



Everyone at their best... from the start:

Early Learning and Child Care Action Plan



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Message from the Premier

Education and early childhood learning are some of the best investments we can make for the future prosperity of our economy.

That's why strengthening education and early childhood learning is a pivotal component of your government's multi-year economic growth plan.

When it comes to a child's learning and development we know that creating conditions for success in the early years is important. Providing more affordable, accessible and high quality child care will strengthen families, the middle class and New Brunswick's workforce of tomorrow.

The Early Learning and Child Care Action Plan, *Everyone at their best...from the start*, highlights the actions we will take to achieve our goal of building a high quality early learning and child care system that families can rely on and that gives our children the opportunity to reach their full potential.

By increasing the quality, accessibility and affordability in early learning and child care, New Brunswick's early learning and child care system will be transformed to offer the child care New Brunswick families and children need and deserve.

Our child care centres are where children get fundamental skills and knowledge they need so they can build a bright future for themselves. As a result of this foundation, our young people can go on to contribute to the growth of communities and take part in the ongoing effort to move New Brunswick's economy forward.

We are pleased to partner with the federal government, who shares our vision of building a high quality early learning and child care system. Through this partnership, we will be investing in early childhood services in New Brunswick over the next three years.

We want New Brunswick to be the best place to work, live and raise a family; building a more affordable, higher-quality early learning and child care system for New Brunswick families will help us get there.



Brian Gallant

Message from the Minister

Affordable, high quality and inclusive early learning and child care is important to New Brunswick families and it is a key priority for government.

The 2016 New Brunswick's Child Care Review Task Force final report made a call for a transformation of the early learning and child care system through greater public policy to reflect the reality of today's families.

The Early Learning and Child Care Action Plan, *Everyone at their best... from the start*, sets out a plan to achieve our vision to build an early learning and child care system of high quality that families can rely on and where every child receives appropriate services enabling them to reach their full potential.

Each stage of a child's early years, from birth to school age, has the potential to define his or her future.

For the first time in New Brunswick history, early childhood is imbedded in both education plans - a long term strategy that recognizes the value of early learning in the first years of a child's life and its crucial impacts on development.

One of the objectives in our 10-year education plans, *Everyone at their Best* (Anglophone sector) and *Donnons à nos enfants une longueur d'avance* (Francophone sector), is to ensure that all pre-school children develop the competencies they need to be successful in school and in life.

We recognize that learning is a lifelong process that begins before a child is born and the importance of investing in these foundational years to give every child a chance to develop to their full potential.

This is an exciting time in early learning and child care as we create a path for success for New Brunswick children.

Minister of Education and Early Childhood Development

A handwritten signature in blue ink that reads "Brian Kenny". The signature is written in a cursive style with a large initial "B".

Brian Kenny

Introduction

By 2030, New Brunswick's early learning and child care system will be transformed to offer higher quality services that are universally accessible and affordable to all families and children through a robust public policy framework, making New Brunswick an ideal place in which to raise a family. To that end, New Brunswick is embarking on a transformational journey that will focus on removing barriers to families in accessing affordable, high quality and inclusive early learning and child care, with a particular focus on families more in need.

In August 2016, the Child Care Review Task Force Report published its findings after extensive consultations across the province with a large numbers of stakeholders, including early learning and child care educators, operators, parents, and interest groups. The purpose of the task force was to outline a path to create conditions for child care to foster growth and to suggest strategies to improve parents' access to quality and affordable child care services.

The public's perception that day cares are babysitting services for those who can't afford in-home care has changed over the last decades to become a valued support to parents, not only for workforce participation, but also for children's learning. The authors of the task force identified child care as a "key element of social infrastructure." The commissioners presented research that access to affordable, inclusive and high-quality early learning and child care not only contributed to an optimal outcome for a child's development and learning, but also contributed to a more vibrant economy due to job creation and the parents' ability to increase income security and improve standard of living. It also improved inclusion of children with additional needs and social inclusion of cultural minority groups.

