care, instruction and supervision for five or more children aged 0-12 years by a person who is not a relative of the majority of the children

Nursery schools

Programs for children less than six years of age for four consecutive hours or less a day including Aboriginal Head Start Programs

After-school care

Care outside school hours for school-aged children up to and including 11 years of age

Family day homes

Care in a private home for up to eight children under 12 years (including the caregiver's own children)

CHILDREN WITH SPECIAL NEEDS

There are no segregated child care programs for children with special needs.

Care providers are funded to provide extra support for children with special needs through the daily operating grants which are based on the age of the child and the area in which the centre is located. The operating grant for a preschool child is increased by approximately 50% for a child with an identified special need and is an entitlement.

In order for the centre to receive the additional funding for a child, a letter from a recognized health care professional is required. In addition, centres may apply for funding to the Healthy Children's Initiative for adaptive equipment or for a one-on-one worker if necessary.

Parents are eligible for fee subsidy for their children with special needs even if they are not employed or at school. This subsidy eligibility requires a financial needs assessment to be applied and parents must have a medical referral from a recognized health care professional for the child to be in developmental care.

ABORIGINAL CHILD CARE

Since 1996, the First Nations and Inuit Child Care Initiative (FNICCI) has provided funding for the development of approximately 20 centres in what is now Nunavut. There is an Aboriginal Human Resource Development Strategy (AHRDS) regional office in each of Nunavut's three regions.* Each regional AHRDS office took on the responsibility for the delivery and administration of the Inuit Childcare Program in their Region, established with FNICCI funding.

In addition to providing capital funding for new child care centres, all child care centres receive block funding from their AHRDS office which may also provide one-time funding for repairs and renovations, and for developing or acquiring culturally relevant program materials. In addition, the AHRDS may provide wage subsidies

based on the number of Inuit staff in a centre and fee subsidies to Land-Claim Beneficiary parents that is in addition to the regular fee subsidy funded through Early Childhood Services. AHRDS offices have also provided funding for training in each region, including the delivery of ECE training through Arctic College.

The federal Inuit Childcare Program spends approximately \$3 million/year on child care in Nunavut.

**In April 1999, the federal government launched the Aboriginal Human Resource Development Strategy (AHRDS) within Human Resources Development Canada (HRDC). Each of the HRDC regions entered into an Aboriginal Human Resources Development Agreement with various Aboriginal organizations across Canada.*

SPACE STATISTICS

Number of regulated child care spaces (March 2004)

Centres	Full-time	Part-time
Infants (under two years)	158	—
Preschoolers	547	214
After-school	—	95
Family child care	0	0
Total regulated spaces		1,014

Facilities and homes

Number of child care centres (March 2004):	46
- Full-day	30
- Part-day nursery schools/preschools	11
- Stand-alone after-school programs	5
- Number of family child care providers	0

Children with special needs in regulated child care

Information not available

Number of children in regulated child care receiving subsidies:

Information not available; however, the number of families receiving subsidies was 263. There is no information available on the numbers using regulated or unregulated care.

Sponsorship of regulated centre spaces as of March 31, 2004

Non-profit	1,014
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Note: All child care centres in Nunavut are non-profit. Family day homes are considered to be non-profit.

Openings and closings (2003/04)

New child care centre licenses issued	1
Number of child care centre closures	*3
Number of new licenses issued to individual family child care providers	0
Number of family child care agencies/individual providers who ceased providing care	**1

** It is anticipated that the three centres that closed will re-open in 2004/05*

***A family day home was licensed in 2002 and closed in 2004*

STANDARDS AND REGULATIONS

REGULATED CENTRES

Maximum centre size	Not specified
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Maximum staff:child ratios and group sizes

Age	Staff:child ratios	Max. group sizes
0-12 mos	1:3	6
13-24 mos	1:4	8
25-35 mos	1:6	12
3 yrs	1:8	16
4 yrs	1:9	18
5-11 yrs	1:10	20

Staff qualification requirements

Must be at least 19 years of age, have a first-aid certificate and represent the cultural background of the children.

There are no early childhood training requirements.

Parent involvement

The legislation requires non-profit programs whose boards of directors do not have a minimum of 51% parent members to have a parent committee with a minimum of 51% parent members.

