

LANARK COUNTY

CHILDREN'S SERVICES



CHILD CARE & EARLY YEARS SERVICE SYSTEM PLAN

April, 2019



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Message from the Warden

The health and well-being of young children has a direct impact on their overall development and greatly influences the person they will grow up to become. Early child development sets the groundwork for lifelong learning and behaviour. The experiences children have in early childhood shape the brain and the child's capacity to learn, to interact with others, and to respond to daily stresses and challenges. That is why the need to invest in the early years is so critical.

Accessible, affordable and quality early year's experiences are what all families and children in Lanark County want and deserve. High quality, caring and nurturing environments are already present in our many licensed child care centres, licensed home care and EarlyON programs. Through this plan, Lanark County aims to break down barriers encountered by families, address service gaps and explore opportunities for improvement.

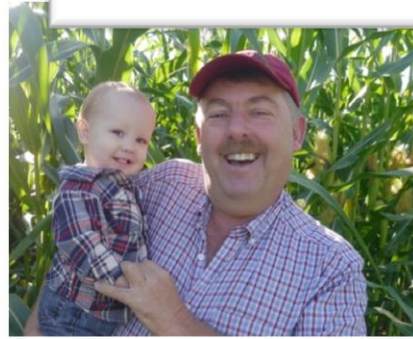
Lanark County council is committed to ensuring the needs of children and families are being met. It truly takes a village to raise a child and as such our community is committed to providing the best possible outcomes for all families.

I would like to thank families, community organizations, child care/EarlyON providers, and staff for the collection of data and development of this plan. I look forward to working with you as we continue to meet the objectives and goals established in this plan.

Sincerely,



Richard Kidd, Warden





Introduction

From the Rideau System to Canada's Mississippi, Lanark County is home to over 100 lakes, rivers and waterfalls. Coves and beaches speckle the landscape.

After building the world-renowned Rideau Canal, Scottish stonemasons stayed to create some of the oldest and prettiest towns in Canada. Evidence of their craft is seen in over 140 designated heritage properties throughout the County, often by water's edge.

Generations of residents have built a strong community spirit that has cultivated small business, events and festivals that speak to our ancestral and geological heritage.

Geographically, Lanark County is a remarkably distinct region within the Frontenac Axis where the Canadian Shield meets the Limestone Plains. This presents a combination of ecological features that offer an especially diverse growth area for native plant species, which attract a variety of birds and wildlife.

Lanark County is located in Eastern Ontario on the western boundary of Ottawa and north-east of Kingston. Comprised mostly of rural areas with pockets of urban activity, the County is known to offer the best of both worlds. Residents can be heavily surrounded by untouched nature while being only minutes away from world-class amenities in the nation's capital. As the Maple Syrup capital of Ontario, our concentration of sugar maple trees creates a dramatic display of fall colours.

The county is a geographically large municipality covering a total area of 3,035 square kilometres. Highway 7 travels through the center, making transportation to the major centers easily accessible. The urban centers include the towns of Carleton Place and Perth, separated Town of Smiths Falls and the village of Almonte located within Mississippi Mills.



Lanark County is comprised of 8 lower-tier municipalities listed below. For the purpose of this report, the Town of Smiths Falls is also included when referring to Lanark County. The lower-tier or local municipalities are outlined below.



- ✓ Town of Carleton Place
- ✓ Town of Perth
- ✓ Town of Smiths Falls
- ✓ Township of Beckwith
- ✓ Township of Drummond / North Elmsley
- ✓ Township of Lanark Highlands
- ✓ Township of Mississippi Mills
- ✓ Township of Montague
- ✓ Township of Tay Valley



Executive Summary

Process

Lanark County, Children's Services is the Consolidated Municipal Service Manager responsible for the development of the Child Care and Early Years' Service System Plan. The role requires that we solicit and maintain in-depth knowledge of our community needs, plan and manage the system, identify strategic priorities, and intended outcomes. Finally we are to identify and address service gaps while supporting service coordination.

Current Situation

The Early Years is a critical period in a child's brain development. It is a time of rapid cognitive, linguistic, social, emotional and motor development. Additionally, it has a significant impact on the emotional well-being and overall health of a child.

Studies have clearly shown that children who experience quality child care in a stimulating, nurturing environment show advance verbal, intellectual skills and thrive mentally, socially, emotionally and physically. High quality care provides intellectual and social stimulation that promotes cognitive development and social competence. Children who participate in quality early learning programs tend to be more successful in school.

Conversely, those children who experience poor quality of care are found to be more anxious, have poor social skills, are less trusting of adults and show negative behaviours towards them. They too have underdeveloped language and problem solving skills, and are less resilient which negatively impacts their performance when attending school.

An investment in the Early Years supports children in Lanark County to reach their full potential. It is an important step towards a child's success in school and future workplace opportunities. Finally, it fosters positive self-esteem and a healthy mind, which serves to benefit our community as a whole.

Priorities/Solutions

The local research that took place in conducting this five-year Service Plan helped to identify priorities for our Children's Services sector. The identified priorities include:

- 1.0 Strategic Direction #1: Increase number of qualified Early Childhood Educators in our community working in child care and EarlyON.**
 - 1.1 Promotion of ECE's in Lanark County: includes meeting with employment programs, Algonquin College (offer the program in Lanark County, promotion through social media, TV and radio).
 - 1.2 Increase the number of ECE's and reduce the workload of Day Care/EarlyON Directors from an HR perspective: partner with local Employment Ontario service providers and Algonquin College.



- 1.3 Promote professional development and supports located in Lanark County: promotion of LELCAA events, promote professional training opportunities, promote supports available in Lanark County (found through using 211).
- 1.4 Encourage partnerships between service providers: facilitate meetings where discussion takes place on job sharing, joint training opportunities, etc.

2.0 Strategic Direction #2: Increase the number of child care spaces and the hours of service where appropriate.

- 2.1 Increase number of child care spaces providing extended hours and care: evaluate current hours of service and barriers to offering extended hours in centre based and home based child care. Canvas service areas to see how extended hours are addressed in other communities.
- 2.2 Increase spaces in high pressure areas to alleviate wait lists: evaluate high pressure areas and what is required to expand spaces (expansion projects).
- 2.3 Increase the number of licensed home child care providers: Implement base funding for non-profit licensed home child care agencies. Facilitate a stronger connection between unlicensed home child care and agencies to increase awareness of the benefits of becoming licensed. Look at the promotion of different scenarios on providing extended care.
- 2.4 Increase the number of spaces for the infant population: Evaluate scenarios on providing funding for licensed child care providers to subsidize infant spaces. Look at different models on providing infant care.

3.0 Strategic Direction #3: Make efforts to keep the cost of child care affordable.

- 3.1 Continue to provide funding to offset costs: Health and Safety, Play Based Learning, Wage Enhancement (if funding continues), General Operating Funds.
- 3.2 Continue to implement caps on the amounts fees can be raised.
- 3.3 Professional Development Opportunities at little to no cost.

4.0 Strategic Direction #3: Advocate and support the need for special needs services.

- 4.1 Support training on special needs to service providers: support LELCAA in providing professional development opportunities with topics including working with difficult behaviours and integrating special needs children into regular programming.
- 4.2 Maintain current levels of funding to special needs clients: Increase awareness of funding available to families for subsidy. Support relationships between special needs service providers/child care and EarlyON programs.

5.0 Strategic Direction #4: Provide professional development activities to our early years and child care providers.

- 5.1 Continue to provide local professional development opportunities to RECE's in Lanark County. Continue to provide no cost/low cost training on a variety of topics.
- 5.2 Evaluate current succession plan models: review service providers succession plan models and assist in creating a succession plan.
- 5.3 Continue to support compassion fatigue and mental health initiatives.
- 5.4 Monitor and support assistance needed in financial and administrative training for providers (administration).



6.0 Strategic Direction #5: Reach out to our more isolated populations and at risk families.

- 6.1 Work collectively with service providers to identify programs and gaps in programs for at risk families. Continue partnerships with service providers of at risk families. Notify agencies through brochures and presentations of service providers of at risk families and programs available.
- 6.2 Include more rural programming. Provide pop-up EarlyON playgroups in remote locations. Partner with service providers that have programs running in remote areas.
- 6.3 Awareness of programs and services in surrounding areas. Promote the use of 211 and share any programs and services available in neighbouring communities.

7.0 Strategic Direction #6: Increase French Language Programming and awareness in our community.

- 7.1 Promote French Language service providers to English service providers.
- 7.2 Maintain and support current francophone services. Continue to meet with local service providers and support membership on Regional French Language Network.

8.0 Strategic Direction #8: : Capture data on a regular consistent basis from Early Years and Child Care providers.

- 8.1 Evaluate current data collected and data definitions.
- 8.2 Develop data collection plan for providers and implement as part of service contracts.

9.0 Strategic Direction #9: Educate community on the role of Children's Services.

- 9.1 Look at brand promotion and how people currently view Children's services





Background:

Lanark County Children's Services is the designated Consolidated Municipal Service Manager (CMSM). As Service Managers we know our communities best. We have the knowledge base about community needs, and are well-positioned to work with local partners and families to determine appropriate program delivery approaches. As part of the service manager role we are responsible for:

- Planning and managing licensed child care services in our community
- Managing Ministry-funded child and family programs (EarlyON)
- Coordinating /administrating of the delivery of Ontario's Child Care Fee Subsidy
- Providing support to local service providers in areas such as governance, finance, operations and planning
- Allocating additional resources to families and centres providing care to children with disabilities
- Coordinating with school boards and local child care and EarlyON providers
- Providing oversight by monitoring and ensuring that local child care services and service providers meet provincial and local standards for quality and safety
- Playing a leading role in the local early years' service planning in both its development and implementation
- Writing and implementing of the Service Plan

Lanark County see's the writing of our five year service plan as a positive opportunity to reflect on our current work, to look into the future, to revise and refocus our efforts in the betterment of Children's Services that meets the needs of our community. As part of this comprehensive plan we will:

- Identify Provincial interest
- Identify Municipal interest
- Speak to how we will be responsive to community need while aligning with Provincial interest
- Develop and deliver programs that are responsive to the needs of the community
- Access current and future child care and early years' service gaps and opportunities
- Describe what was used to inform development of the plan
- Identify and establish strategic priorities and intended outcomes, and address steps for implementation
- Demonstrate how we developed a plan in partnership with families and community partners and shows are commitment to consult
- Show our commitment to consult at regular and relevant intervals through the life of the five year plan
- Describe how we will be accountable to this plan

We identify the Service Plan as being a fluid living document, one that is read and re-read and referred to in future conversations and planning sessions. The strategic priorities and steps for implementation give us a clear direction of where we need to be heading and focus our efforts.

Their strategic leadership helped to initiate, sustain and monitor local planning and development to achieve Ontario vision for the early years.



It provides a positive opportunity to look into the future, to develop plans, to revise, focus and improve early years services. As it is a living document, it is regularly reviewed to re-assess priorities and adjust the goals, objectives and strategies as conditions change.

Provincial Interest

The Child Care and Early Years Act of 2014 clearly outlines that the Service System Manager is to establish child care and early years' programs and service system plan for our service areas that address matters of Provincial interest under the Act.

The provincial interest as listed below sets out broad requirements for Children Services while still allowing programs to be responsive and tailored to identified community needs.