The commissioners called upon government and society to action as a collective responsibility to transform New Brunswick's early learning and child care system towards a social infrastructure. The task force put forth

30 recommendations to create a path for the right conditions for quality early learning services. A number of the recommendations provide a direction to ensure that early learning and child care services are accessible, affordable, inclusive and of high quality.

These recommendations are designed to achieve a high quality, affordable, accessible and inclusive early learning and child care system that is sustainable for future generations. These recommendations were based on the task force's findings from the consultations and research and guided by the United Nations *Convention on the Rights of the Child*. The recommendations are grouped in five overarching recommendations:

- **Governance:** a strengthened system with greater public funding and public management. The system will be administered locally using a more collaborative, integrated response that responds to community needs and reduces reliance on a market approach.
- **Educational practices:** enhanced professional development that provides support for educators and operators respectful of the two provincial curricula.
- **Early childhood education as a field of practice:** greater access to post-secondary educational opportunities and professional development; increased staff qualifications, salary grid, managed by a legislated, professional body.
- **Public investments:** increased public investments as a first priority with a coherent, publicly managed early learning and child care system for children from birth to age four to ensure that early learning and child care is affordable to families.
- **Children's rights:** new system that protects the best interest and rights of every child.

This action plan demonstrates a plan to establish a high-quality learning environment, both in the physical environment and in the human interactions, within the facility (relationships: educator-child; educator-educator; educator-parents; child-child).

Achievements in Early Learning and Child Care in New Brunswick

As demonstrated in the task force report, there have been new developments in early learning and child care over the past few decades. Research and policy have advanced how we understand early childhood development and education around the world and have influenced public policy. The

public's perception of child care has evolved to become a valued support to parents that benefits a child's learning, care and development. This transformation has changed how we, as a society, view early learning and child care.

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During the past decade, the increase in investments in early learning and child care by the provincial government has been substantial. The provincial government has more than doubled its investments in early childhood in the last decade and has responded to this change in early learning and child care philosophy through innovative programs in the past, including:

- In 2010, the decision to transfer early childhood services to the newly formed Department of Education and Early Childhood Development, marking the beginning of moving the early learning and child care sector from being seen as a babysitting service to an educational service.
- The newly implemented and required Early Learning and Child Care Curriculum Frameworks for all licensed facilities offering services to children under the age of five bolstered this transformation.
- Aligning early childhood programs and services on the territories of the school districts
- Creating early childhood teams within the school districts to begin the creation of the continuum of learning from birth.

Vision

Our vision is to build an early learning and child care system of high quality that families can rely on and where every

The rapid growth in the number of licensed early learning and child care spaces is reflective of this increased funding. New Brunswick is one of the top contenders nationally for its growth in early learning and child care spaces.

- In the past 10 years, New Brunswick has increased its number of licensed spaces by 78%.
- New Brunswick has set a target of providing access to 30,000 spaces by 2020, just over 1,800 additional new spaces are required to meet the target.

While there was significant growth in the number of early learning and child care spaces, the recent Child Care Review Task Force indicates that licensed infant spaces have been repurposed to the benefit of older age groups or are kept vacant as they are too costly to operate.

We are ready to build upon this foundation of early learning and child care in New Brunswick, leveraging our current programs and forming a plan based on the Child Care Review Task Force Recommendations, as well as to support its ambitious goals set out in its 10 year Education Plans.

child receives appropriate services enabling them to reach their full potential.

New Brunswick Early Learning Centres

An essential part of this Action Plan is the establishment of a New Brunswick Early Learning Centre designation for early learning and child care facilities across the province. With the aim of having all facilities transitioned to designated centres as soon as possible, a firm commitment has been made that a minimum of 300 centres will have this designation by 2020. Each designated *New Brunswick Early Learning Centre* will provide a better representation of services required in New Brunswick, including increasing the availability of infant care spaces by 10%, or 200 spaces, ensuring rural services, support for children of varying abilities and various backgrounds, and support for minority language settings. These *Centres* will commit to working with government to provide more affordable, accessible, inclusive and high-quality early learning and child care services.