Licensing, monitoring and enforcement

Licenses are granted for one year. Annual inspections of all regulated child care centres are conducted by an Early Childhood Officer from the Department of Education, the Public Health Department, and the Fire Marshall's office. It is recommended that the Early Childhood Officer have a background in early childhood education.

REGULATED FAMILY CHILD CARE

Regulation

Individually licensed

Maximum capacity

Maximum of eight children under 12 years (including the provider's children). No more than six of the eight children may be five years or under, no more than three children may be under three years, and no more than two children may be under two years.

Provider qualification requirements

A provider must be a minimum of 19 years of age and have a first-aid certificate. There are no early childhood training requirements.

Licensing, monitoring and enforcement

Homes are visited at least once a year by staff from the Early Childhood Program and a representative from each of the Public Health Department and the Fire Marshall's office.

FUNDING

CHILD CARE FEE SUBSIDY PROGRAM

Fee subsidies may be used in both regulated and unregulated child care. Subsidies are paid directly to service providers on behalf of eligible parents if the child care is a regulated service, unless the child care centre requests that the subsidies be paid directly to the parent. In the case of unregulated care, the subsidy is paid to the parent and is based on an attendance report signed by the child care provider. Parents may apply for subsidy in person, by mail or fax.

The intention of the subsidy program is to provide assistance for the parent to work or take part in a training program. Eligibility is determined by a needs assessment, which takes into consideration parent costs and family size as well as income. An unregulated provider may be a relative of a parent of the child being subsidized.

Eligibility for fee subsidy

Eligibility varies with clients' actual housing, utility and child care costs, plus social assistance rates for food and clothing. To be eligible for a fee subsidy, parents must be working, attending school or a training program, or have a child with a special need, for whom child care is recommended by a recognized health care professional.

A needs assessment is applied so there is no set break-even point.

Maximum subsidy rates are set for the type of care.

Maximum subsidy rate/child/month (2003/04)

	Full-time care month/child	Part-time care month/child
Licensed centre	\$700	\$350
Licensed family day home	600	300
Unlicensed care	500	250
After-school care	—	145

There is no minimum user fee and programs may surcharge subsidized parents.

PUBLIC FUNDING FOR REGULATED CHILD CARE (2003/04)

One-time funding

Start-up funding

Available to non-profit, regulated centres and family day homes including part-time, infant, after-school and special needs spaces. Funding ranges from \$263-\$3,420/space depending on the geographic area of the program and the ages of children served.

Recurring funding

Operating funding

\$1.93-\$15.67/occupied space/day (depending on the age of the child and the location of the program) is available to non-profit, regulated centres and family day homes.

TERRITORIAL ALLOCATIONS FOR REGULATED CHILD CARE (2003/04)

Fee subsidies	*\$ 375,000
Start-up and operating grants	**\$1,411,000
Total	\$1,786,000

* *The fee subsidy budget includes spending on both regulated and unregulated child care.*

** *A breakdown between one-time start-up and ongoing operating grants is not available.*

The Healthy Children's Initiative spends approximately \$259,000 for supportive services for children with special needs. There is no breakdown of how much of the funding is spent in regulated child care.

SALARIES

Gross hourly wage for centre-based child care staff (full- and part-time staff combined) (2003/04)

Teachers \$16.48/hour

(for an average of 36.6 hours/week)

Assistant teachers 15.15/hour

(for an average of 32.6 hours/week)

Directors/Managers 21.97/hour

(for an average of 34.8 hours/week)

Assistant Directors/Managers 15.50/hour

(for an average of 36.6 hours/week)

Note: Most centres do not have Assistant Director/Managers

Source: Information collected in 2004 by territorial officials

Family child care

Information not available

FEES

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

	Full-time	Part-time
Infants	\$26.30	\$13.90
Preschool	26.25	13.97
School-age		9.33

Note: Some of the part-day preschool programs and one after-school program are free.

Source: Information collected in 2004 by territorial officials.

Average daily fee in family child care

Information not available

ADMINISTRATION

The Adult Education, Career and Early Childhood Services Division of the Department of Education is responsible for the development of standards, the regulation of child care services, contributions to child care programs and the development of a territorial child care system. Four Early Childhood Officers within the three regions of Nunavut are responsible for licensing and monitoring child care programs. The Income Support Division of the Department of Education is responsible for the administration of fee subsidy. Early Childhood Officers are required to have an ECE diploma and experience working in a child care centre, or equivalent qualifications. In practice, however, filling the positions with qualified staff is often not possible.

