



**2022–2025**

# Early Learning and Child Care Plan



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# Message from Halton Regional Chair Gary Carr

On behalf of Regional Council, I am pleased to present the 2022–2025 Early Learning and Child Care Plan.

Halton Region provides high-quality programs and services for families—including early learning and child care—that help keep our growing community a great place to live. Our 2022–2025 Early Learning and Child Care Plan sets priorities and actions to help ensure families in Halton have access to responsive, high-quality, affordable, and inclusive early learning and child care programs and services. The Plan aligns with policy directions from the Provincial and Federal Governments, and reflects the recently signed Canada-Wide Early Learning and Child Care agreement, which will make child care more affordable for families.

The Plan is the result of consultation with more than 1,500 community stakeholders. Families, early learning professionals, service providers and Regional partners contributed their thoughts and insights through a series of online surveys and virtual engagement sessions. We also received feedback from our youngest residents, who gave us valuable perspective into children’s early learning experiences in Halton. Thank you to everyone who provided input on the Plan—with your collaboration, the Region has developed a roadmap for this sector that is responsive to local needs and goals.

I encourage you to read the 2022–2025 Early Learning and Child Care Plan, which reflects the shared views of children, families, early learning professionals and leaders in Halton. For more information about early learning and child care service in our community, visit [halton.ca](https://www.halton.ca). You can follow @HaltonParents on social media, email [haltonparents@halton.ca](mailto:haltonparents@halton.ca) or call 311 to connect with our HaltonParents team. By investing in the early years and building strong foundations for children, we keep Halton a great place to live, work, raise a family and retire.

Sincerely,

Gary Carr  
Halton Regional Chair

# Acknowledgements

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Halton Region would like to thank the people and organizations that contributed to the 2022–2025 Early Learning and Child Care Plan. This plan is the joint effort of local educators, service providers, parents and caregivers, children, community partners and Regional staff. The Region appreciates those who shared their time, thoughts and experiences throughout the public engagement process, especially at a time when Halton was faced with the challenges of the COVID-19 pandemic. This valued collaboration led to a community-based plan that responds to local needs and goals.

The following organizations supported the development of the plan as members of the Early Learning and Child Care Plan Advisory Committee:

- BrightPath
- City of Hamilton
- Community Development Halton
- Community Living Burlington
- Conseil Scolaire Viamonde
- Conseil Scolaire Catholique MonAvenir
- Glenashton Daycare Centre Limited
- Halton Catholic District School Board
- Halton Children's Aid Society
- Halton District School Board
- Halton Hills Recreation
- Halton Region Public Health
- KidLogic Child Care Centres
- Les Coccinelles - Association Francophone à l'Éducation des Services à l'Enfance de l'Ontario
- Little Leaders Licensed Home Child Care Agency
- Milton Community Resource Centre
- HMC Connections
- Our Kids Network
- Peel Region
- Reach Out Centre for Kids
- Sheridan College
- The Family Place
- The Halton Resource Connection
- The Indigenous Network
- Today's Family
- Trafalgar Oaks Child Care & Learning Centre
- YMCA Greater Toronto Area
- YMCA Hamilton/Burlington/Brantford

Collaborative relationships are one of the greatest strengths of Halton's early learning and child care sector and play a key role in the growth of services for local children and families.

Early learning and child care programs and services in Halton are funded by Halton Region, the Province of Ontario and the Government of Canada.

## Disclaimer

The data, analyses and content shared in this report went through a detailed review process to ensure their accuracy and validity. However, we acknowledge that unintentional errors and omissions can inevitably happen. For more information or to report an error, please contact [accesshalton@halton.ca](mailto:accesshalton@halton.ca).





# Plan Development

Every five years, Halton Region reviews its Early Learning and Child Care Plan to ensure we are remaining responsive to the needs of families and service providers in our growing community.