The *New Brunswick Early Learning Centres* is a designation that will be awarded to licensed early learning and child care facilities. Through this designation and funding envelope, these centres will:

- Establish a low-fee policy to ensure affordable services for all New Brunswick families accessing these *Centres*; this will be established through a subsidized fee grid, with particular attention to families with an annual family income of less than \$80,000.
- Provide more infant and toddler spaces to address the availability gaps within both the Anglophone and Francophone sectors; *New Brunswick Early Learning Centres* will have the option to provide infant/toddler spaces within their facility or through a network of affiliated family day care homes;
- Improve their capacity to serve all children including those with disabilities and diverse needs through the implementation of inclusive policy and practices;
- Receive increased financial support;
- Establish a parent advisory board for centres that do not already have such a board;
- Actively participate in communities of practice to strengthen the skills and competencies of their early childhood educators, including a new 90-hour online course;

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- Foster the vitality and the cultural development of New Brunswick's Acadian and Francophone communities and through the development of guidelines to ensure

strong language acquisition and cultural identity early learning environments for centres operating in linguistic minority setting.

Objectives and Action Plan

The principles of this action plan are based on the findings of the New Brunswick Child Care Review Task Force's final report, which is a call to action to build on the strengths of our current early learning and child care program, and to deliver "a high quality, equitable, system that is accessible, affordable and inclusive for all children and families." We believe our action plan, with the *New Brunswick Early Learning Centres* designation as its foundation, will achieve these goals.

Objective #1 – Establish New Brunswick Early Learning Centres

The *New Brunswick Early Learning Centres* designation will serve as a model of higher quality early learning and child care. This initial objective will document and outline the criteria that early learning and child care facilities must achieve. This will ensure families have greater access to high quality and affordable early learning and child care.

Actions to Achieve Objective

Document and outline criteria for the designation – Using the objectives and planned deliverables from this action plan, early learning and child care facilities will have to meet all the criteria required to achieve the designation of *New Brunswick Early Learning Centre*

Low Fee Policy – Develop a low fee policy with greater focus on low and middle-income families, particularly those with a family income of less than \$80,000, through subsidized spaces. The plan will introduce sustainable operational funding to facilities with the *New Brunswick Early Learning Centre* designation to ensure parents have greater access to high quality and affordable early learning and child care.

It is anticipated that at least 75% of all children under the age of five across both the Anglophone and Francophone sectors in New Brunswick will be registered in a designated *New Brunswick Early Learning Centre* by the conclusion of the bilateral agreement in 2019-2020. While all children participating in one of the designated *NB Early Learning Centres* will benefit from lower child care fees through this low fee policy, approximately 65% of the children will be children of low and middle income families. In total across

the two sectors, it is estimated that approximately 9,880 children will benefit from the low fee policy of which 6,320 will be from families of middle to low income families, i.e. \$55,000 or less.

Ensure proportional child care spaces according to need – Increase access to infant/toddler spaces in early learning and child care by 10% (200 new spaces) 60% within the Anglophone sector and 40% within the Francophone sector, by the conclusion of the bilateral agreement (i.e., 2019-2020)

Promote New Brunswick Early Learning Centre designation to operators – Develop a change management plan to engage operators in the processes to promote the benefits of the new designations through information sessions, participation in working groups and regular communication updates.

Objective #2 – Establish Parent Advisory Boards

A Parent Advisory Board will support each facility with a *New Brunswick Early Learning Centre* designation. Parent Advisory Boards will ensure greater parental participation and engagement in the services provided to their children. Parents play a crucial role in a child's optimal development. As such, parental engagement and active participation in every aspect of a child's life will have a long-lasting impact on his or her development.

Strong, respectful partnerships between parents and educators are critical. This includes sharing of ideas, information, and practices with the goal of creating positive learning experiences. While parents are the primary caregivers, links must also be made with the early learning and child care services as they play an important role in providing quality learning experiences to preschool aged children. These positive relationships will foster a stronger sense of belonging and address the unique needs of children.