The Provincial interest is clearly laid out in the Child Care and Early Years Act, 2014. Under the act, it is a matter of provincial interest to have a system of child care and early years programs and services that,

- A. Focus on Ontario's children and families
- B. Promote the health, safety and well-being of children
- C. Provide high quality experience and positive outcomes for children with a Provincial frame work to guide pedagogy
- D. Includes knowledgeable, self-reflective and qualified professionals and staff including members of the College of ECE (Early Childhood Educators)
- E. Responds to community need by,
 - i. Provides services to families who receive financial assistance for child care and for families who do not receive such financial assistance
 - ii. Provides a range of service options to support parents who are part of the workforce, such as options that address various working hours and arrangements
 - iii. Provides centre-based and home based options for families in relation to the receipt of licensed child care
- F. Respects equality, inclusiveness and diversity in communities and the particular qualities of
 - iv. Aboriginal, First Nations, Metis and Inuit communities
 - v. Children with disabilities
 - vi. Francophone communities
 - vii. Urban, rural, remote communities
- G. Provides for strong and sustainable partnerships among the Province, Service System Managers and others in the community
- H. Is coordinated with other community and human services
- I. Is flexible and able to adapt to local circumstances
- J. Supports the social and economic well-being of Ontarians
- K. Ensures appropriate accountability for public funding
- L. Supports the transition from child care and early years programs and services to school



M. Approaches pedagogy in child care and early year programs and services in a manner that supports the transition

Lanark County Children's Services plays a fundamental role in our community in ensuring that the most vulnerable sector, our children have access to affordable, high quality, caring early years experiences. Lanark County is committed to the health and well-being of children and families. We want to ensure that all the necessary supports are available so that families can thrive. The task of raising children is a very challenging prospect, when our community supports families it benefits society as a whole.

Measuring Progress

The recommended actions of the strategic direction will be reviewed yearly and progress updated as the task is completed. Demographic data will be updated when it becomes available to confirm that the forecasts align with the updated information. Updated data from Providers and the Service Manager will also inform if the changes made are having the intended effect.

Methodology

The outcome of the plan is to come up with measurable objectives and strategies to improve Children's Services within the County including:

- Provide a clear understanding of the needs of children's services by the community and providers.
- Recommend strategies, which can be implemented in order to meet the objectives determined by the feedback.
- Measure the strategies' implementation for effectiveness.

Scope

This Service Plan will identify and establish strategic priorities, intended outcomes and clearly outline steps for implementation that are responsive to community need and that align with Provincial interest.

Community Planning Approach

The purpose of this plan is to evaluate the current landscape of Children's Services in Lanark County with a primary focus on child care and EarlyON Centres. The evaluation was completed by engaging families, children, community partners (planning tables, school boards, and children's service providers), community members (users and non-users of children's services) and professionals within the community.

Qualitative and quantitative data was gathered using a variety of methods including:

- Online
- In Person
- Surveys



- Focus groups
- One on one discussion
- Attending community events

Feedback was received from over 650 community members (including families and children), 15 service providers and over 30 community partners.

The Data was collected by :

- Community Survey: English and French
 - 592 Lanark County residents completed the Children's Services Community Survey
 - 19 residents completed the French Language Children's Services Community Survey.
- Service Provider Survey
 - 14 child care providers completed the Lanark County Service Provider Survey
- Special Needs Survey
 - 52 residents completed the Special Needs Survey
- 3 Community consultations around the County
 - Community consultation meetings were held during the week of March 18, 2019; meetings occurred in Carleton Place, Smiths Falls, and Perth. Participants were provided with a briefing on Lanark County's current child care and EarlyON programs and an overview of Children's Services within Lanark County. Participants took part in facilitated discussions and provided input into the community's child care/ EarlyON needs and demands
- 2 consultations with planning tables (Best Start and Child Care Directors of Lanark County)
 - 33 Organizations participated in focus groups survey questions.
- Questions were given to child care providers asking children for feedback

Survey Collection

Lanark County recognized that certain demographics are more apt to complete surveys than others. We went above and beyond to ensure that everyone had the opportunity to have a voice, surveys were provided to the following locations/agencies to ensure inclusivity:

- We wanted to hear from shift workers, so we had a pop for your thoughts approach whereby we provided pop in the lunch rooms of shift workers and asked that they complete the survey and in return they could help themselves to a pop
- We provided surveys to a women's shelter
- We provided surveys to an addiction agency
- Surveys were located in all our social services offices
- We gave survey's to our roads department which is predominately male
- Surveys were given to all of our community partners to disseminate including school boards, special needs groups, Child Care providers etc.
- Various organizations and groups within the County posted the surveys on their social media
- We attended a winter carnival



- Surveys provided to all departments within “Lanark County”
- Surveys were shared on various social media platforms and posted in various community groups. Schools and municipalities posted surveys to their Facebook pages and websites.
- Surveys were emailed out on EarlyON distribution list of over 1400 people.

Finally, everyone was given the opportunity to complete the surveys online, on paper or in person. The survey could be completed over the phone or in person with assistance. The end result was a high response rate for a community of our size.



Figure 1: Map of Lanark County



Lanark County

Lanark County's population is expected to grow by 60.1% by 2038 with an annual growth rate of 2.7%. The highest growth is taking place along the Highway 7 corridor in the townships of Beckwith, Carleton Place, Mississippi Mills and Drummond North Elmsley.

While Lanark County has traditionally been viewed as a retirement community, there has been a noticeable influx of young families moving into our community, especially those municipalities bordering the City of Ottawa.

It is important from a social and economic perspective that we attract and retain families.

Families help rural communities by:

- Increasing the demand for local goods, services and amenities
- Making the community more attractive to potential employers
- Increasing tax revenue
- Increasing human capital
- Creating a larger labour pool
- Supporting local organizations

Lanark County is currently facing a significant labour shortage, whereby we have more jobs than people to fill them. Despite the fact that people are working longer, it is in no way addressing our labour shortage. Efforts made to attract or retain a younger demographic will serve us well in meeting the needs of all residents.

On a positive note, the desire to live in rural communities is increasing with the pursuit for work/ life balance. Families are favouring the slower pace, friendliness of a smaller community and the ability to experience nature in their own back yards. Parents prefer a strong sense of community, a less chaotic environment and a safer place to raise their children. On a more pragmatic note, the lower cost of housing and child care as compared to the city is also a draw.

In order to encourage families to move into our community it is imperative that our municipalities have the necessary infrastructure, amenities and quality services that parents come to expect for the overall well-being of their family.



Rural realities and their impact on child care in Lanark County

While living in a rural community certainly has its benefits it is not without challenges. Rural living can have a significant impact on access to child care and one's ability to take part in EarlyON programming on a number of fronts including:

- Lack of public transportation to attend child care /EarlyON programming
- Longer commute times due to distance, increase in traffic, poor weather conditions which impact the hours of service required
- Health care, tourism and service sector driven economy requiring weekend, overnight care. Employees can be working seven days a week during peak times and longer days than your typical nine to five office job
- Spread out populations requiring services throughout the community which results in stretched resources
- Difficulty attracting child care workforce as they are unable to use public transportation to attend work, and Providers are not as competitive wage wise as their city counterparts
- Smaller child care and EarlyON agencies allow for less advancement due to fewer positions

Today's realities and its impact on child care demand

While living in a rural community has its challenges, it is also impacted by today's realities. Child care and EarlyON programs are affected by the following:

- Higher employment rates result in greater demand for child care
- High rates of female participation in the workforce
- An increasing number of children requiring child care due to dual income families, or single parent families who are the only source of income
- Less family support for child care than previous generations due to families not living in close proximity, grandparents working longer, or having other commitments
- Increase in shared custody resulting in complex child care arrangements
- Other factors such as a change of school start and end time and busing schedules can impact the demand for child care



Environmental Scan

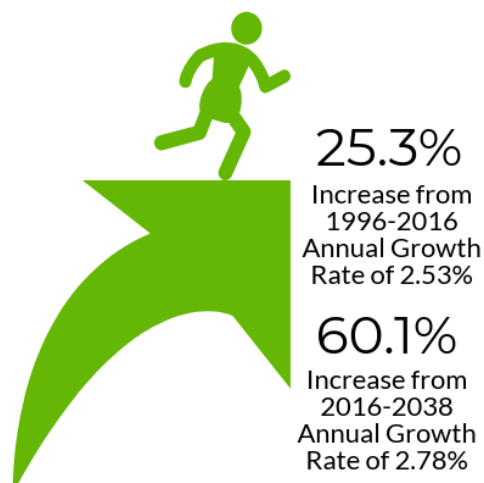
Population and Demographic Profile

When looking at the demand for child care, population/ population growth provide an indication of which of our communities are growing and where more services will be needed. While analyzing the data it is important to note that the census information is from 2016 and many changes have been occurring in our communities since then.

The expansion of Highway 7 corridor to four lanes from Lanark County to Ottawa has created larger growth in Carleton Place, Beckwith and Mississippi Mills areas.

With this growth we are seeing more commuters living rurally and driving into the city for work. In the Smiths Falls area we are seeing growth from the ongoing expansion of Canopy Growth. More people are coming to the community to work and the demands for child care are increasing

POPULATION GROWTH



■ Population Growth and Distribution

Lanark County is an expansive municipality in terms of land size spreading over 3,035 square kilometres with an average population density of 22.6 people per square kilometres. Of the nine associated municipalities, Mississippi Mills has the largest population at 13,163 and Montague has the smallest at 3,761. Table 1 displays the 2016 population, population density and land size for each County municipality.

Lanark's population density is about 53% higher than the provincial density rate. Within the County, population density varies vastly. Carleton Place is the most highly dense at a population density of 1,176 persons per square kilometre. Lanark Highlands is the least dense with 5 persons per square kilometre; this illustrates Lanark Highlands' highly rural characteristics which coincide with other highly rural communities such as Tay Valley and Montague.

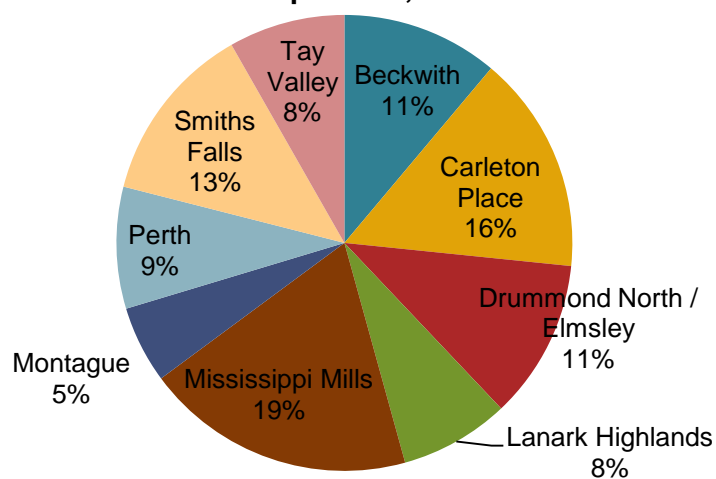


Table 1: Population and Density, 2016

	2016 Population	Land Area (sq. km)	Population Density (persons/sq. km)
Beckwith	7,644	240.47	31.8
Carleton Place	10,644	9.05	1,176.2
Drummond North / Elmsley	7,773	366.13	21.2
Lanark Highlands	5,338	1,048.83	5.1
Mississippi Mills	13,163	519.58	25.3
Montague	3,761	279.66	13.4
Perth	5,930	12.25	484.1
Smiths Falls	8,780	9.66	909.1
Tay Valley	5,665	550.01	10.3
Lanark County	68,698	3,035.64	22.6
Ontario	13,448,494	908,699.33	14.8

Statistics Canada Census, 2016

Population is relatively spread out in the County consisting of towns, villages, hamlets and settlements. Figure 3 displays the population of municipalities as a portion of total County population. Mississippi Mills, followed by Carleton Place and Smiths Falls, are the most highly populated municipalities.

