



Early Learning and Child Care Profiles

Accountability

Consolidated Municipal Service Manager

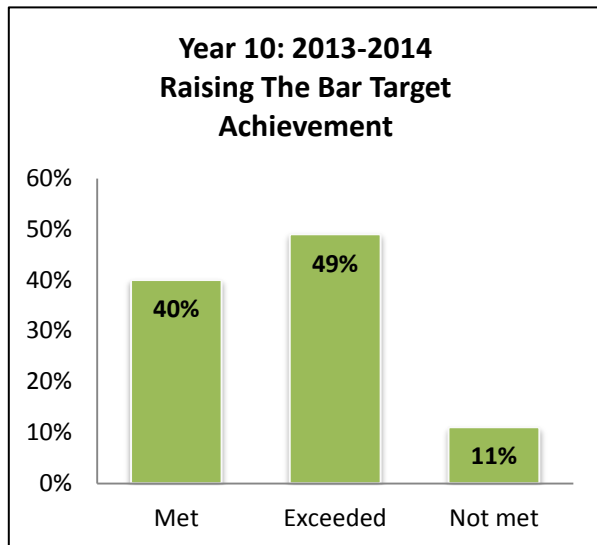
The Region of Waterloo, Children's Services Division is designated by the Province of Ontario as the Consolidated Municipal Service Manager (CMSM). As a CMSM, Children's Services has the responsibility for service and system management for licensed early learning and child care (ELCC) services for children from birth to 12 years of age. We do this in consultation with our community partners and organizations. The chart below provides an overview of the directly operated services and the roles that Children's Services plays as the system manager.



Quality Assurance: Raising the Bar on Quality for Waterloo Region



Raising the Bar on Quality (RTB) is a peer-accreditation initiative that promotes best practices and healthy child care environments in licensed child care settings and special needs agencies. Waterloo Region is now in its tenth year of RTB. It is mandatory for all ELCC programs receiving funding from the Region to participate in RTB.

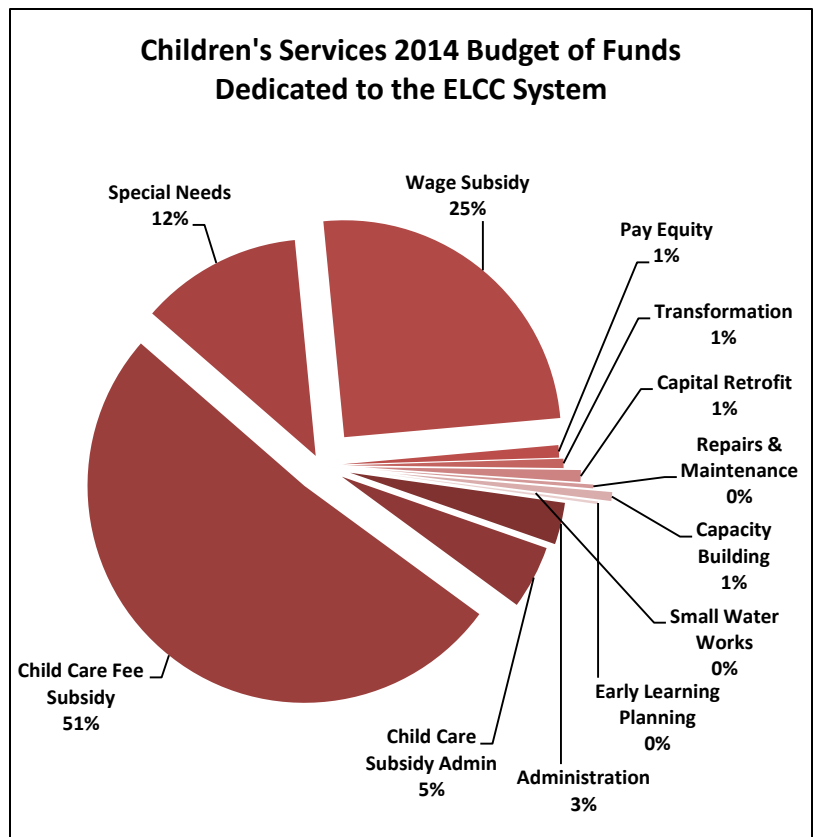


RTB participants are asked to complete and document activities each year in the following three categories: Quality Monitoring, Best Practice Standards, and Professional Development.

A peer review committee consisting of community operators and supervisors evaluate the program’s documentation and determine a standing of bronze, silver or gold in each focus area on an annual basis. In Year 10, **89%** of participants met or exceeded their expected target of bronze, silver or gold.

Financial Accountability

The Region of Waterloo, Children’s Services Division total budget allocation is \$42.5 million for 2014, \$35 million of which is dedicated to supporting the ELCC system. About half of the funding (\$18 million) is allocated to Child Care Fee Subsidy to help families pay for child care costs. About 25% of the funding (\$8.8 million) is allocated to enhancing the wages of Early Childhood Educators (ECEs) and about \$880,000 of the funding goes towards supporting ELCC Programs through transition.



Wages for Early Childhood Educators

The wages paid to staff have a significant impact on the quality of both individual programs and the overall ELCC system. The cost of child care helps to provide adequate wages to caregivers, which creates fair working conditions, retains staff, and maintains high quality care for children. Insufficient wages reduce the likelihood of trained Early Childhood Educators remaining in their positions and decrease the number of people who are attracted to work in the field. High staff turnover leads to inconsistency for children attending ELCC programs and directly impacts the quality of care provided.

The 2014 Salary Report shows the hourly wages for Registered Early Childhood Educators (RECE) working in a licensed child care centre in Waterloo Region. While the average starting wage for RECE's is \$17.40 there is a great deal of variability in wages, with some RECE's making \$11 an hour and some making above \$30 an hour.

\$17.40 per hour:

Average starting wage for Registered Early Childhood Educators in Waterloo Region.

Hourly Wages for Registered Early Childhood Educators				
Length of Program	Lowest Starting Hourly Wage	Average Starting Hourly Wage	Highest Hourly Wage	Average Highest Hourly Wage
Full-day Program	\$11	\$17.40	\$34.73	\$21.03
Half-day Program	\$15	\$17.77	\$37.98	\$21.37

2015 Funding Changes for ELCC Programs

Starting in 2015, the Region of Waterloo has adopted a Base Operating funding model for ELCC Programs. This new model will replace the old Wage Subsidy funding. Each ELCC Operator will receive funding to support their business operations through Base Funding and an Incentive Grant.

Funding allocations will be based on the number of full-time equivalent (FTE) staff employed and the operator's performance on the Incentive Grant. The purpose of the Incentive Grant is to encourage all ELCC operators to work towards and maintain high quality operating standards. The new funding approach allows for distribution of \$6.7 million for Base Funding and \$1.1 million for Incentive Grant funding in 2015.

For more information or to request this profile in alternative formats (e.g., large text), please contact Michelle Martin, Social Planning Associate, at mimartin@regionofwaterloo.ca or 519-575-4757 ext 2397