Public Sector Expansion of Early Childhood Education

The role of public jobs to promote decent work

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Data Walk
Public Expansion of Early Education

Outline for Today

01 Expansion into Education

02 Advantages to Delivering ECE through Education

03 Mitigating Impact on Community Sector

04 Moving Forward
Quality Early Childhood Education
Benefits Children’s Development and Reduces Gaps

Benefits in language, literacy, and mathematics
Meta-analytic data supports benefits in all areas

Benefits in socio-emotional development
These include benefits in health

Benefits a diverse population
Vulnerable families

Workforce
Training, Compensation, PD
Early Childhood Education in Canada
Patchwork of Child Care and Preschool Programs
Early Childhood Education in Canada
Current Patchwork System - Access

- Yukon: 50%
- NWT: 62%
- Quebec: 66%
- Newfoundland: 55%
- British Columbia: 53%
- Alberta: 44%
- Saskatchewan: 35%
- Manitoba: 45%
- Ontario: 59%
- New Brunswick: 53%
- Nova Scotia: 53%

Akbari & McCuaig, 2018
Early Childhood Education in Canada
Current Patchwork System - non-profit/for profit

Yukon: 35/65%

NWT: 100/0%

Quebec: 46/54%

British Columbia: 56/44%

Alberta: 43/57%

Saskatchewan: 99/1%

Manitoba: 95/5%

Ontario: 76/24%

Nunavut: 100/0%

Newfoundland: 36/64%

Prince Edward Is: 58/42%

New Brunswick: 34/66%

Nova Scotia: 44/56%
Early Childhood Education in Canada
Current Patchwork System – ECE salary as a percent of teachers

- Yukon: 62%
- NWT: 43%
- Quebec: 62%
- British Columbia: 58%
- Alberta: 47%
- Nova Scotia: 53%
- Newfoundland: 60%
- Prince Edward Is: 60%
- New Brunswick: 59%
- Nova Scotia: 53%
- Ontario: 58%
- Saskatchewan: 56%
- Manitoba: 52%
- Ontario: 58%
- Yukon: 62%
- NWT: 43%
- Quebec: 62%
Early Childhood Education in Canada
Patchwork of Child Care and Preschool Programs

- Legislation
- Regulations and Standards
- Curriculum
- Professional Development / Training
- Assessment and Monitoring

Public education has a framework that has adequate capacity to support such an enabling environment.

With ready-made delivery and accountability infrastructure that could include younger children and support coherent expansion.
Early Childhood Education in Canada
Public Education Has The Capacity

- Existing infrastructure
- Delivery/Accountability
- Support
# Advantages to Public Delivery of ECE via Education

## Increased Participation, Particularly for Disadvantaged Children

| Access | ECE can only improve outcomes if access is widespread and equitable. In Quebec's low-cost childcare program, disadvantaged children are still less likely to attend. In other areas, with limited subsidies, participation by low-income families remains low: scarcity of subsidies, restrictive eligibility & demanding application creates too many barriers.

| Quality | Increase in funding in ECE in the last 10 years. Still, only 52% of 2-4-year-olds have access. Mixed delivery of ECE is complicated to fund and program quality is inconsistent. Recommendations include moving to a public-school funding formula to promote equitable access and improve program quality and workforce compensation and there for stability.

| Most Vulnerable | When preschool programs are broadly offered, vulnerable children are more likely to participate. Programs that are entitled don’t carry a stigma. Participation by vulnerable children is comparable to children from more advantaged families. Ontario’s FDK fully integrated into elementary schools has over 90% of 4-year-olds and 95% of 5-year-olds who participate, in contrast to only 25% of 3-year-olds - offered by profit and non-profit agencies.

Fortin, 2018; LaRue & Kelly, 2015; Weisenfeld, Frede & Barnett, 2018
Improved Quality

1. A common curriculum that bridges into the primary grades, ongoing assessment

2. Continuity of support for children with special needs

3. Educators have same qualifications, receive comparable compensation and professional development support

4. Increased opportunities for career development.
Improved Transitions

Integration into public education enhances a continuum of learning that maximizes benefits of early education.