Figure 2: Population of Municipalities as a Portion of Total County Population, 2016

Statistics Canada Census, 2016

Interestingly, Table 2 shows that the rate of population growth in the County is consistent with growth across the province. A growth rate of 4.6% at both the provincial and local level changed Lanark County's population of 65,667 in 2011 to 68,698 in 2016.



As shown in Table 3, population growth has been vastly different over the last 20 years amongst the County's communities. Beckwith is growing at the fastest rate, with an average growth rate of 8.8% from 1996 to 2016. While during that same time period, Smiths Falls' population declined at a rate of -3.8%.

From 2011 to 2016 all communities, with the exception of Smiths Falls had a positive population growth rate, displayed in Figure 3. During this time period, Beckwith experienced the fastest rate of growth at 9.4% followed by Carleton Place and Montague. The slowest growth in Smiths Falls population declined by 2.2% followed by a growth rate of 1.5% in Perth and 1.7% in Tay Valley.



Table 2: Population Growth, 2011-2016

Location	2011	2016	% Growth
Lanark County Population	65,667	68,698	4.6%
Ontario Population	12,851,821	13,448,494	4.6%

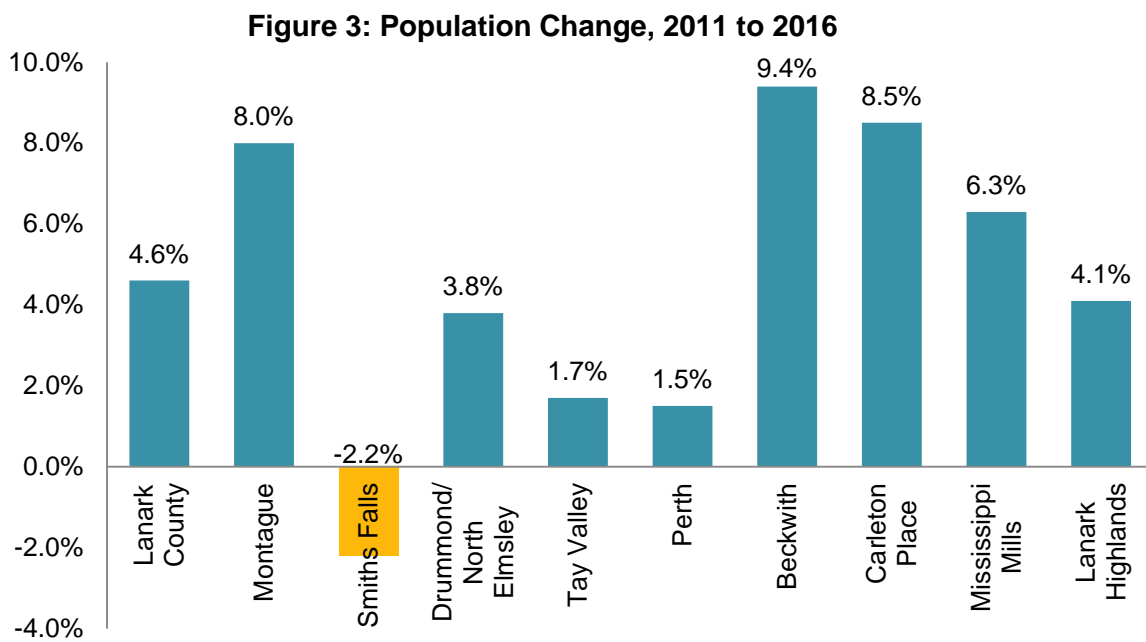
Source: Statistics Canada Census, 2016

Table 3: Population Change, 1996-2016

	1996		2001		2006		2011		2016		20 Year % Change
	Pop.	%	Pop.	%	Pop.	%	Pop.	%	Pop.	%	
Beckwith	5,462	-	6,046	10.7%	6,387	5.6%	6,986	9.4%	7,644	9.4%	39.9%
Carleton Place	8,483	-	9,083	7.1%	9,453	4.1%	9,809	3.8%	10,644	8.5%	25.5%
Drummond / North Elmsley	6,187	-	6,670	7.8%	7,118	6.7%	7,487	5.2%	7,773	3.8%	25.6%
Lanark Highlands	4,629	-	4,795	3.6%	5,180	8.0%	5,128	-1.0%	5,338	4.1%	14.8%
Mississippi Mills	11,069	-	11,647	5.2%	11,734	0.7%	12,385	5.5%	13,163	6.3%	18.9%
Montague	3,802	-	3,671	-3.4%	3,595	-2.1%	3,483	-3.1%	3,761	8.0%	-1.1%
Perth	5,902	-	6,003	1.7%	5,907	-1.6%	5,840	-1.1%	5,930	4.6%	0.5%
Smiths Falls	9,131	-	9,140	0.1%	8,777	-4.0%	8,978	2.3%	8,780	-2.2%	-3.8%
Tay Valley	5,180	-	5,440	5.0%	5,634	3.6%	5,571	-1.1%	5,665	1.7%	9.4%

Source: Statistics Canada Census, 1996-2016





Source: Statistics Canada Census, 2016

According to the County's population projections, by the year 2038 the County's population will be 106,262 as indicated in Table 4.



Table 4: Projected Population Growth, 2016-2038

Area	2011 Pop. ¹	2016 Pop. ¹	2018 Pop. ¹	2038 Pop. ¹	2016-2038 Pop. ¹	County Numbers: 20 year Adjusted
Lanark County (without Smiths Falls)	56,860	59,880	62,642	96,442	36,562	96,442
Beckwith	6,985	7,625	8,251	15,921	8,296	14,262
Carleton Place	9,875	10,680	11,306	18,916	8,236	20,964
Drummond North Elmsley	7,500	7,735	8,192	13,752	6,017	12,549
Lanark Highlands	5,170	5,345	5,547	8,047	2,702	7,507
Mississippi Mills	12,400	13,155	13,762	21,122	7,967	21,122
Montague	3,515	3,730	3,839	5,139	1,409	4,857
Perth	5,850	5,965	5,965	6,085	120	8,085
Tay Valley	5,565	5,645	5,780	7,460	1,815	7,097
	2011 Pop. ²	2016 Pop. ³	2034 Proj. ⁴	2038 Proj. ⁵	2016-2038 Population Growth	
Smiths Falls	8,978	8,780	10,092	9,820	1,040	
Lanark County (with Smiths Falls)	65,838	68,660	72,734	106,262	37,602	

Source: 1:Lanark County Sustainable Communities Official Plan Review, 2:National Household Survey, 3:Statistics Canada, Community Profiles,2011-2016, 4: Projection taken from plan, 5: Projections Based on Smiths Falls Official Plan (adopted by Council in 2014, approved by Ministry in 2016)

Source: Ontario Ministry of Finance Projections

▪ **Age and Sex Distribution**

In terms of gender, the population split between male and female in the County is 48.6% male and 51.4% female. The female population is more populous in all age groups 25 years and older. Interestingly, the trend is opposite for all populations aged 24 years and younger. Lanark County's youth population (age 24 and under) is 51.3% male and 48.7% female while the adult population (25 years and over) is 47.7% male and 52.3% female.

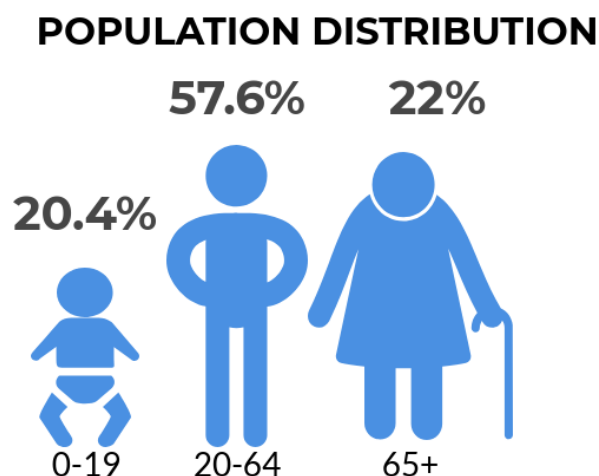
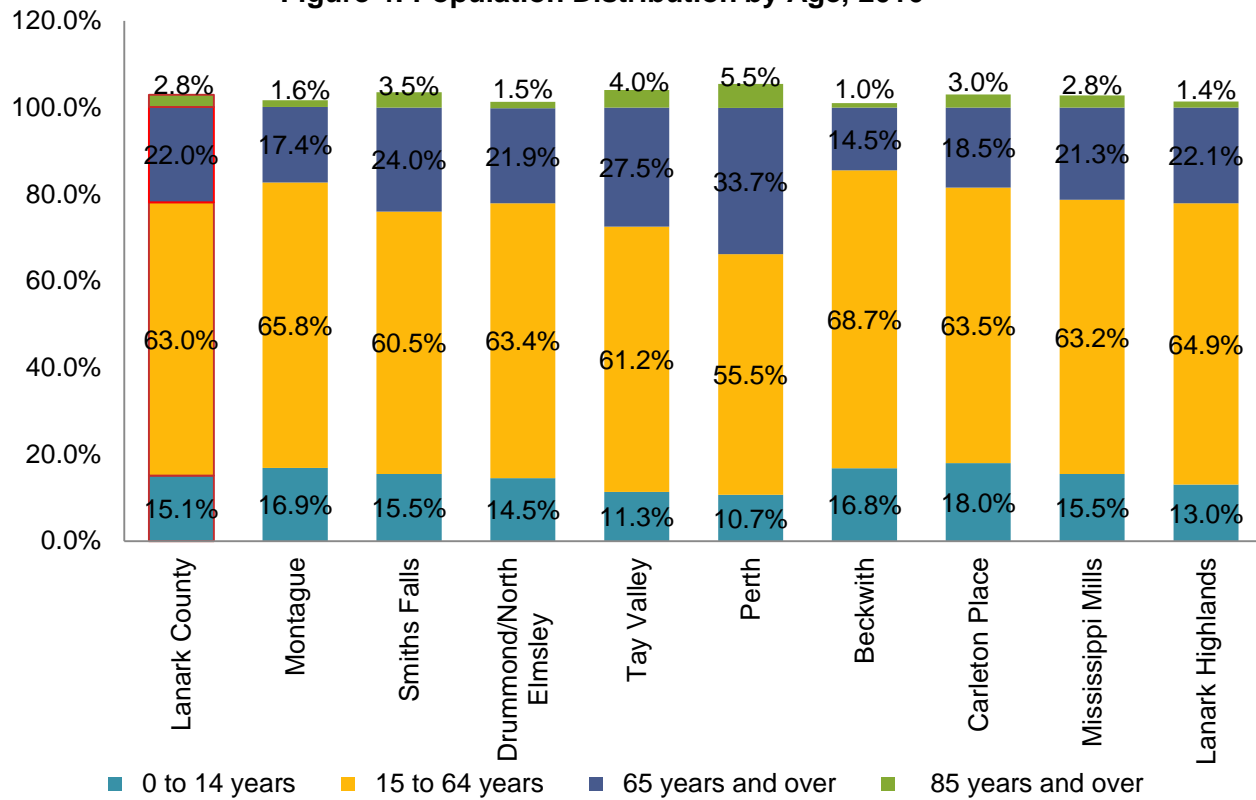


Table 5 and Figure 4 display population distributions by age and municipality. Carleton Place has a relatively youthful population with a high proportion of children (age 0 to 14 years) at 18% in comparison to Perth at only 10.7%. Perth has a very high seniors population with 39.2% of the Town's population being over the age of 65 in comparison to Beckwith at only 15.5% of its population being over the age 65. Beckwith has the highest proportion of middle aged individuals at 68.7% of its population.