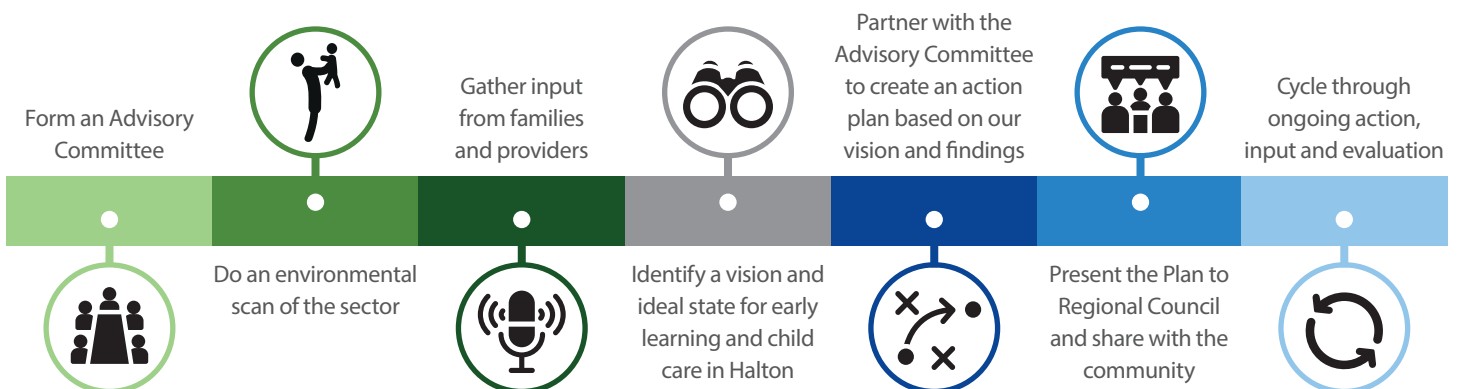
The Early Learning and Child Care Plan reflects the shared views, needs and goals of children, families, early learning professional and leaders in Halton. It is the result of several months of consultation through online surveys, virtual engagement sessions and meetings with community organizations on how we can continue to deliver high-quality early learning and child care programs and services. Thank you to everyone who provided valuable input into the Plan.

## Reflecting on our Accomplishments

Developing the 2022–2025 Early Learning and Child Care Plan started with looking back on the achievements of the 2016–2020 Early Learning and Child Care Plan.

Supporting Families	Supporting Early Learning Programs	Supporting Children with Differing Abilities
<ul style="list-style-type: none"> <li>Established an online tool to help families access our Fee Subsidy program to support the cost of child care.</li> </ul>	<ul style="list-style-type: none"> <li>Built providers' understanding of the <i>Child Care and Early Years Act, 2014</i> and amendments.</li> <li>Supported the implementation of our <i>How Does Learning Happen?</i> program.</li> <li>Advocated for the Province to continue investment in the Wage Enhancement Grant, which increases educator salaries.</li> </ul>	<ul style="list-style-type: none"> <li>Strengthened early intervention service networks across Halton.</li> <li>Expanded and enhanced early mental health identification and transition-to-school supports, including the creation of the Early Years Mental Health and transition-to-school tool kits for early learning service providers and physicians.</li> <li>Broadened the eligibility criteria for services for children with differing abilities.</li> </ul>

## Planning Process for the 2022–2025 Early Learning and Child Care Plan



### The Advisory Committee

The Early Learning and Child Care Plan Advisory Committee is made up of leaders from local organizations, including:

- early learning and child care providers;
- support service providers;
- publicly funded school boards;
- an Indigenous community organization of Peel Region;
- a post-secondary school;
- neighbouring child care service system managers;
- public health; and
- a collective-impact network for children and youth.

# Our Role in Early Learning and Child Care

Halton Region is the service system manager for early learning and child care in Burlington, Halton Hills, Milton and Oakville. Service system managers play a central role in planning, funding, administering and operating early years and licensed child care services in Ontario, as outlined under the [Child Care and Early Years Act \(2014\)](#).

As part of the Social and Community Services department, Halton Region Children's Services:

- manages local early learning and child care funding and resources
- oversees professional learning supports for service providers and early learning professionals
- develops policies that support local and Provincial goals
- administers the child care fee subsidy program to lower the cost of child care
- supports and monitors quality across the early learning and child care system
- provides oversight of early learning and child care providers through monitoring and management of service contracts
- directly operates three child care centres
- develops the Early Learning and Child Care Plans to address community need and Provincial priorities in collaboration with children, families, early learning professionals and community partners



## Halton's Early Learning and Child Care Sector

Early learning and child care services must match the diverse experiences and needs of children and families in Halton. We use census information and data about local services to help us plan a responsive and inclusive system.