Eliminates the need for strategies to help children and families transition from early education to grade school.

Education system is most effective when each level flows seamlessly into the next. Promotes ‘playification’ – experimental and self-directed learning into the later grades.

Less transitions results in decrease in stress for both children and families that often can dilute the positive benefits of early education.
Advantages to Public Delivery of ECE via Education

Increased Accountability

- There is a complexity of maintaining oversight in a mixed delivery system
- Differing regulatory requirements
- Differing curriculum and pedagogy
- Government has oversight and is responsible, but must share authority, leaving it at great risk when problems arise
Advantages to Public Delivery of ECE via Education

Decent Work

- Well-Being
- Professional pay
- Belonging
- Recognized valued professional

DECENT WORK

- Expression
- Engagement
- Quality work environment
- Professional learning
Lessons from the City of Toronto

TELCCS

More likely to be in areas of inequity

Unionization

Compensation

TELCCS: $61,000
NP: $37,000
Profit: $39,000
Lessons from the City of Toronto

TELCCS

Job Satisfaction

60%

TELCCS
NP
Profit

46%
42%

Satisfaction of PD Opportunities

71%

TELCCS
NP
Profit

57%
57%
Impact of Community

Split early childhood education and childcare systems have historically been a common phenomenon, but today many countries are moving towards more coherent approaches to ECEC.

Several key challenges have emerged:

1. Merging the public kindergarten system with market-driven childcare
2. Maintaining stability in user-pay childcare as four and five year olds moved to the new program
3. Community programs’ difficulty in attracting and retaining staff.
Historically, programmes for young children and formal education have developed separately with different systems of governance, funding models, and professional learning for staff. Mindful of the need to bring the differing traditions together, Starting Strong recommended a “strong and equal partnership” between early childhood and the education system.
Advantages to Public Delivery of ECE via Education

1. Improved business models for younger children. Improved efficiencies, consolidation of services.
2. Improved leadership. Increases in requirements for centre directors.
3. Improved business and organizational structures.
4. Better employers. Increase in training in both pedagogical and organizational knowledge.
5. More robust role for colleges. Centre of Excellence/colleges as lab schools for training.

Road to Decent Work
Advantages to Public Delivery of ECE via Education

Moving Forward

LOOKING AHEAD
MANY JURISDICTIONS HAVE CHOSEN SCHOOLS AS THEIR BASES FOR PRESCHOOL

01 Quebec expanding 4-year old kindergarten

02 JK available in the Northwest Territories

03 Saskatchewan elementary schools offer pre-K programs for 3-4 year olds

04 Pre-primary for 4-year olds in Nova Scotia
Advantages to Public Delivery of ECE via Education

**Moving Forward**

- Canadians hold public education in high regard and there is much support for public education.


- Canada ranks 9 of 38 countries in public education. With a stronger preschool system we could rank in the top 3.

- Integration of preschool into public education is gaining momentum. UNICEF has committed to elevating the priority and status of ECE by integration as a key component in planning processes with benefits for children and the workforce.
Advantages to Public Delivery of ECE via Education

Conclusion

- Public education is the logical option
- Access must be universal and equitable
- Requires effective delivery platform
- Learning environment must be stable and high quality including a properly trained and remunerated workforce
- Access must be universal and equitable
Affordable
Making childcare affordable by moving away from relying on parent fees to cover the costs of operating childcare services

Decent Work
Creating decent work and professional wages for the educators, who strive to provide quality experiences for children

Accessible
Expanding child care accessibility through a planned, public approach to meet the diverse needs of families

Conclusion
Organize yourselves by birthday. Using your BIRTH MONTH and DAY OF THE MONTH, organize yourselves in order from January 1 to December 31. Ignore the year.

You are NOT allowed to SPEAK or WRITE anything down

GO
THANK YOU

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