Table 5: Population Distribution by Age, 2016							
	Total - Age	0-6	7 to 12	13-19	0-19	20-64	65+
Beckwith	7,645	535	575	665	1,775	4,765	1,110
Carleton Place	10,645	925	730	820	2,475	6,195	1,970
Drummond/North Elmsley	7,775	450	500	635	1,590	4,475	1,705
Lanark Highlands	5,340	330	280	335	940	3,220	1,175
Mississippi Mills	13,165	895	850	1,045	2,780	7,575	2,810
Montague	3,760	310	255	285	845	2,250	655
Perth	5,930	270	280	340	900	3,035	2,000
Smiths Falls	8,780	675	545	595	1,815	4,865	2,110
Tay Valley	5,665	255	290	380	920	3,170	1,560
Lanark County	68,695	4,655	4,295	5,090	14,050	39,555	15,095
% of Total Population	100.0%	6.8%	6.3%	7.4%	20.5%	57.6%	22.0%

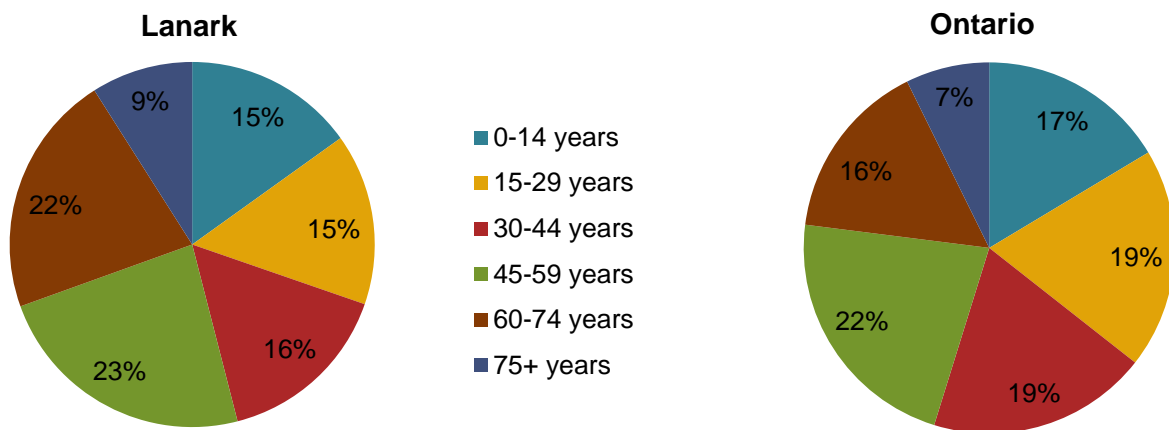
Source: Statistics Canada Census, 2016

Figure 4: Population Distribution by Age, 2016



Source: Statistics Canada Census, 2016

Figure 5: Population Age Characteristics, 2016



Source: Statistics Canada Census, 2016



Table 6 describes family structures in Lanark County. The average number of children in a census family structure in 2016 was 1.7 children. Stepfamilies had the highest number of children at an average of 2.0, while male lone-parent families had on average the least number of children at 1.4. In 2016, the County had 2,985 lone parent families and 77.4% of these were female. Lone-parent families often fall into lower income brackets than two-parent households. Lone parents most often require child care so that they can be employed and struggle with the cost associated with it.

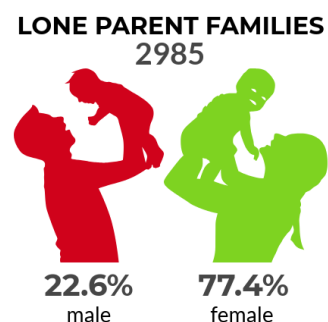


Table 6: Families with Children in Private Households, 2016

Family Structure	Census families with children	Families with at least one child 0 to 17 years	One child 0 to 17 years	Two children, at least one is 0 to 17 years	Three or more children, at least one is 0 to 17 years	Avg. number of children
Total - Census family structure	10635	6455	2315	3015	1125	1.7
Couple families with children	7650	4885	1530	2445	910	1.8
Intact families	6475	4260	1360	2175	725	1.8
Stepfamilies	1170	635	180	265	190	2.0
Lone-parent families	2985	1550	775	565	210	1.5
Male lone-parent families	675	345	195	120	30	1.4
Female lone-parent families	2310	1195	575	440	180	1.5

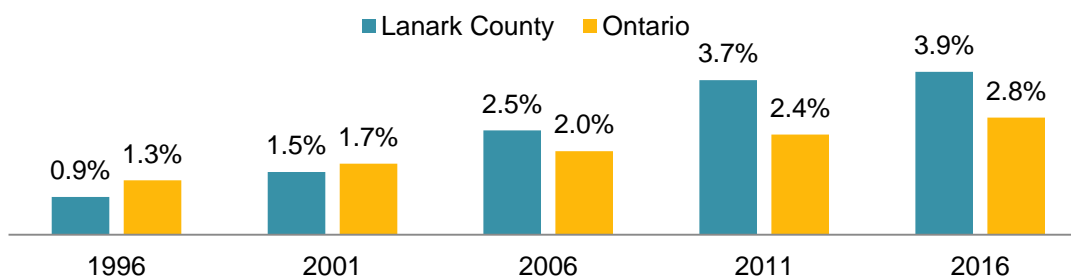
Source: Statistics Canada Census, 2016



■ Indigenous Population

In terms of indigenous populations, Lanark County traditionally had slightly lower percentage of indigenous individuals as compared to provincial averages, however this has changed since 2006. In 2016, 3.88% of the County's population or 2,605 people identified as indigenous which is higher than the provincial comparison where 2.83% of the population identified as indigenous.

Figure 6: Trends in Indigenous Population as a Proportion of Total Population, 1996-2016



Source: Statistics Canada Census, 2016

Table 7: Indigenous Population, 2016

	Lanark County		Ontario
Age	Aboriginal Identity	% Aboriginal	% Aboriginal
Total - Age	2,605	3.88%	2.83%

Source: Statistics Canada Census, 2016

Lanark County, in recognition of the Truth and Reconciliation Commission's call to action, has made a commitment to provide intercultural competency training to all staff. The Social Services team has recently taken part in training that spoke about/focused on the contributions, history and culture of Indigenous people. Additionally, staff have participated in blanket ceremonies offered in the community.

The Children's Services department has taken steps to support educators in their pursuit of acquiring more information and resources that would give a stronger sense of belonging to our Indigenous community members. The Lanark Early Learning Child Care Association (LELCCA) along with Algonquin College-Perth Campus partnered with the "Healing of Seven Generations" organization. The presentation, "Working towards Reconciliation: Lessons for Early Years Provider," started with Rebecca and Donna's story and their experiences with residential schools, and how trauma affects families for at least seven generations. They gave examples of language we can use, resources we can look for, items we could make, events that could be attended, and people we could contact to have authentic experiences and resources in our early years settings. They expressed how important it is to pull in members of our Indigenous community to ensure that the materials and resources are accurate and have meaning behind them. They expressed how relationships are key to everything; relationships with people, relationships with natural objects and relationships with the items you are creating and the meaning and connections to any items that are gifted to you and your program and



how we as educators need to value these experiences. This session was attended by approximately 30 educators in Lanark County and was a valuable experience for everyone.



Finally, in addition to providing Indigenous books and kits to our Child Care and EarlyON Providers, more recently, we are in the beginning stages of securing an elder to share culture and stories with children attending our programs.



■ Immigration

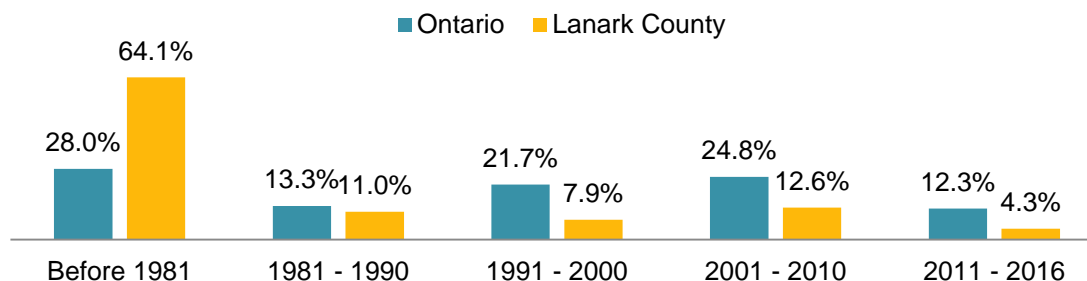
Immigrants in Lanark County

Despite our close proximity to the City of Ottawa, Lanark County continues to have a small immigrant population. In fact, representation of immigrants as a percentage of the total population has decreased by 0.8% between 2006-2011. The majority of those immigrants who do reside in the County originate from European countries.

Child care providers report a minimal amount of immigrants using child care services in the area. EarlyON providers have seen an increase in newcomer families taking part in local playgroups, especially in the Perth and Almonte areas.

More recently the Children's Services department has provided support to our child care providers by providing contact information for translation services that are based out of Ottawa but provide service in our community.

Figure 7: Trends in Immigrant Population by Period of Immigration, 1981-2016



Source: Statistics Canada Census, 2016

Sub-regionally the highest proportion of immigrant population moved to Mississippi Mills which has a total immigrant population of 975 people, followed by Carleton Place at 710 people. In comparison with our neighbouring community of Ottawa, Lanark County has experienced very low immigration rates. Lanark County has consistently had a much higher proportion of non-immigrant population compared to the province.



▪ **French Population**

Lanark County residents are predominately English speaking; with a large majority of the population being fluent only in the one language. Approximately 14.3% of the population is fluent in both official languages. Less than 0.3% speak only French or neither French nor English.

Table 8: Knowledge of Official Languages, 2016

	English Only	English and French	French Only	Neither English Nor French
Beckwith	79.5%	20.2%	0.1%	0.1%
Carleton Place	82.4%	17.5%	0%	0.1%
Drummond North / Elmsley	88.4%	11.5%	0.1%	0%
Lanark Highlands	85.8%	14.1%	0.2%	0%
Mississippi Mills	82.8%	16.9%	0%	0.2%
Montague	86.0%	13.9%	0.2%	0.1%
Perth	89.8%	9.9%	0.2%	0.3%
Smiths Falls	90.9%	8.8%	0.1%	0.2%
Tay Valley	88.1%	11.9%	0%	0.1%
Lanark County	85.5%	14.3%	0.1%	0.1%

Source: Statistics Canada Census, 2016

French Immersion

French Immersion has been offered in Lanark County for over 30 years, and it continues to grow in popularity. This speaks to the level of interest and commitment by families to have their children taught French.

- Child care centre with 4 bilingual rooms, indicated they have a large demand for bilingual services but have a limited amount of French speaking staff
- Catholic District School Board of Eastern Ontario has 7 schools providing French Immersion programming for students up to Grade 8 representing 1,159 students.
- The Upper Canada District School Board has 7 elementary schools offering French Immersion for 2,064 for students K-8.



French Language School and Child Care



Language school (J.L. Couroux), and a French language child care centre (La Coccinelle) both are co-located in the Town of Carleton Place.