Actions to Achieve Objective

Establish guidelines for Parental Advisory Boards – The department will work in collaboration with operators and parents to establish guidelines for parent advisory boards

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that are flexible to fit the needs of parents, the early learning and child care facility and the community.

Objective #3 – Develop online resources for parents (i.e., Child Care Registry)

To ensure that parents have all the resources available to them to decide on early learning and child care programs and services that fits their families and children's needs, the department will develop and implement a Child Care Registry. The registry is an online "one-stop-shop" that will provide parents with the information required to make an informed decision, including, early learning and child care facilities' addresses (with an interactive map), age groups served, language of service, wait lists, parent handbook, inspection reports, and a financial assistance estimator. It will also provide parents the ability to register their child to an early learning and child care facility of their choice and/or to place their child's name on wait lists, at their own convenience. This new resource will be the way by which parents register to a *New Brunswick Early Learning Centre* so that families may benefit from more affordable early learning and child care.

In addition, the child care registry will provide reliable and current information on vacancies and wait lists so that the system is responsive to a family's actual child care needs. This will also allow the province to have a strategic approach to space creation by regularly assessing the coverage gaps and by targeting communities with the greatest needs, including rural communities.

Actions to Achieve Objective

Design and implement the Child Care Registry – The department will leverage resources within the province to develop an interactive online resource for parents.

Develop database of regulated/licensed early learning and child care facilities – Using the current database of information as a starting point, the department will work with early learning and child care facilities develop a process to ensure the most accurate and up-to-date information is available for parents.

Objective #4 – Establish Innovative Centres of Excellence in Preschool Education

Through the collaboration with post-secondary education institutions and school districts, seven Centres of Excellence will be established across the province, one for each school district. These centres, in addition to offering early learning and child care services for preschool aged children

will become demonstration sites for innovative practices particularly in relation to quality learning environments; pedagogical practices for both infants/toddlers and for three- and four-year-olds; outdoor play environments; and inclusion and diversity, including cultural identity.

The Centres of Excellence will be designated *New Brunswick Early Learning Centres* that foster innovation and lead by example with the goal of improving the quality of early learning and child care available to children across the province. More specifically, the Centres of Excellence will be required to offer seminars, workshops and support communities of practice for all early childhood educators working with children under the age of five. The Centres of Excellence will also be opened to the public to create an increased awareness of high quality early learning and child care.

Actions to Achieve Objective

Work with post-secondary training institutions and school districts to establish the seven Centres of Excellence in Preschool Education – The Province of New Brunswick benefits from in-province expertise provided by our many post-secondary institutions and school district personnel. The department will work with professors, learning specialists, program developers and experts to develop innovative programs that meet early learning and child care standards of best practice.

Develop agreements with school districts to support the establishment of the Centres of Excellence – The relationship with the school districts is important to the success of the Centres of Excellence. The department will work with school district personnel to ensure alignment with our early learning goals and to leverage resources from each other to ensure our children are set up for a smooth transition from early learning to their first day of school

Develop and deliver professional learning opportunities aligned with the NB Early Learning and Child Care Curriculum Framework (English) and Curriculum éducatif (francophone) within the Centres of Excellence – Through the partnerships with post-secondary training institutions and the province's school districts, the Centres of Excellence will be required to offer seminars, workshops and support communities of practice for all early childhood educators working in regulated early learning and child care facilities. The Centres of Excellence will develop professional learning opportunities and share best practices and enhance the quality of early learning and child care services by increasing training opportunities for all early childhood educators

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Develop mentoring and workshop programs for educators – The Centres of Excellence will develop regular mentoring programs and workshops that will strengthen skills and knowledge to ensure high-quality standards are met at all early learning and child care centres. The Centres of Excellence will become demonstration sites and support communities of practice.

Increase public awareness programs of high quality early learning – The Centres of Excellence will further serve to promote quality early learning and child care to the public. Each Centre of Excellence will be responsible for a public engagement program, including information sessions, open houses, and community engagement in activities that will enrich children’s experience.

