



Supporting Early Learning and Care in Licensed Home Child Care

Perspectives from Andrew Fleck Child Care Services

“Early Learning is Child’s play”

Home Child Care Association of Ontario
Provincial Conference – October 2010



How times have changed ...

- Celebrating forty years of providing quality home child care in the Ottawa Area
- Grant from Health and Welfare Canada – 1969
- Daytime care in the home of another family, selected and supervised by a welfare agency and social workers
- Participating family had to be on welfare

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How times have changed ...

- No more than three children between the ages of 3 months and 12 years
- At least one child had to be under the age of one
- Providers were called “Family Day Care mothers”

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We believe...

Licensed home child care:

- Provides high quality early learning and care
- An important and necessary service as we develop an early learning and care system
- Responsive to families unique needs

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With Our Best Future in Mind progress to date...

- Early Learning Division established
- Sept. 2010, 597 schools (35,000 children) all 4,400 schools by 2015 (240,000 children)
- 1500 ECEs hired by school boards
- *Full-Day Early Learning – Kindergarten Program* released – summer training completed.
- MCYS developing provincial framework as first step in the development of Child and Family Centres

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Vision for Child & Family Centres

Every neighbourhood shall have access to a Child and Family Centre that offers one-stop services and supports for children and families.

Services will be comprehensive, developmentally enriched, of high quality and reflect the unique needs of individual families and neighbourhoods.

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Child and Family Centres defined

- Consolidate the resources, governance and mandates of child care and family support services, re-engineer where necessary
- Are agencies responsible for the delivery of a full range of services for young children and their families in designated areas
- Operate out of single location or multiple locations or virtual

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Child and Family Centres defined

- Linked to a neighbourhood of schools
- One employer, consolidated budget
- Operated by municipalities, school boards, post-secondary institutions, non-profit agencies

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Principles of CFCs

- Consolidates existing multi services within a mandated, full service program approach
- Provides equitable access to a continuum of services that include:
 - non-parental care
 - early intervention
 - health and family support services

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Principles of CFCs

- High quality
- Engage parents in a meaningful and responsive way
- Flexible and recognize the complex needs of families
- Improve access

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Principles: Accountability

- Planning is transparent and participatory and supported by a strong communication strategy
- A comprehensive evaluation of program effectiveness and outcomes for children and families

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Operating assumptions

- Municipalities will lead the planning and systems management of CFCs
- Adequate and sustainable funding will be available for systems change and operational needs
- Provincial framework with targets, timelines and quality standards

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Operating assumptions

- OEYCs, PFLC and DACs under municipal governance and systems management
- CFCs will be operated by a single agency
- Integration not coordination or co-location
- Space for child and family programs now located in schools should be preserved for the development of CFCs

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Operating assumptions

- Platform to deliver specialized services (e.g. Public Health, speech and language, special needs resourcing)
- CFCs may look different in each community

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Preparing for change...

- Articulating our beliefs and values – as an agency and as individual programs
- How do we get there from here?

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Preparing for change...

As an Agency:

- Inventory of our strengths as a management team
- Communicated our understanding of the report
- Identified our external connections
- Engaged our Board
- Developed our recommendations

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AFCCS recommendations...

Establish a committee of City staff and community leaders to identify the potential opportunities created by the system changes

Establish several Child and Family Centre demonstration sites, within a mandated designated service area

Establish a separate committee of City staff and community leaders to explore the continued viability of the HCC sector

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AFCCS recommendations...

Fund the establishment of a Municipal quality measure process to support agencies in providing high quality programs

Fund the establishment and ongoing operations of a professional resource and reference centre for ECEs

Complete a City wide salary review and advocate for funding to support recruitment and retention

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AFCCS recommendations...

Work with School Boards to allow third party agreements for special needs resources to support ELP and extended day programs

Work with both Child Care Information and the School Boards to expand the Centralize Waiting List to be an online waiting list for extended day programs located in schools

Fund the development of a data base that links with the OCCMS system

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Preparing for change...

Licensed Home Child:

- Asked what is happening?
- SWOT and Values Audit
- Three year strategic plan with ongoing team work plans
- Defined guiding principles
- Developed four operational directions

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Preparing for change...

Values Audit:

- Service to Clients
- Teamwork
- Productivity Through People
- Growth and Innovation
- Image
- Fiscal Responsibility

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Opportunities... Positive & Possible

Andrew Fleck Home Child Care Guiding Principles:

We promote each child's emotional, social, cognitive and physical skills in a safe caring environment that fosters healthy development and early learning.

Our high quality service is facilitated through screening, supporting and training dedicated providers who offer child care in their own home

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Guiding Principles...

- Service to clients
- Team work
- Productivity through people
- Growth and Innovation

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Opportunities...positive and possible

Four operational directions:

1. Administration and shared common processes and procedures
2. Quality of service
3. Communication
4. Recruitment/retention of staff and Providers

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Operational directions:

1. Administration and shared common processes and procedures
 - Review policies and procedures
 - Enhanced screening tools
 - Review staff roles

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Operational directions:

2. Quality of service

- Changes to the DNA
- Advocate for all Providers to have a level of accountability
- Resources for parents
- Implement ELECT and Nipissing checklist
- Additional training for Providers
- Participate in developing a quality measure tool for the agency

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Operational directions:

3. Communication

- Involving Providers in the process of change
- Web based resources
- Parent workshops
- Newsletters

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Operational directions:

4. Recruitment/retention of staff and Providers

- Opportunities for growth, innovation and team work
- Recognition of Providers with a lot of experience

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Action...Partners embracing change

A committee of Providers and Staff:

- Prepare for change
- Celebrate with, educate and empower Providers
- Strengthen our partnerships
- Clarify policies, roles and responsibilities

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The Future...

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- Responsive to families unique needs

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