Francophone schools:

- Conseil des écoles catholiques du Centre-Est (CECCE) has 1 Francophone school located in Carleton Place and 2 schools serving Lanark County. The Francophone school (J. L. Couroux) has 263 (22% increase since 2008) children attending K-8. We also have 35 children from Lanark County attending the Francophone schools outside of Lanark County.

Francophone child care:

- We have one Francophone child care centre in Lanark County co-located in the Francophone school called 'La Coccinelle' which has the following capacity: 15 toddler, 24 preschool, 52 primary/junior and 60 school age spaces.

Over the past several years, there has been an increase in the number of students attending both the French language school and child care program. We anticipate as more families' move from Ottawa to Lanark County in search for reasonably priced housing, employment opportunities and the rural way of life that numbers will continue to be on the rise.





Chez nous, ouvre tes ailes!



French Language Services in Lanark County

Lanark County borders the Nation's Capital which has a large Francophone and bilingual population. Although Lanark County is not mandated to provide French Language child care and EarlyON serves in our community, we see the value in doing so.

Studies support that the best time to learn a second language is at the preschool level. Children at this age learn language through play; and are more apt to put themselves out there by mimicking new sounds, as they are less self-conscious. Their brain is like a sponge, and learning a new language strengthens their mental capacity.

The benefits of learning French and other languages are numerous, including:

- Enables you to communicate with a larger number of people
- Increases creativity, problem solving and reasoning skills
- Provides for better educational, career and social opportunities
- Encourages curiosity in other cultures
- Provides a better appreciation for diversity
- In a global economy it is an essential skill

French Language Playgroup

- In October of 2018, the French language community partners, including: École Élémentaire Catholique, French Language Network, La Coccinelle, together with EarlyON and the Lanark County Children's Service's manger pooled their resources in order to offer Lanark County's first French language playgroup with a focus both on French Language and Culture. Currently, playgroups are being offered once a month on Saturdays at J.L Couroux and Wednesdays (9:30-11:30) at Lanark Community Programs). We plan on continuing to offer these playgroups, in order to better serve our community. It continues to be a work in progress but one that is worth the effort. Our French language partners have also supported us in collecting data, providing input for the French language survey and one on one feedback addressing the needs of the Francophone population.





Groupes de jeu

Programmes de halte-accueil gratuits pour enfants de la naissance à 6 ans ainsi que leurs parents et personnes qui en assurent la garde.

samedi 24 novembre 2018 de 9 h 30 à 11 h 30

samedi 26 janvier 2019 de 9 h 30 à 11 h 30

samedi 30 mars 2019 de 9 h 30 à 11 h 30

samedi 25 mai 2019 de 9 h 30 à 11 h 30

École élémentaire catholique J.-L.-Couroux
10, avenue Findlay, Carleton Place
j-l-couroux.ecolecatholique.ca



▪ **Special Needs**

Lanark County is committed to ensuring that child care and EarlyON programs are inclusive to children with special needs and their families. It is important that we recognize that children with special needs are children first who are valued members in our community. The programming needs to consider the unique needs of each child and allow for full participation. In addition, ongoing evaluations must continue to take place to allow for full participation. All children have the right to quality care that develops their emotional, social, physical, cognitive and language skills.

The benefits of inclusive child care are:

- A better appreciation for differences and diversity
- An enhanced ability to empathize with others
- The ability to have a skill set and be able to teach a peer, which helps build confidence
- Learning self-control and patience
- Allowing for dialogue around special needs
- Teaching that everyone has value
- Shaping attitudes of acceptance and kindness towards people who are different, and dissipating awkwardness

Some challenges faced in Lanark County are:

- An increase in children with special needs
- An increase in behavioural and mental health issues among all segments of the population
- Child care providers are feeling overwhelmed and not qualified to meet the variety of demands placed on them, especially as it relates to complex medical needs
- Child care providers lack confidence in their ability to be able to meet the needs of all the children within the classroom/playgroup
- Need to increase capacity of Early Year sector in best supporting children with special needs, behavioural and mental health issues
- Families feeling challenged in accessing inclusive care for their special needs children
- Lack of ECE's and Enhanced support workers
- Lanark Early Integration Program (LEIP) who provide supports to children with special needs in licensed child care settings and approved recreation programs at no additional cost to parents / guardians and are facing an increase in not only the number of clients but the severity of the children's needs. They require more funding and staff to meet this increase in need of service.



As we can see from Table 9 we have seen a dramatic increase in the number of children served by the Lanark Early Integration Program (LEIP). When speaking to child care providers and LEIP staff there is not only an increase in the number of children served but the complexity of their needs.

Table 9 Lanark Early Integration Program 2013-2018

Year	Total # of children	# of preschool children 0-5.7 years	# of School aged Children 5.8 years -14	Referrals		
				Pre School	School Age	Total referrals
2014	58	49	9	33	4	37
2015	70	48	22	30	5	35
2016	62	41	21	16	6	22
2017	87	57	30	31	9	40
2018	96	65	31	49	7	56



■ At-risk Population

Studies show that children who experience poverty growing up are more likely to suffer from poor health, lower literacy scores and academic underachievement. They are less likely to complete high school or post-secondary as compared to their peers. As an adult, they have a greater probability of working in low-income jobs or requiring financial assistance. Additionally, as Lanark County continues to grow and housing becomes more cost prohibitive, families are forced to live in more rural accommodations. The lack of transportation only increases the level of isolation. It is imperative that the Early Years sector addresses the needs of this vulnerable population. Lanark County is supporting this population by...

- Providing presentations to all Social Services staff educating them on the Children's Services department and supports offered. Informing staff of Child Care and EarlyON providers in our community
- Informing agencies about Special Needs subsidy that allow for parents to have child care while parents seek medical/ mental health supports and/or children taking part in child care for emotional and social support
- Educating Social Services staff and community partners about EarlyON playgroups and parent education programming
- Discussing around the benefits of licensed child care
- Supporting around what questions to ask provider and what to look for when choosing a child care provider
- Using social media to provide information
- Staff offering face to face service in the community, and providing hands on support in applying for child care fee subsidy especially those who have learning disabilities and literacy/numerical limitations
- Having income tax clinics that support at risk families provide contact information for our department to address subsidy
- Supporting the EarlyON and Connections partnership by providing a play group to at risk families
- Addressing the lack of transportation in the County which negatively impacts abilities for families to take part in Early Years services
- Increasing funds towards Lanark Transportation to help those families who have difficulty getting their children to Providers
- Reaching out to ODSP (Ontario Disability Support Payments) population- by providing pamphlets in waiting room and informing staff/clients about our services
- Educating our community partners about the services offered by our department
- Explaining the advantages of consistent care for parents and children and how unreliable child care (fragmented child care relying on family, friends and neighbours to piece together care) puts parents and children in precarious situations.
- Working towards building trust of at risk families, making sure that we are approachable.





Household Characteristics

Household Growth

It is important when planning for EarlyON programming, child care services and child care subsidy that you investigate fully into the potential growth of your community, household income and the prevalence of low income families to serve your community best.

In 2016 there were 28,580 households in Lanark County; the County had grown 27.6% since 1996 when there were only 22,395 households. During this same time period, provincial households grew at a slightly higher proportion of 31.7%. Beckwith had the largest rate of change in terms of households at a growth of 47.8% followed by Drummond/North Elmsley at 40.3%. Smiths Falls had the lowest increase in households during the same time period with a growth of only 6.3% followed by Perth at 11.1%. This is not surprising given the overall population growth the respective areas are experiencing.

HOUSEHOLD GROWTH



Table 10 displays the number of households in each local municipality and the rate of change from 1996 to 2016.

Table 10: Trends in the Number of Occupied Private Dwellings, 1996-2016

	1996	2001	2006	2011*	2016	% Change 1996- 2016
Ontario	3,924,510	4,219,410	4,554,255	4,887,505	5,169,175	31.7%
Lanark	22,395	23,905	25,170	26,835	28,580	27.6%
Montague	1,100	1,160	1,200	1,310	1,425	29.5%
Smiths Falls	3,825	3,895	3,810	4,070	4,065	6.3%
Drummond/North Elmsley	2,210	2,440	2,685	2,890	3,100	40.1%
Tay Valley	1,740	1,905	2,085	2,110	2,255	29.6%
Perth	2,710	2,810	2,900	2,950	3,010	11.1%
Beckwith	1,935	2,145	2,295	2,570	2,860	48.0%
Carleton Place	3,155	3,435	3,705	3,975	4,280	35.6%
Mississippi Mills	3,945	4,235	4,375	4,835	5,290	34.1%
Lanark Highlands	1,755	1,870	2,110	2,130	2,295	30.8%

Source: Statistics Canada Census, 1996-2016 *National Household Survey



Although the County's rate of household growth between 1996 and 2016 was lower than the provincial growth rate, it was significantly higher than our neighbouring counties of Leeds and Grenville and Renfrew. During this time period, Lanark County households grew by 27.6% while Renfrew grew at 17.9% and Leeds and Grenville at 15.6%.

In Smiths Falls we see the lowest growth however upon completion of our focus group and surveys the data doesn't reflect the need. Canopy Growth has established itself in Smiths Falls causing a dramatic increase and need in early years services. We are seeing more people working and living in Smiths Falls than is predicted in the currently available data.



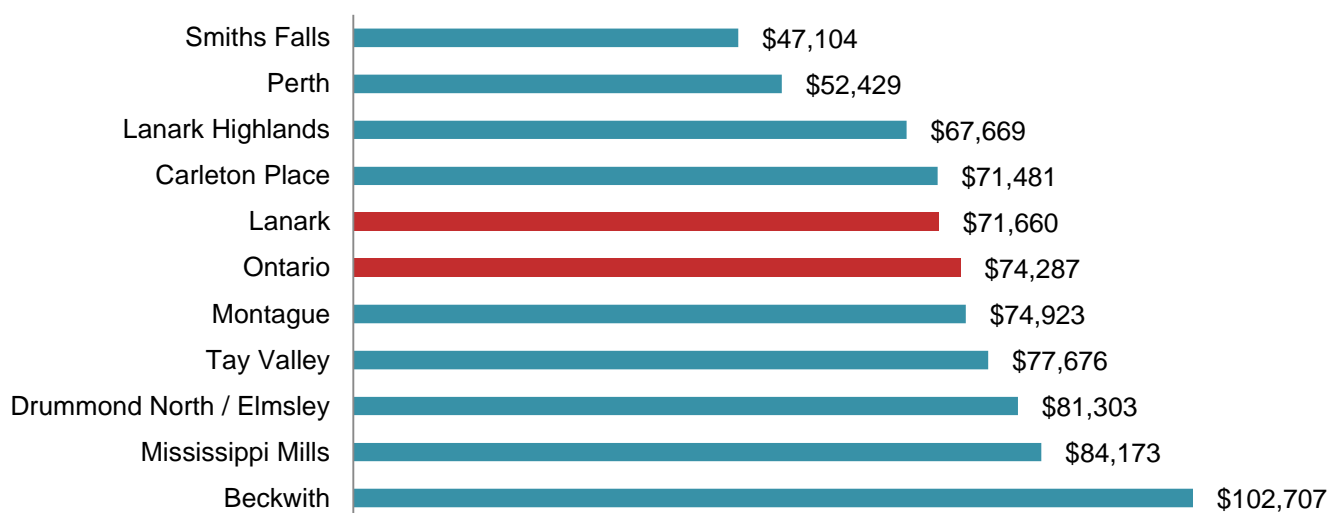
▪ **Household Income**

Household income has significant impact on the affordability of child care. As displayed in Figure 8, the median household income in Lanark County in 2016 was \$71,660. The provincial median is slightly higher at \$74,287. Median household incomes have increased over the last 20 years; Lanark County's increased by 69% while the provincial average increased by 65%.