**109,429** children aged 0-14 years. There will be 11% more 0-14 year olds living in Halton by 2031, with the highest growth rate in 0-4 year olds.<sup>1,2</sup>

**1/10** families with children live in low income.<sup>1</sup>

**1/10** children aged 0-14 live with a single parent.<sup>1</sup>

**3%** of families live in multiple family or multi-generational households.<sup>1</sup>

**4%** of children are newcomers to Canada.<sup>1</sup>

**28%** of five year-olds are vulnerable on one or more domains of the Early Development Instrument. To learn more about child developmental health, visit [ourkidsnetwork.ca](http://ourkidsnetwork.ca).<sup>3</sup>

# Halton's Early Learning and Child Care Sector

## Early Learning and Child Care Programs and Services

**304** 

**licensed child care centres**, serving 30,835 spaces. **67** per cent of spaces are non-profit and **five** per cent of spaces are offered in French.<sup>4</sup>

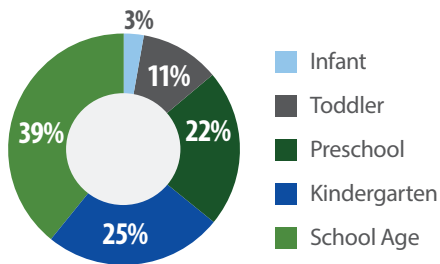
**9** 

**licensed home child care agencies**. **477** licensed homes are supported by agencies contracted with Halton Region.<sup>5</sup>

**5** 

**EarlyON Child and Family Centre agencies**, offering programs at **22** sites. In 2021, there were **23,034** unique in-person EarlyON visits.<sup>6</sup>

### Distribution of licensed child care centre spaces<sup>4</sup>



**1,015** 

**children with special needs enrolled** in licensed child care in Halton. **833** children with special needs receive inclusion services.<sup>7</sup>

**4,000+** 

**centre educators** working with children in our community. **44** per cent are qualified as Registered Early Childhood Educators.<sup>8</sup>

## Child Care Cost



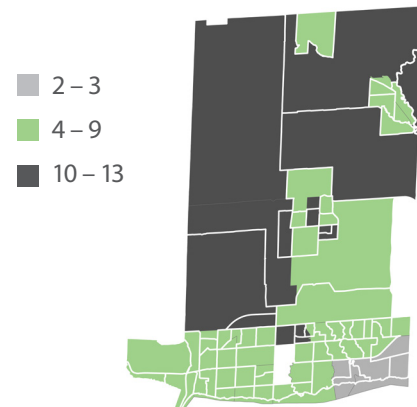
In early 2022, it cost between approximately **\$13,000 to \$19,000** a year per child for child care in Halton Region. The average daily cost of child care: Infant \$75, Toddler \$62, Preschool \$57.<sup>5</sup>

**Halton supports families of 2,362 children** with the cost of child care each month. Of those children, 27 per cent do not pay for the cost of child care, and 44 per cent pay less than \$10 a day per child for licensed child care.<sup>5</sup>

## Child Care Access

More than half of families in Halton with young children live in a "child care desert," where there are more than three children aged 0-4 years per licensed child care centre space in the area.<sup>4,5</sup>

### Number of 0-4 year-olds per licensed centre space



<sup>1</sup>Statistics Canada. (2022). Census Profile, 2021 Census of Population.

<sup>2</sup>Ontario Ministry of Finance. (June, 2021). 2020-2046 Population projections by age and sex for the 49 census divisions.

<sup>3</sup>Our Kids Network. (2019). Early Development Instrument Halton Community Profile, 2003 to 2018 Results.

<sup>4</sup>Child Care Licensing System; accessed May 2, 2022.

<sup>5</sup>Ontario Child Care Management System; accessed May 10, 2022.

<sup>6</sup>Halton Region Children's Services. (April, 2022). 2021 Wage Enhancement Grant operator submissions data.

<sup>7</sup>ALICE, Halton Region Children's Services internal administrative database; accessed May 2, 2022.

<sup>8</sup>Halton Region Children's Services. (April, 2022). 2021 Wage Enhancement Grant operator submissions data.



# A Vision for Early Learning and Child Care

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Our plan builds on a vision of ensuring all families in Halton have access to responsive, high-quality, affordable, flexible and inclusive early learning and child care programs and services. This vision will guide Halton's early learning and child care sector, including work done by the Region and the many early learning professionals in our community.