Objective #5 – Implement professional learning and development opportunities for early childhood educators

Professional learning opportunities will be provided to early childhood educators working in regulated early learning and child care facilities to ensure children attending licensed early learning and child care facilities receive the best care possible.

The “Introduction to Early Childhood Education” is a 90-hour course of which 30 hours is specific to the Early Learning and Child Care Curriculum Frameworks and 60 hours consists of modules on various topics including modules on child development and guidance, early language development and literacy, health and well-being, understanding legislation and outdoor play environments. This online course will be accessible to every early childhood educator working in a licensed early learning and child care facility. This will ensure that all early childhood educators have a strong minimum level of training thereby improving the quality of early learning and child care offered to families with young children. This course will be the minimum training requirement for all early childhood educators working in a designated NB Early Learning Centre, therefore, 100% of early childhood educators in these centres will have recognized early childhood education training.

Actions to Achieve Objective

Hire Early Learning Specialists and Consultants – These subject matter experts will support the professional learning of early childhood educators through mentoring and coaching as well as through communities of practice.

Develop professional learning opportunities – Early Learning Specialists and Early Learning Consultants will

support and promote professional learning of early childhood educators that is in line with the pedagogical approaches of each of the curriculum frameworks.

Provide Professional Development – funds will be made available to organizations to deliver quality professional learning activities that support quality early learning and child care, through a request for proposal process.

Launch the online courses and learning environment – Starting in the fall of 2017, the online Introduction to Early Childhood Education modules will be offered to all early childhood educators working in a licensed establishment. The online platforms will provide a flexible and accessible learning environment for early childhood educators which will be facilitated through a number of medium including communities of practice, coaching and mentoring workshops provided through the Early Learning consultants in collaboration with the Centres of Excellence.

Objective #6 – Implement an Inclusion Policy

All *New Brunswick Early Learning Centres* will be required to implement an inclusion policy that articulates the facility’s guidelines and practices to ensure the inclusion of all children and to ensure that all children actively participate in quality learning activities throughout the day.

The department will work with the New Brunswick Association for Community Living (NBACL) to ensure that operators are supported in the elaboration of their inclusion policy setting the guidelines for improving the inclusiveness of early learning and child care for all families with young children, in particular families more in need. It is anticipated that 80% of all early learning and child care facilities within both the Anglophone and Francophone sectors will have an Inclusion Policy by the end of the bilateral agreement (i.e., 2019-2020)

Actions to Achieve Objective

Partner with NBACL to adopt a provincial Early Years Inclusion Policy – This will include a long term plan for the implementation of the existing Inclusion Program Support Guide which is currently being piloted.

New Brunswick Early Years Centres will be model sites for how the inclusion policy should be implemented and that other early learning and child care facilities will be guided to as a starting point for their policies relevant to their community and clientele.

Objective #7 – Develop guidelines for language acquisition and cultural identity learning environments.

The protection and promotion of the Francophone and Acadian language and culture is fundamental to ensuring its linguistic and cultural vitality as well as pride of belonging for young New Brunswick Francophones. To achieve this, the Francophone and Acadian community must ensure robust learning environments that encourage strong language development and identity building for preschool children to ensure success in school and in life. The department will work with its Francophone stakeholders to develop guidelines to ensure strong language acquisition and cultural identity early learning environments for centres in linguistic minority setting.

These guidelines will be established for early learning and child care facilities in linguistic minority setting in order to provide early childhood educators with tangible actions they can implement to support the linguistic and cultural needs of children in early learning and child care. This will ensure strong language acquisition and cultural identity, particularly for Francophone children living in minority settings. These guidelines will be reflective and supportive of the early learning curriculum frameworks, particularly the Curriculum éducatif. This initiative supports the commitments made by francophone community leaders through the *Linguistic and Cultural Development Policy (Politique d'aménagement linguistique et culturel)*.

Actions to Achieve Objective

Engage the Association francophone des parents du Nouveau-Brunswick – As a lead organization, the department and the association will work in partnership with operators and educators to develop the base requirements for language acquisition and cultural identity learning environments.