The median household income varies vastly from one municipality to the next, as seen in Figure 8. Beckwith has a median household income that is significantly higher than the provincial median at \$102,707. Mississippi Mills (\$84K), Drummond/North Elmsley (\$81K), Tay Valley (\$78K), and Montague (\$75K) all have median household incomes higher than the County and provincial medians. Historically these communities have proven to have relatively high household incomes as presented in Table 11.

Smiths Falls (\$47), Perth (\$52), Lanark Highlands (\$68K), and Carleton Place (\$71K) are all below the County and provincial medians. Historically these communities have had lower household incomes. Smiths Falls has the lowest median household income at \$47,104. Of these communities, between the years of 1996 and 2016, Lanark Highlands median household income increased at a very high proportion of 76%, while Smiths Falls income increased by 48%.

Figure 8: Median Household Income, 2016



Source: Statistics Canada Census, 2016

Table 11 represents the average income of couple and lone parent families by town/township in Lanark County. It shows us the number of economic families, the average income and the average after-tax income for couple and lone parent families. In Lanark County there were 7,720 couple families w/ children with an average total income of \$125,770 and an average after-tax income of \$104,406 in comparison to 2790 lone parent families with an average income of \$58,260 and an average after tax income of \$51,904.



Table 11: 2016 Census Median and Average Income of Couple and Lone Parent Families

	Lanark	Montague	Smiths Falls	Drummond/ North Elmsley	Tay Valley	Perth	Beckwith	Carleton Place	Mississippi Mills	Lanark Highlands
Average Income										
Total - Income statistics in 2015 for couple economic families with children in private households - Number	7720	490	740	935	605	425	1090	1230	1615	590
Average total income of couple economic families with children in 2015 (\$)	\$125,770	\$114,331	\$92,988	\$136,463	\$117,321	\$117,835	\$148,309	\$114,965	\$141,623	\$111,138
Average after-tax income of couple economic families with children in 2015 (\$)	\$104,406	\$96,694	\$81,070	\$112,732	\$98,379	\$99,036	\$121,511	\$97,029	\$113,815	\$94,831
Total - Income statistics in 2015 for lone-parent economic families in private households - Number	2790	125	580	230	140	340	185	595	435	160
Average total income of lone- parent economic families in 2015 (\$)	\$58,260	\$58,743	\$47,850	\$56,231	\$66,555	\$52,487	\$81,044	\$57,706	\$67,945	\$52,684
Average after-tax income of lone- parent economic families in 2015 (\$)	\$51,904	\$51,830	\$43,772	\$50,375	\$59,268	\$47,041	\$69,973	\$51,590	\$59,333	\$47,381
Source: 2016 Statistics Canada Census										

Table 12 represents the number of Lanark County households within various income levels in the 2011 and 2016 census years. In 2011, 10.0% of County households had an income of under \$20,000 while in 2016 this dropped to 8.4%.

Table 12: Total Household Income, 2011-2016

Household Income	2011*		2016	
	# of Households	% of Lanark County Households	# of Households	% of Lanark County Households
Under \$5,000	570	2.1%	255	0.9%
\$5,000 to \$10,000	265	1.0%	325	1.1%
\$10,000 to \$14,999	750	2.8%	810	2.8%
\$15,000 to \$19,999	1,090	4.1%	1,035	3.6%
\$20,000 to \$29,999	2,300	8.6%	2,210	7.7%
\$30,000 to \$39,999	2,425	9.0%	2,365	8.3%
\$40,000 to \$44,999	2,360	8.8%	2,385	8.3%
\$50,000 to \$59,999	2,360	8.8%	2,285	8.0%
\$60,000 to \$79,999	4,145	15.4%	4,345	15.2%
\$80,000 to \$99,999	3,380	12.6%	3,580	12.5%
\$100,000 to \$149,999	4,755	17.7%	5,535	19.4%
\$150,000 and over	2,430	9.1%	3,440	12.0%

Source: Statistics Canada Census, 2011 & 2016 *National Household Survey



▪ **Social Assistance Recipients**

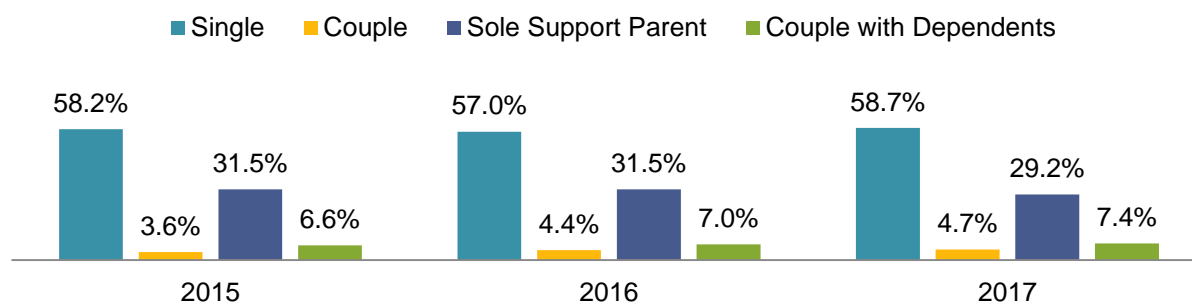
The number of households in receipt of social assistance is a factor in understanding the prevalence of low-income families. For lower income households, social assistance may be the sole means of financial support. These individuals struggle with paying for life's necessities. The two primary social assistance programs in the province are Ontario Works (OW) and the Ontario Disability Support Program (ODSP)

Table 13 displays the average number of family units and recipients in receipt of OW and ODSP from 2012 to 2018. In 2018 2.84% of the County's population was in receipt of OW and 4.76% was in receipt of ODSP. In February of 2019 there were 251 benefit units with kids under 12 on ODSP.

Table 13: Social Assistance Recipients, 2012-2018							
	2012	2013	2014	2015	2016	2017	2018
# of OW Family Units	1,010	1,028	1,013	1,037	1,112	1,050	968
# of OW Recipients	1,838	1,856	1,845	1,838	1,952	1,872	1,737
# of ODSP Family Units	2,117	2,153	2,196	2,280	2,334	2,427	2,542
# of ODSP Recipients	3,036	3,048	3,087	3,196	3,269	3,369	3,515
Source: Social Assistance Operations Performance Report, 2018							

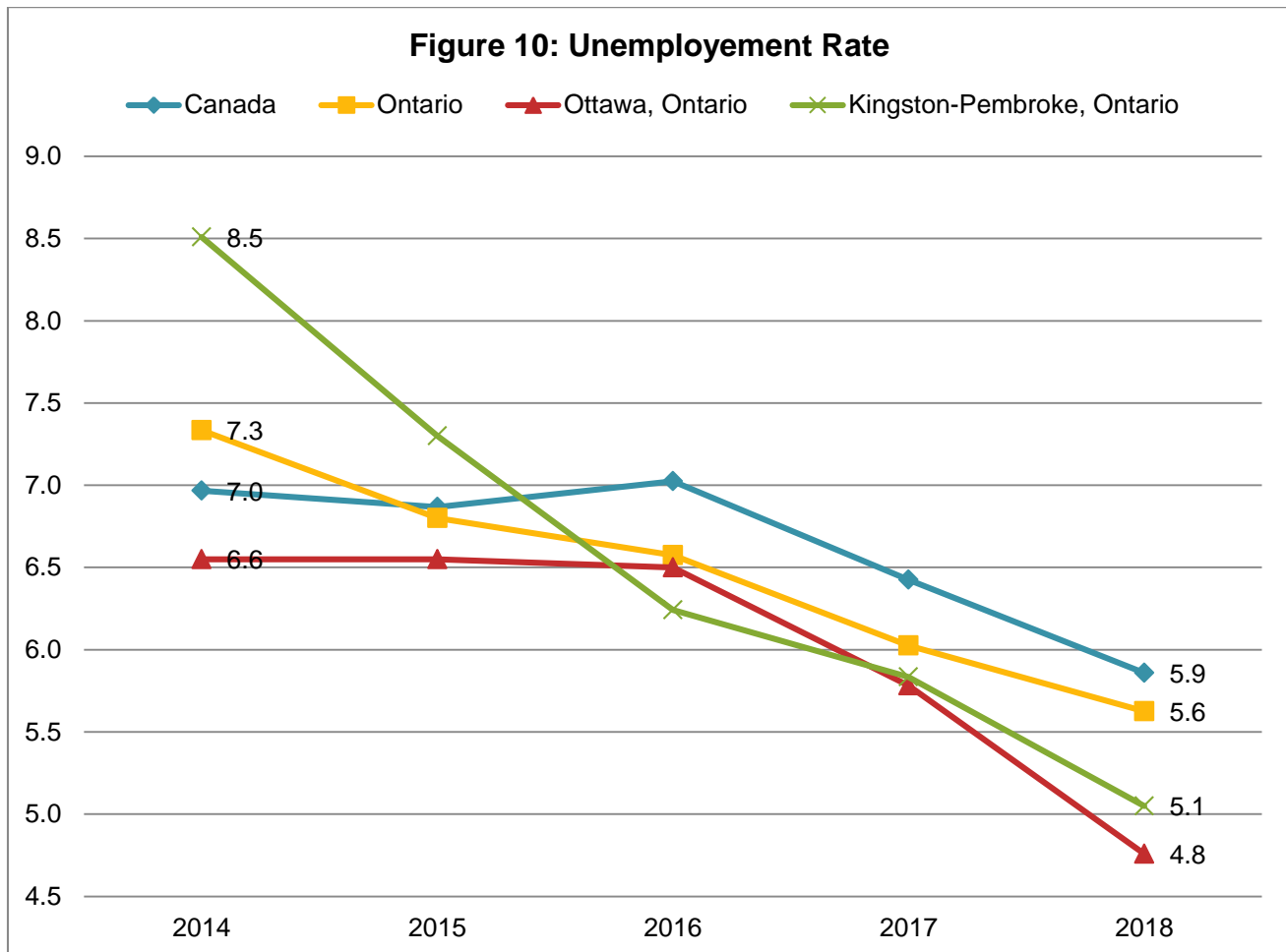
(Figure 9 displays the family structure of Ontario Works households during the 3 years 2015, 2016, 2017. In 2017, sole support parents (single parents) made up 29.2% of County OW cases and couples with dependents (7.4%)

Figure 9: Ontario Works Households by Family Structure, 2015-2017



Lanark County has reviewed the research that speaks to quality early childhood education and care and its effects on children from low-income families. Overwhelmingly, these studies have found that good quality child care can have very positive effects on these children and that these advantages can be long lasting. Lanark County Children's Services have partnered with our OW staff to ensure that parents are aware of the benefits of quality licensed child care and the subsidies that exist. We also share information on EarlyON programming in our community.

In 2016, the County's unemployment rate was 6.3%, which was lower than the provincial rate of 7.4% as described in Figure 10.. As presented in Figure 10, the County unemployment rate has been significantly lower than the provincial rate since 2014. The unemployment rate has relevance to child care as typically when the unemployment rate is low the demand for child care increases due to the sheer number of people in the work force that require child care.