In line with our vision, there are five Strategic Objectives for the 2022–2025 Early Learning and Child Care Plan. We want to ensure early learning and child care in Halton is:

## Responsive



- Service providers are aware of families' needs for early learning and child care services.
- Families have the information they need to make informed choices about early learning and child care.
- Children, families, early learning professionals and community leaders participate in service planning that is evidence-based and responds to local needs.
- Early learning and child care programs support the unique needs of children and families.
- The early learning and child care sector responds to the Truth and Reconciliation Commission Calls to Action, under the guidance of local Urban Indigenous families, service providers and communities.

## High-Quality



- Programs are staffed by a highly skilled workforce and an increasing number of staff are Registered Early Childhood Educators. Early learning and child care staff are valued and compensated fairly.
- Programming is of the highest quality and is consistent with "How Does Learning Happen?: Ontario's Pedagogy for the Early Years".
- Local programs reflect the view of children as competent, capable, curious and rich in potential, and families as active contributors to early learning programs and services.
- Early learning professionals and community leaders take part in ongoing professional learning. Learning is authentic and applied to their daily work to achieve goals at the child, family, centre and sector levels.

## Affordable



- The cost of child care is not a barrier to accessing high-quality child care in Halton.
- Families continue to have access to fee subsidies.

# A Vision for Early Learning and Child Care

## Accessible



- Early learning and child care programs and services are available and easy for families to access.
- Programs and services reflect the diverse needs of children and families in the community, and provide more choice and flexibility for child care options.

## Inclusive



- The early learning and child care sector honours and celebrates the diversity and unique cultures and experiences of children, families and staff.
- All children, families, educators, leaders and partners in the early learning and child care sector feel a sense belonging, respect and trust, and actively work to ensure others feel the same.
- The way we work with children, families and service providers supports equity and inclusion for all.
- Early learning professionals and community leaders acknowledge and meet the needs of vulnerable children and children from many diverse populations, including but not limited to:
  - children living in low income families;
  - children with disabilities and children needing enhanced or individual supports;
  - Indigenous children;
  - Black and other racialized children;
  - children of newcomers to Canada; and
  - French language minorities.



# Early Learning and Child Care in Context

This is an exciting time for early learning and child care in Halton. The Provincial and Federal Governments have made substantial investments in child care to reduce fees for families and increase access to licensed child care across Canada. Service providers are committed to honouring equity, diversity and inclusion. Organizations are actively planning and responding to the Truth and Reconciliation Calls to Action. The current context is ideal to bring Halton closer to our vision for early learning and child care.



## The Canada-Wide Early Learning and Child Care Agreement

On March 28, 2022, the Federal and Provincial Governments signed the Canada-Wide Early Learning and Child Care Agreement, a commitment to increase quality, accessibility, affordability and inclusivity in early learning and child care. As the service system manager, Halton Region is responsible for the implementation of the Canada-Wide Early Learning and Child Care System.

The objectives and actions set out in the 2022–2025 Early Learning and Child Care Plan align with the Canada-Wide Early Learning and Child Care Agreement and local priorities. To learn more about the Canada-Wide Early Learning and Child Care Agreement, visit [ontario.ca](https://www.ontario.ca).

Halton's Early Learning and Child Care Strategic Objectives	Canada-Wide Early Learning and Child Care Plan Actions
 <b>Responsive</b>	Enhance the use of evidence-based data to evaluate and improve how the child care system supports children and families.
 <b>High-Quality</b>	Improve compensation for low wage Registered Early Childhood Educators through the introduction of a wage floor.
 <b>Affordable</b>	By September 2025, lower licensed child care fees to an average of \$10 per day.
 <b>Accessible</b>	Create new licensed child care spaces, targeting new child care spaces in geographic areas and diverse communities where they are needed most.
 <b>Inclusive</b>	Gather data and assess the barriers to access for children of diverse populations and children with varying abilities.  Ensure space expansion plans and programming support the needs of vulnerable and diverse populations.

# Early Learning and Child Care in Context

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## Truth and Reconciliation

In 2015, the Truth and Reconciliation Commission of Canada published its final report detailing the experiences and impacts of the residential school system in Canada, creating a historical record of its legacy and consequences. The Calls to Action are directed at individuals, organizations and all levels of government to make concrete changes in society.