MUNICIPAL AND OTHER LOCAL GOVERNMENT ROLE

Child care programs may be under the auspice of District Education Authorities who may hold the license.

CHILD CARE PLANNING AND DEVELOPMENT

There is no territorial plan for the development of child care. New centres must complete a needs assessment before they are eligible to apply for start-up funding.

HISTORY OF CHILD CARE AND OTHER ECEC SERVICES

Note: Before Nunavut was established in 1999, it was part of the Northwest Territories (NWT).

1971 First child care centre to receive territorial government funding was opened in Iqaluit (then known as Frobisher Bay). It taught children in both English and Inuktitut syllabics and had four Inuit child care workers.

1970s Child care centres set up at the instigation of parents and community members. Funding was generally through the federal government. Local Initiative Project (LIP) grants with some user subsidy for parents in need from the Territorial government were used.

1974 The *Policy Respecting Day Care Services* noted that while numerous child care services were in operation, only two were receiving operational financial support from the Territory (the original centre in Iqaluit and a second centre in Yellowknife).

1976 The Territory finalized a policy on fee subsidies for child care centres, family day care, and after-school programs.

1980 The Territory adopted the *Policy Respecting Subsidized Day Care* in the Northwest Territories which considered costs and income to determine eligibility for subsidization of children in unregulated child care.

1983 Establishment of the Northwest Territories Child Care Association which circulated voluntary standards for child care centres.

1985 The territorial government hired a Day Care Consultant to review child care issues and make recommendations.

1988 The NWT government enacted its first child care legislation, the *Northwest Territories Child Day Care Act*.

The Advisory Council on the Status of Women released a policy paper on child care, Position Paper on Child Care, which outlined a comprehensive program to develop a system of child care services.

The first early childhood education training program in the Northwest Territories was opened in Arctic College in Iqaluit and was delivered in both English and Inuktitut.

1989 A consultant was hired by the Native Council of Canada to research the specific child care needs of native peoples in the Northwest Territories.

The Interim Day Care program came into force in April.

1993 Child care responsibilities were moved from the Department of Social Services to the Department of Education, Culture and Employment.

1996 The major initiative was early intervention.

1997 The Healthy Children Initiative was launched to provide funding to communities to enhance existing early childhood programs and services for children aged 0-6. In addition, licensing and monitoring was decentralized to five regions. With decentralization and additional staffing, the function of licensing staff moved away from a strictly monitoring role to more of a program development focus.

April 1999 The Territory of Nunavut was created by dividing the NWT and responsibility for all programs in the Eastern Arctic moved to the new territory. Nunavut has initially adopted the child care legislation and regulations of the Northwest Territories and they will be reviewed in the future.

September 2000 The Children First Secretariat, made up of the Departments of Education, Justice, Health and Social Services, and Culture, Language, Elders and Youth was formed. This committee is designed to facilitate the coordination of programs and services that promote the healthy development and well-being of all children and youth across Nunavut.

2002 Responsibility for Child Care Programs moved from the Early Childhood and School Services Division to the Adult Education, Career and Early Childhood Services Division of the Department of Education. The budget for operating and start up grants was increased by \$438,000 or approximately 25%.

RECENT DEVELOPMENTS IN CHILD CARE AND OTHER ECEC SERVICES

2003/04 After a period of little or no enrolment in ECE training programs, 63 students graduated from Arctic College with ECE certificates.

2004 The Department of Education began the development of Nunavut-based resources for early childhood programs relevant to local communities. All written materials will be available in the four official languages of the territory.

2003/04 The Nunavut funding allocation through the Multilateral Framework on Early Learning and Child Care was not spent. The plan for the 2004/05 allocation was for child care centre equipment upgrades and for child care fee subsidies for regulated child care for children of teen mothers under the age of 18 attending school. (In Nunavut an individual must be 18 or older in order to receive income support, the vehicle through which child care subsidies are provided.) However, the equipment upgrade grant was not approved, and the approval for the fee subsidies will be for the 2005/06 fiscal year.

KEY TERRITORIAL ECEC ORGANIZATIONS

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