Source: Statistics Canada. Table 14-10-0293-01 Labour force characteristics by economic region, three-month moving average, unadjusted for seasonality, last 5 months

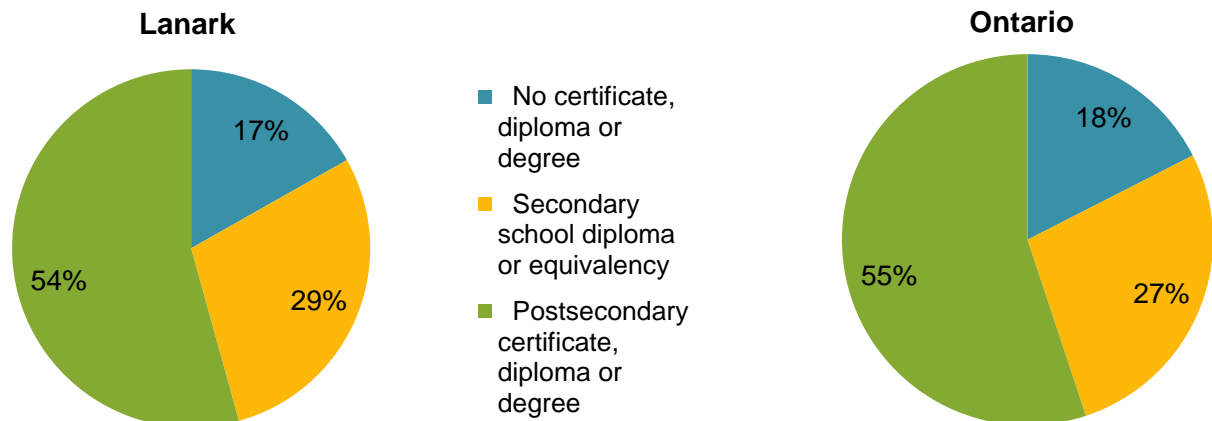
Education and Employment

This section assesses the education levels and employment opportunities within the community and its impact on child care.

▪ **Education**

In general, Lanark County residents are educated to levels consistent with provincial norms. In 2016, 54% of County residents and 55% of Ontarians had a post-secondary, certificate, diploma or degree. 17% of County residents and 18% of Ontarians had no certificate, diploma or degree. The remaining individuals have a secondary school diploma or equivalent.

Figure 11: Education Levels in Lanark County Compared to Ontario, 2016



Source: Statistics Canada Census, 2016

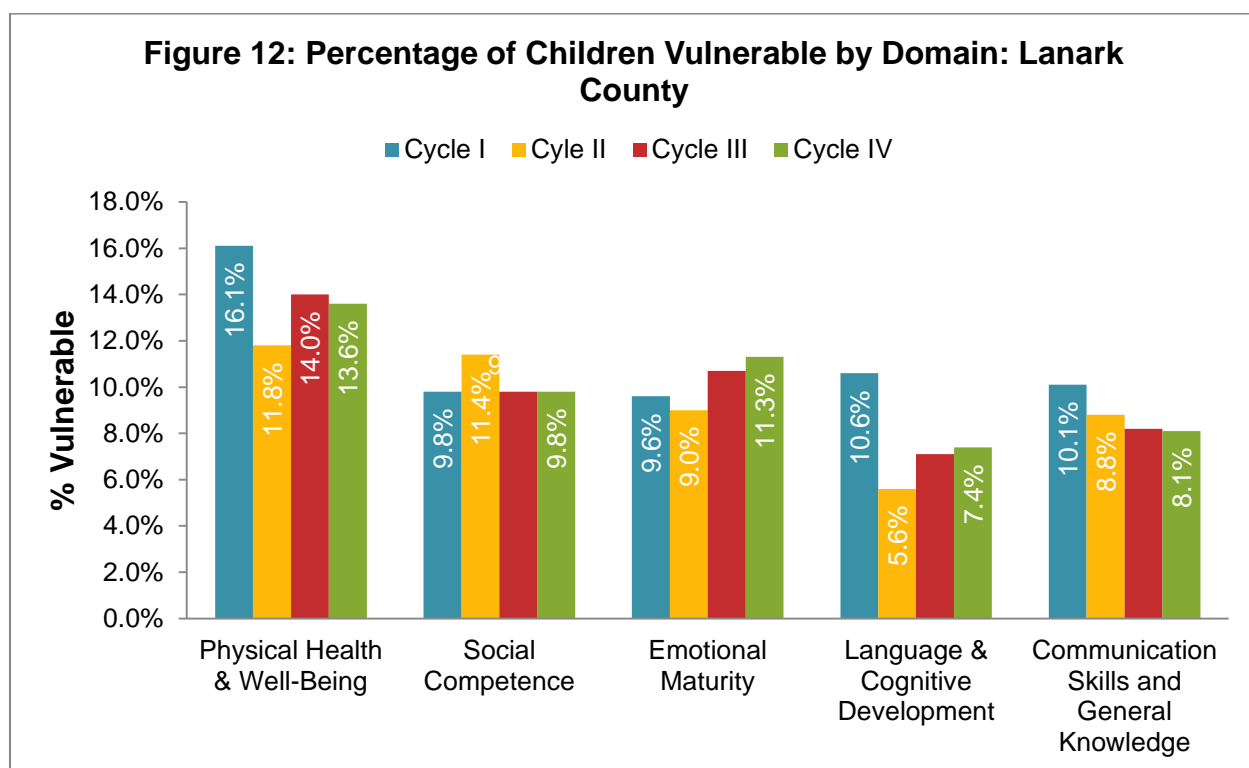
Figure 11 depicts the education levels in Lanark County compared to Ontario; generally speaking people with higher education levels have better job prospects. Lanark is just below Ontario in the percentage of people who have a post-secondary certificate, diploma or degree but a higher percentage of Lanark County population has a secondary school diploma compared to Ontario.

▪ Early Development Instrument:

The Early Development Instrument (EDI) is a 103-item questionnaire completed by kindergarten teachers that measures children's ability to meet age appropriate developmental expectations in five general domains. It has been completed by kindergarten teachers across Canada and internationally. The information collected through the EDI helps communities to understand the state of children's developmental health by connecting the conditions of early childhood experiences to learning outcomes and future successes.

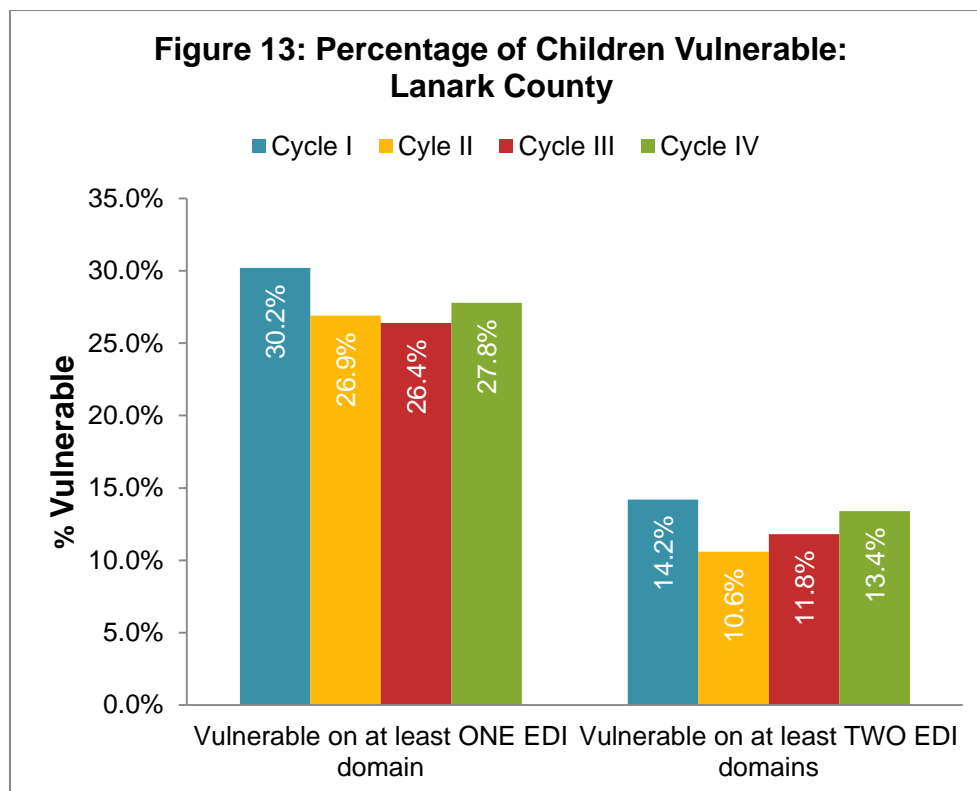
The EDI has been implemented in Lanark County for four cycles: Cycle I in 2001/05, Cycle 2 2008/09, Cycle 3 2010/11, Cycle 4 (Ontario wide) 2014/15. Ontario has now implemented a 3 year cycle of province wide implementation of EDI. Cycle 5 (2017/18) had been completed and we are now in the 2nd year of the cycle (analysis of the data. In Ontario, the first province-wide implementation of the EDI was completed between 2004- 2006. This data constitute the Ontario "Baseline" or Cycle I, and are used to determine the 10th percentile cut-offs for subsequent reporting for all cycles.

Results for Lanark County: EDI Data over time, Figure 12 by Domain and Figure 13 by Overall vulnerability:



In Figure 12 we see the four cycles of completed EDI data in Lanark County by the five EDI domains, we see decreases in vulnerabilities in all domains from the first cycle to the fourth cycle except for emotional maturity in which we have seen an increase in vulnerabilities.





In Figure 13 shows us the EDI vulnerabilities in at least one domain which has decreased since cycle 1 of the EDI but risen since the last two cycles of the EDI. We also see vulnerabilities in two or more domains which has also decreased since cycle 1 but increased since the past two cycles.

▪ **Local Labour Market**

Job growth in Lanark County from 2015 to 2016 increased by 2.3%, which is above the provincial and national averages. It is projected that job growth will continue to occur through to 2021. While growth in employment is positive for a community, it does create a greater demand for child care services. It too impacts playgroups, in that parents who are working want to access groups during the evening and weekends.

The Labour Market Group of Renfrew and Lanark conducted a survey of employers in Lanark County called “Employer One Survey” in 2018/19. According to the survey, 62.5% of the employers stated they were having difficulty filling positions over the past year and 65.4% of those respondents stated that a lack of applicants was the reason for the hiring difficulties. Statistics show an aging work force in Lanark County paired with youth leaving the County have resulted in a serious work force shortage.

Table 14 and figure 14 indicate the top 3 industries that are showing the fastest growth in Lanark County include: accommodation/food services, health care/ social assistance, and construction.