Develop the base requirements for language acquisition and cultural identity learning environments – The designated *New Brunswick Early Learning Centres operating in linguistic minority settings* will need to implement these guidelines to ensure strong language acquisition and cultural identity early learning environments within their Centres with particular focus on Francophone children living in minority communities.

Objective #8 – Introduce requirements for Annual Quality Improvement Plans for all early learning and child care facilities

Through the implementation of reliable and validated quality assessment tools, operators of early learning and child care facilities will be supported to determine the areas of their services that need the most improvement. This will help target manageable actions to raise quality standards in all facilities, thereby improving the quality of early learning and child care offered to families with young children. The results of these quality assessments will inform the early learning and child care operators in building their annual quality improvement plans, and consequently identifying priority areas of focus to target when applying for the Quality Improvement Grant.

Following reviews of quality assessment and annual inspection reports, licensed early learning centres or facilities serving children up to age six will be eligible for one-time grants for Annual Quality Improvement Plans. This funding is aimed at increasing the quality of the learning environments for children, including both materials and equipment, or professional learning for early childhood educators. As part of the application process, facilities will be required to develop an Annual Quality Improvement Plan that clearly articulates the areas of focus and how the improvements will be implemented

Actions to Achieve Objective

Develop quality criteria – Quality criteria will be based on a review of current reliable and validated quality assessment tools and their applicability to the criterion established for the Annual Quality Improvement Plans in line with all policies and guidelines outlined by this action plan and those of the department.

Develop quality review process – The department will identify the processes and procedures required to evaluate quality and degree of adherence of the *New Brunswick Early Learning Centres*.

Provide one-time grant program – Provide one-time grants for Quality Improvement Plans to licensed early learning and child care serving children up to age five facilities following reviews of quality assessments and who are interested in pursuing the designation process.

Federal Contribution and Proposed Allocations

The federal contribution will be allocated in this three-year agreement according to the following priorities:

Initiatives	Three-year bilateral agreement		
	2017-18	2018-19	2019-20
New Brunswick Early Learning Centre Designation and parent advisory boards	2,000,000.00 \$	9,239,928.00 \$	9,239,928.00 \$
Centres of Excellence	700,000.00 \$	700,000.00 \$	700,000.00 \$
Early Learning and Child Care Improvement Grant	942,161.50 \$	2,348,827.50 \$	- \$
Quality Assessment and Inclusion Policy	200,000.00 \$	645,000.00 \$	222,624.00 \$
Guidelines for language acquisition and cultural identity learning environments	51,000.00 \$	100,000.00 \$	50,000.00 \$
On-line resource for parents (i.e., Child Care Registry)	- \$	100,000.00 \$	- \$
Administrative costs (personnel, reporting, evaluation, etc.)	973,290.00 \$	486,312.00 \$	486,312.00 \$
Total	4,866,451.50 \$	13,620,067.50 \$	10,698,864.00 \$

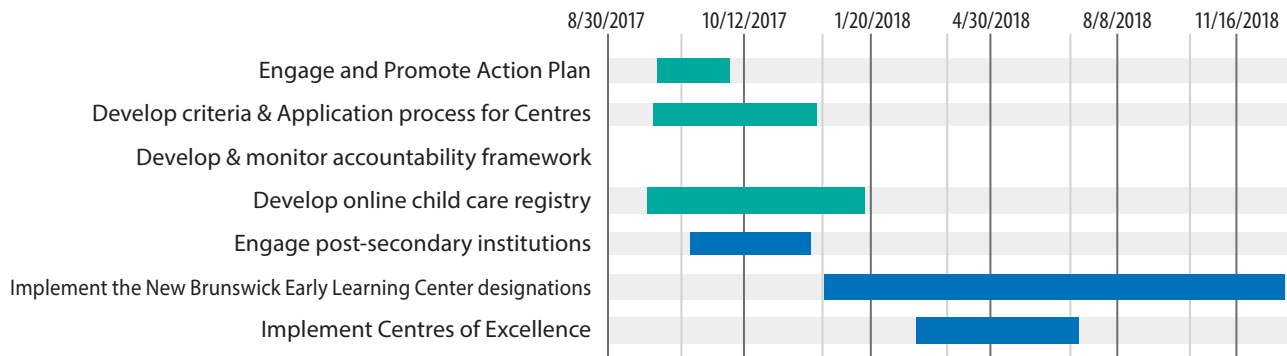
¹ The bilateral agreement allows for the carry forward of a certain amount of annual funding from one year to the next. These objectives will be achieved as a result of the following investments by the Governments of Canada and New Brunswick