In response to the Truth and Reconciliation Commission Report and Calls to Action, Halton Region has taken steps to advance Reconciliation and Indigenous Relationship building. The work focuses on enhancing cultural competency and knowledge with Regional staff about the Indigenous narrative, history and heritage as well as education on Indigenous groups and organizations around Halton. It also emphasizes the importance of building and fostering reciprocal relationships with First Nations, Métis and Inuit People and Communities around Halton and Urban Indigenous leaders in the community. To learn more about Halton's work to build meaningful relationships with Indigenous People and Communities, visit [halton.ca](http://halton.ca).

As part of the Early Learning and Child Care Plan, this work will be extended to help us progress toward an early learning and child care system that meets the needs of Indigenous families.

## COVID-19

Educators and providers across Halton have worked hard to keep early learning and child care services running safely throughout the COVID-19 pandemic. Halton Region worked together with the Province and local child care providers to ensure health care and essential service workers had high-quality child care during province-wide school and child care closures.

We know from early learning, economic and labour research that child care is an essential service that allows parents and caregivers to work and contribute to our economy. The pandemic has enhanced our shared understanding of the importance of early learning and child care sector, and shown us that it will be key to economic growth and recovery in the years to come.

The pandemic introduced many challenges for children, educators and service providers. Enrolment in child care dropped significantly and impacted the financial stability of the sector. Families had to navigate programs and services with enhanced safety measures. Service providers faced ongoing difficulty in hiring qualified educators to support programs and in some cases, closed programs or reduced service hours.

Recovery of the early learning and child care sector is an important part of the five-year Early Learning and Child Care Plan.



## Equity, Diversity and Inclusion

Children, families, educators, service providers and Regional staff experience and contribute to the early learning and child care system in different ways, depending on their race, disability status, income, age, gender, newcomer status and LGBTQ2S+ identities. The Region is developing a multi-year strategy to guide equity, diversity and inclusion in our workplace, and we look forward to supporting the early learning and child care sector through greater awareness and support for change. By valuing relationships and committing to tangible actions, we can support a culture of equity that enhances the sense of belonging and well-being for all children, families, educators and leaders.



# Community Collaboration

A community engagement plan helped us learn from children and their families, educators and service providers across Halton.

The community engagement plan was made up of:



Online surveys, where parents/caregivers, educators/staff, and service providers could provide input in November and December 2021.



A child engagement project that used child-friendly methods to learn from children who use early learning and child care programs in Halton.



Focused input from the advisory committee.

## Engagement Highlights

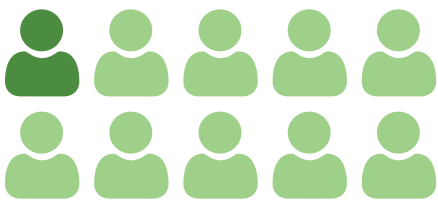
Community engagement highlights are organized into the five strategic objectives of the Early Learning and Child Care Plan and are shared below. To stay up to date and learn more about our early learning and child care community, visit [halton.ca](https://www.halton.ca).

Through consultation and collaboration, we learned from:

- **1,254** parents/caregivers
- **359** educators
- **47** service providers
- **23** children
- **19** advisory members



## Responsive



**1 in 10 families** expressed a desire for extended and/or more flexible hours for child care.



Many families reported a **lack of a support network** as a common challenge in their lives.



Many families in Halton identified multiple characteristics that make their family's identity unique, such as being a single parent or being a multilingual, multicultural or intergenerational family. Other characteristics include having a child with a developmental diagnosis, being newcomers, not having extended family or lacking a support system.

# Community Collaboration

## High-Quality

Children, families and service providers identified that **quality** depends on:



Educators



Family involvement



Programming



The environment



Food



The view of the child and of the family

Halton's educators feel confident **building relationships** and **engaging** with children.

They identified curriculum **development/learning approaches** and **family engagement** as opportunities for further personal development.



While the work of an educator is viewed as **fulfilling**, educators would like to see improvements to **working conditions**.

Educators are **passionate about change**. They shared a number of ideas about how early learning and child care can grow to better support children and families.

Educators would like more **opportunities to progress** in their careers.

In Halton, a high proportion of educators and their families are considered **low-income**.

Educators shared that they enjoy seeing children learn and grow. Educators **find joy** in their work.