Initiatives	2017-2020	
	Federal Funding	Provincial Funding
<i>New Brunswick Early Learning Centres</i> and parent advisory boards	\$20,479,856	\$33,525,000
Centres of Excellence in Preschool Education	\$2,100,000	
Early Learning and Child Care Improvement Grant	\$3,290,989	
Quality Assessment and Inclusion Policy	\$1,067,624	\$1,275,000
Guidelines for ensuring strong language acquisition and cultural identity learning environments	\$201,000	
On-line resource for parents (i.e., Child Care Registry)	\$100,000	\$900,000
Professional Learning and Development		\$5,545,800
Administrative costs (personnel, reporting, evaluation, etc.)	\$1,945,914	
Total	\$29,185,283	\$41,245,800

Timeline

Transforming New Brunswick’s early learning and child care system represents a significant shift from the current state. It is recognized that to achieve the broad objectives outlined in this action plan will require significant time and dedicated commitment. Critical to its success will be

the engagement of both the early learning and child care sector and New Brunswick families; therefore the province of New Brunswick will introduce these changes gradually, following discussion with stakeholders and parents, in accordance with the following timeline:



Evaluation Plan and Key Indicators/ Progress Monitoring Framework

It is anticipated that 50% of the first 300 designated *New Brunswick Early Learning Centres* (representing an estimated 60% of the spaces) will be established in the Anglophone sector, and likewise 50% of the *New Brunswick Early Learning Centres* (representing an estimated 40% of the spaces) will be established in the Francophone sector, by the conclusion of the three-year bilateral agreement (i.e.,

2019-2020). Ultimately, the goal is to have 100% of the designated *New Brunswick Early Learning Centres* in each of the sectors demonstrate improved quality as measured by their individual ratings on the quality assessment tools. During the three years of the agreement, it is anticipated that 90% of the designated *New Brunswick Early Learning Centres* will have improved by 25%.

Anglophone Sector					
Objective(s)	Output(s) / Outcome(s)	Indicator(s)	Target(s) by the end of the agreement	Principle(s) Supported	Schedule of initial reporting
Increasing the quality of early learning and child care services by strengthening and sustaining a highly competent and engaged workforce	Quality programming for children	Percentage of centres with designation with improved learning environment ratings	90% of NB Early Learning Centres will have improved their rating on the learning environment rating scales by at least 25%	High Quality	Fall 2018
	Facilities with designation	Percentage of licensed facilities with designation	50% of the first 300 Early Learning Centres	High Quality	Fall 2018
	Professional development for early childhood educator	Percentage of early childhood educators in designated Early Learning Centres with recognized early childhood education training	100% of NB early childhood educators in designated Early Learning Centres will have completed the 90 hour course "Introduction to Early Childhood Education"	High Quality	Fall 2018