## Affordable



Child care **cost** is one of the **top concerns** for Halton families. Nearly 60 per cent of parents and caregivers said they would like to see the cost of child care lowered, and one third of families who do not use child care say they would if it was more affordable.



Families said they are **willing to pay** \$20 less per day on child care than the current average cost to enroll in a licensed 0-4 program in Halton.



More than half of families would **change the type of child care they use** if costs decreased.



On average, Halton families spend 10 percent of **before-tax income** on **child care** each month.

# Community Collaboration



## Accessible



There is a **demand** for more licensed child care spaces across the region.

**One in six** families who do not use child care say they would if more child care spaces were available.



In late 2021, about half of child care service providers were operating at **25 to 75 per cent** of their **pre-COVID-19 capacity**.



**One in five** families took their child out of child care due to the **pandemic**. **One in ten** families do not plan on enrolling their children again in the future.



## Inclusive

Approximately

# 90%

of early learning educators/staff feel a **sense of belonging** at work.

Halton's children and educators are **richly diverse**. 23 per cent of children speak a **language** other than English and 10 per cent of children were **born outside of Canada**. Three per cent of educators are **non-binary or gender-diverse** and 29 per cent identify as living with an **illness or disability**. Diversity in ethnic identity in children is similar to the ethnic identities reported by educators. Service providers are **confident** in their **staff's ability** to support diverse children and families in Halton.



Most early learning and child care organizations are committed to and have taken steps to improve **equity, diversity and inclusion**.




Parents/caregivers of **26 per cent** of child(ren) have **concerns about their child(ren)'s development** (primarily speech and language, social-emotional and behavioural concerns).

Service providers identified a need for **additional supports to build capacity** of educators to meet the requirements of children with special needs.



# Priorities and Actions for 2022–2025

Through the community engagement process, we identified 22 strategic actions as part of 11 themes. Actions fall into the five strategic objectives for early learning and child care in Halton.


 <b>Responsive</b>	
<b>Information and communication</b>	<ul style="list-style-type: none"> <li>• Design ongoing opportunities for children, families, educators and service providers to partner in planning and informing early learning and child care programs and services.</li> <li>• Develop an interactive, online self-service tool for families to make informed choices about early learning and child care.</li> <li>• Enhance the use of data and evidence in service system planning and management.</li> </ul>
<b>Licensed home child care</b>	<ul style="list-style-type: none"> <li>• Develop and implement a strategy for increasing the number of licensed home child care providers to meet the unique needs of children and families in Halton.</li> </ul>
<b>Truth and Reconciliation</b>	<ul style="list-style-type: none"> <li>• Build relationships with Urban Indigenous families and service providers.</li> <li>• Co-create a local Child Care and Early Learning Truth and Reconciliation strategy with Indigenous Partners for culturally appropriate early learning and child care programs (Call to Action 12).</li> </ul>






# Priorities and Actions for 2022–2025

 <b>High-Quality</b>	
<b>Early Childhood Educator Workforce</b>	<ul style="list-style-type: none"> <li>• Implement Halton’s Early Years and Child Care Workforce Strategy, which includes:               <ul style="list-style-type: none"> <li>• growing a qualified workforce;</li> <li>• raising awareness of the importance of early childhood education</li> <li>• recognizing the workforce;</li> <li>• supporting equity, diversity and inclusion within the sector;</li> <li>• improving working conditions; and</li> <li>• building workforce capacity.</li> </ul> </li> <li>• Support initiatives that will increase the number of Registered Early Childhood Educators in early learning and child care programs in Halton.</li> <li>• Work with child care providers enrolled in the Canada-Wide Early Learning and Child Care System to achieve educator wage minimums set out in the Canada-Wide Early Learning and Child Care Agreement. In partnership with our child care community, advocate for increased compensation.</li> </ul>
<b>Modernization of a continuous quality improvement system</b>	<ul style="list-style-type: none"> <li>• Develop a system-wide quality framework in partnership with the child care and early learning sector.</li> <li>• Develop and implement a professional learning and mentorship strategy that supports a variety of early learning environments, enhances equity and diversity in workforce, and builds capacity and quality in leaders, organizations and program staff.</li> </ul>
<b>Prioritize families</b>	<ul style="list-style-type: none"> <li>• Provide learning opportunities that will enhance the sector’s role in building authentic, caring relationships with parents and caregivers following the impacts of COVID-19.</li> <li>• Empower families to be active contributors to early learning services and programs.</li> </ul>

 <b>Affordable</b>	
<b>The Canada-Wide Early Learning and Child Care Plan</b>	<ul style="list-style-type: none"> <li>• Reduce child care fees for families by funding licensed child care service providers participating the Canada-Wide Early Learning and Child Care Plan.</li> </ul>

# Priorities and Actions for 2022–2025






 <b>Accessible</b>	
<b>Flexibility</b>	<ul style="list-style-type: none"> <li>Explore opportunities for innovative early learning and child care programs, which may include extended and flexible hours of service.</li> </ul>
<b>Expansion</b>	<ul style="list-style-type: none"> <li>Create and implement an expansion strategy to increase the number of licensed child care spaces in Halton, particularly for vulnerable families and neighbourhoods with low access to child care.</li> <li>Partner with other human service providers to increase service integration and co-locate early learning and child care programs and services.</li> </ul>

 <b>Inclusive</b>	
<b>Equity, diversity and inclusion</b>	<ul style="list-style-type: none"> <li>Establish a sector-led committee to provide leadership on equity, diversity and inclusion in early learning and child care.</li> <li>In collaboration with families, educators, and community leaders, develop an equity, diversity and inclusion strategy for the early learning and child care sector.</li> </ul>
<b>Supports for children with special needs</b>	<ul style="list-style-type: none"> <li>Introduce a tiered model of service delivery to support developmental health for children. The approach will be built on three targets for programs and services:               <ul style="list-style-type: none"> <li>universal, developmental supports for children of all abilities;</li> <li>targeted interventions for some children who may need additional supports; and</li> <li>intensive, individual interventions for children with the highest needs.</li> </ul> </li> <li>Implement a new funding model to enable service providers to be more responsive to children with special needs.</li> <li>Streamline and coordinate the processes that connect centres and families with the services they need.</li> </ul>



# Measuring Progress

To ensure continuous progress toward our strategic objectives, Children’s Services will measure and track outcomes in collaboration with community partners. Measuring progress will involve a number of different methods, including pulse-surveys, social media and the review of data collected as part of service and program delivery. We will report back on our progress several times a year and adjust our approach to reflect community needs. Visit the Early Learning and Child Care Engagement page on [halton.ca](http://halton.ca) for ongoing communication about the progress of the Early Learning and Child Care Plan.

Strategic Objective	Measures and Outcomes
 <b>Responsive</b>	<ul style="list-style-type: none"> <li>flexible hours of child care and family satisfaction with hours of care</li> <li>child, family, educator and community partner participation in ongoing consultation and collaborative planning</li> <li>progress toward Truth and Reconciliation, which will be monitored based on guidance from Indigenous partners</li> <li>use of the self-service child care tool</li> </ul>
 <b>High-Quality</b>	<ul style="list-style-type: none"> <li>Registered Early Childhood Educator wages</li> <li>per cent of educators that are Registered Early Childhood Educators</li> <li>child and family ratings of quality</li> <li>indicators of quality and professional learning to be developed as part of new quality and professional learning frameworks</li> <li>per cent of children vulnerable on the Early Development Instrument</li> </ul>
 <b>Affordable</b>	<ul style="list-style-type: none"> <li>average daily cost of child care</li> </ul>
 <b>Accessible</b>	<ul style="list-style-type: none"> <li>number of licensed child care spaces and child care enrolment</li> <li>number of licensed homes for child care</li> <li>proportion of Halton that is classified as a “child care desert” (more than three children per licensed space)</li> </ul>
 <b>Inclusive</b>	<ul style="list-style-type: none"> <li>child, family and educator ratings of inclusion and belonging</li> <li>child and educator diversity</li> <li>educator and leader participation in learning about equity, diversity and inclusion</li> <li>educator and leader participation in learning about supports for child behaviour and development</li> <li>results of a self-assessment tool for organizational work toward equity, diversity and inclusion</li> </ul>



# Making Community Participation a Priority

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The Early Learning and Child Care Plan was a collaborative effort between Halton Region and the Advisory Committee. To ensure the early learning and child care system is increasingly responsive, we commit to enhancing community engagement and collaboration with community partners. Visit [halton.ca](https://www.halton.ca) for ongoing opportunities to partner with us in planning a system that is responsive, high-quality, affordable, accessible, and inclusive.