Anglophone Sector					
Objective(s)	Output(s) / Outcome(s)	Indicator(s)	Target(s) by the end of the agreement	Principle(s) Supported	Schedule of initial reporting
Facilitate equitable and affordable access to high quality early learning and child care services	Access to Anglophone licensed spaces	Increase in the number of Anglophone infant licensed spaces	60% of the 200 new infant spaces	Accessible, Affordable and Flexible	Fall 2018
	Access to rural licensed spaces	% of coverage by community (as described by the New Brunswick Health Council)	5 additional communities (75%) reach 13% coverage for infants. 9 additional communities (75%) reach 48% coverage for preschool	Accessible, Affordable and Flexible	Fall 2017
	Access for low/middle income families	Number of children benefiting from a funded space in a New Brunswick Early Learning Centre	6,080 (75%) of children are registered in a <i>New Brunswick Early Learning Centre</i> 3,890 (approx. 65%) of low and middle (\$55,000 and under) income children registered in a designated <i>New Brunswick Early Learning Centre</i>	Accessible, Affordable and Flexible	Fall 2018
	Access to inclusive child care spaces for children with additional needs	Number of children with additional needs benefiting from a funded space in an New Brunswick Early Learning Centre	60 (1.5%) of children registered in a <i>New Brunswick Early Learning Centre</i> are children with disabilities and diverse needs who require extra resources	Inclusive	Fall 2018
		Percentage of facilities with an Inclusion Policy	80% of all facilities with an Inclusion Policy	Inclusive	Fall 2017

Secteur francophone					
Objectif(s)	Résultat(s)	Indicateur(s)	Cible(s)	Principe(s)	Calendrier des états initiaux
Accroître la qualité des services de garderie éducatifs préscolaires en soutenant une main-d'œuvre hautement compétente et engagée	Qualité de la programmation pour les enfants	Pourcentage de centres ayant une désignation et qui ont un meilleur environnement d'apprentissage (selon une échelle)	90 p. cent des <i>Centres de la petite enfance du NB</i> auront des améliorations de 25% sur leur échelle d'environnement d'apprentissage	Haute qualité	2018
	Centres de la petite enfance du Nouveau-Brunswick désignés	Pourcentage des établissements ayant une désignation	50% des premiers 300 établissements	Haute qualité	Automne 2018
	Le développement professionnel des éducateurs et des éducatrices de la petite enfance	Pourcentage des éducateurs et des éducatrices de la petite enfance, travaillant dans un Centre désigné, qui ont la formation officielle en apprentissage et garde des jeunes enfants	100% des éducateurs et des éducatrices de la petite enfance, travaillant dans un Centre désigné, auront complété le cours en ligne de 90 heures « Introduction à l'éducation de la petite enfance »	Haute qualité	Automne 2018
Faciliter l'accès équitable et abordable à des services de garderie éducatifs de haute qualité	Accès à des places agréées en français	Augmentation du nombre de places agréées en français	40 % des 200 nouvelles places pour enfants en bas âge	Accessibilité Abordabilité et Flexibilité	Automne 2018
	Accès à des places agréées en milieu rural	Pourcentage de couverture des places par communauté (tel que décrit par le Conseil de santé du Nouveau-Brunswick)	5 communautés additionnelles (75%) atteignent la couverture de 13% pour les nourrissons 9 communautés additionnelles (75%) atteignent la couverture de 48% pour les préscolaires	Accessibilité Abordabilité et Flexibilité	Automne 2017
	Accès pour les familles à revenu faible et moyen	Nombre d'enfants qui bénéficient de places financées dans un <i>Centre de la petite enfance du NB</i>	3 800 (75%) enfants sont inscrits dans les <i>Centres de la petite enfance du NB</i> . 2 430 (approximativement 65%) des enfants issus de familles à revenu faible et moyen (moins de 55 000\$) sont inscrits dans un <i>Centre de la petite enfance du NB</i>	Accessibilité Abordabilité et Flexibilité	Automne 2018
	Accès à des services de garderie éducatifs pour les enfants ayant des besoins additionnels	Nombre d'enfants à besoins additionnels ou divers qui bénéficient des places financées dans un <i>Centre de la petite enfance du NB</i>	60 (1.5%) des enfants inscrits dans les <i>Centres de la petite enfance du NB</i> sont des enfants ayant des besoins additionnels ou divers requièrent des ressources supplémentaires	Inclusif	Automne 2018
		Pourcentage d'établissements avec une politique sur l'inclusion	80 % des établissements ont une politique d'inclusion	Inclusif	Automne 2017