Table14: Fastest Growing Industries in Lanark County 2017-2018

Industry	2017 Jobs	2018 Jobs	Change in Jobs	Earnings per Worker
Accommodation and Food Services	2333	2452	119	\$14,096
Health Care and social services	3675	3774	99	\$40,737
Construction	1760	1801	41	\$48,223

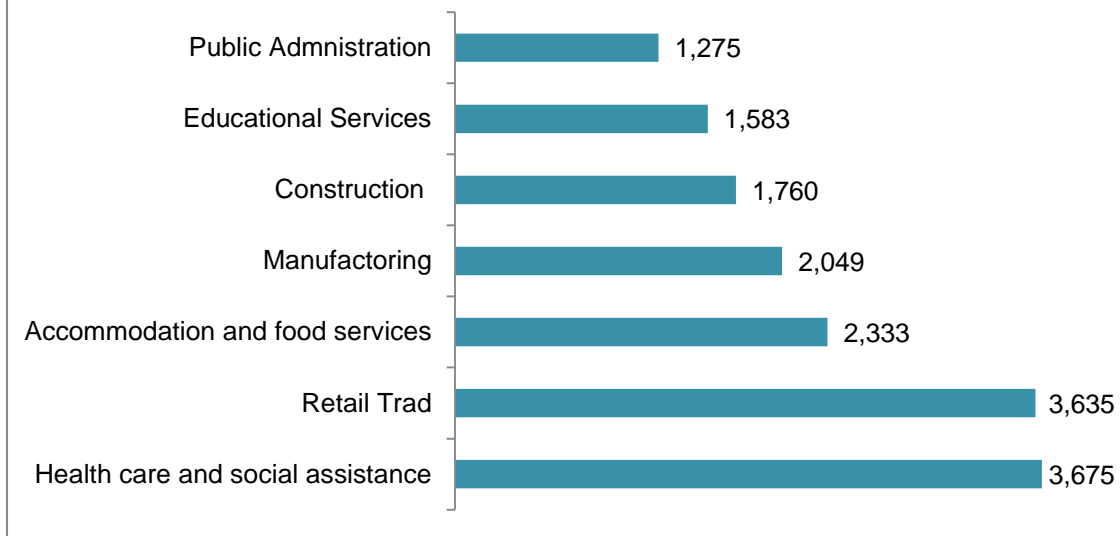
Source: EMSI Analyst projection 2018

A large number of the County’s employment opportunities are in health care and social services, followed by retail and accommodation and food services.

Although Lanark County’s highest number of job placements is in health care and social services, over ¼ of Lanark County residents work in sales and service occupations. Figure 14 shows the top 7 occupations for residents according to NOC Skill Type in Lanark County compared to Ontario



Figure 14: Top Jobs in Lanark County by Industry 2018



The increase in employment opportunities in health care, retail, accommodation and food services is a terrific boom for the economy, however it does pose a serious challenge from a child care perspective. The challenges include:

- Work often takes place before 6 am and after 6 pm
- Requirements to work weekends and holidays
- Split, irregular and rotating shifts
- Accommodation, food services and retail are often lower paid occupations with unpredictable
- Schedules and hours of work, making child care difficult to access and cost prohibitive
- Seasonal work

As we can see from the table below with employment insurance beneficiaries, we have an approximate increase of 50% on beneficiaries in the winter compared to summer signaling seasonal workers. This creates another hurdle for child care providers meeting the demand on a seasonal basis.

Table 15: Employment Insurance Beneficiaries by Census Division, Monthly, Unadjusted for Seasonality: Lanark Ontario, Persons 15 Years and Older

Beneficiary detail	Jan-17	Sep-17	Jan-18	Sep-18
All types of income benefits	1,890	970	1,740	970
Regular benefits ¹	1,340	440	1,160	400

Footnotes:

1-Includes people who receive regular income benefits whether or not they participate in one of three employment benefit programs, namely Skills Development Program, Job Creation Partnerships Program and Self-employment Program.

Statistics Canada. Table 14-10-0014-01 Employment insurance beneficiaries by census division, monthly, unadjusted for seasonality

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410001401>



▪ **Growth in Employment Opportunities and Impact to Home Child care**

The growing economy allows for more choices in occupations and as a result fewer people are opting to run a home child care. Some of the factors that come into play include and prevent people from opening a home child care program include:

- Child care receives little respect as a career option
- Home child care providers often feel taken advantage of with respect to drop off, pick up times, receiving payments on time, etc.
- Wear and tear on their house
- The entire family is impacted by the child care business
- Requires a great deal of organization around receipts, attendance hours, after hours worked
- Often work alone and feel isolated, have to deal with difficult situations with no human resources to offer support
- Day care clients come and go due to their personal situations
- No pension or benefits
- The work skills are often not deemed as transferable so parents are anxious to get back to work so it does not negatively impact their career path
- A great deal of responsibility for the amount of money they receive
- Some providers find licensed home child care too much paper work an intrusion of their personal space

▪ **High Demand Can Result in Less Flexibility**

Those who provide home child care services now find themselves in the drivers seat whereby they can pick and choose their clients and the child care opportunities that work best for them. This results in:

- Parents who require something other than full time care are less apt to obtain a spot. It is more complicated and time consuming to have children with various schedules to try to manage
- Less providers willing to work early mornings, evenings, overnight, weekends or accommodate split shifts when they can work straight days
- Families with lower incomes traditionally work irregular hours presenting additional challenges securing child care for that demographic
- Harder to find child care for children with special needs or behaviour issues as they are considered to be more time consuming and require additional supports
- Child care cost just like any business when the demand goes up so often does the cost, unlicensed child care can raise their rates at their discretion whereby it can be cost prohibitive to many



■ **Commuting to Work**

Given the County's location, within one hour of the nation's capital, employers in the County are positioned to access this market. While the Labour Market Group indicates there are 22,753 jobs within the County, only 13,875 Lanark County residents stay in the County to work. About 43% of County resident's commute outside of the County's borders for employment.

The number of people commuting to work in 2019 is increasing rapidly. In 2016, a study indicated that 7,705 employees that lived within Lanark County travelled 35km or greater for work as revealed in Figure 15. Child care must allow for time to drop children off, commute to work, work a full day and get back to pick the children up. If you factor in traffic and weather conditions they too lend themselves to increasing time requirements. The demand for longer hours of care is taxing our already stretched resources.

Figure 15: Commuting Distance from Home to Work for Employed Labour Force Aged 15 Years and Over, 2016

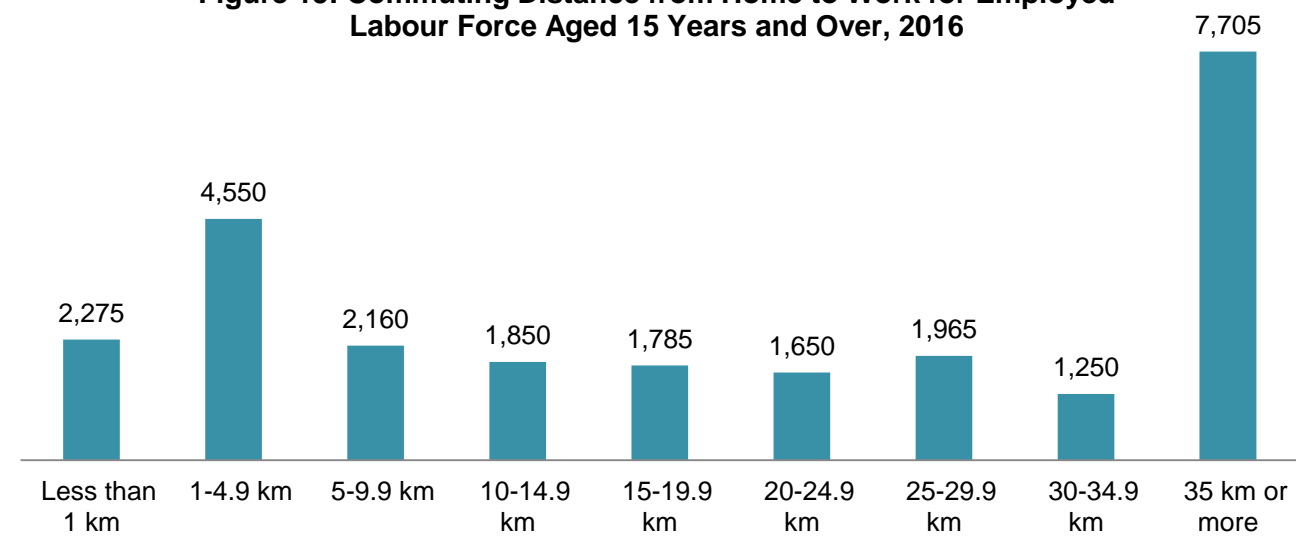
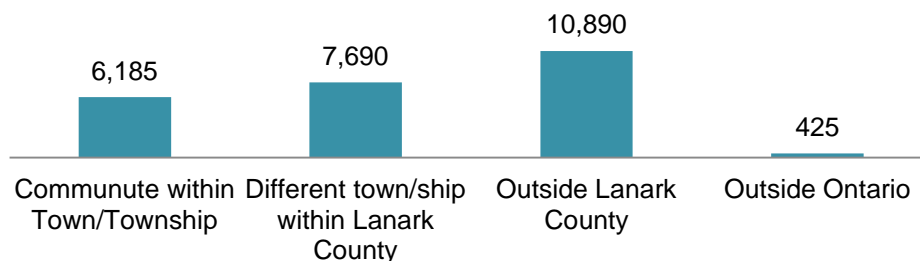


Figure 16: Commuting Location for Lanark County's Employed Labour Force Aged 15 Years and Over, 2016



Source: The Labour Market Group, 2018



Community Space

A largely rural community Lanark County recognizes that in many of the communities schools are a natural location for parents to go to. For this reason It is the first place service providers will look for space when looking to provide service. While each community has churches and community halls it is difficult to run programs at these locations due to the time for setup and take down for the event and it is difficult to find space at these locations to store equipment. To be in line with How Does Learning Happen we look for space where the children can make it their own and build on from day to day.

In Lanark County we have 15 licensed child care centres in schools and 7 EarlyON centres also located in schools.

Number of Child care and EarlyON Centres in Schools		
Community	# Licensed Child Care Centres In Public Schools	# of EarlyON Centres In Schools
Beckwith	1	0
Carleton Place	4	2
Drummond North Elmsley	1	0
Lanark Highlands	0	1
Mississippi Mills	3	2
Perth	4	1
Smiths Falls	2	1
Tay Valley	0	0

In 2019 the Upper Canada District School Board and Catholic District School Board will be updating their available number of classrooms in each school and will share this information with Children's Services once it becomes available.

Once space available in schools is made available an evaluation of available school space and school space currently used will be conducted. By evaluating our current usage of school space and the problems arising (sharing of space for multiple uses: school and child care and how sharing of space occurs, is space allocated appropriate for intended use, communication between service provider and school administration and sharing of resources) we can determine solutions and circumvent any problems that may arise in the use of new space in schools..





Licensed Child Care in Lanark County





Environment Scan of Child Care in Lanark County

Child care Scan for Lanark County

An analysis of the child care spaces available in the County was conducted. Wait list information was also collected to determine high pressure areas. Feedback from the community spoke to the need for more infant spaces, from Table 16 we can see there are few infant spaces available throughout the County with many municipalities having none. Lower population and rural townships do not have child care centres but are serviced by neighbouring communities.

Table 16: 2018 Lanark County Licensed Capacity/Children on Subsidy by Municipality

Community	# of Providers	# of Children on Subsidy*	Licensed Capacity							
			Infant	Toddler	Pre-school	Kinder-garten	Primary/Junior	Junior School Age	Nursery School	Total
Beckwith	2	8	0	10	32	26	30	0	0	98
Carleton Place	6	112	10	55	132	176	352	80	0	805
Drummond North Elmsley	1	25	0	0	0	26	30	0	0	56
Lanark Highlands	0	16	0	0	0	0	0	0	0	0
Mississippi Mills	7	84	20	30	95	84	165	0	24	418
Montague	0	7	0	0	0	0	0	0	0	0
Perth	6	40	0	40	64	78	90	10	0	282
Smiths Falls	5	71	6	25	64	54	135	0	0	284
Tay Valley	0	3	0	0	0	0	0	0	0	0
Total	27	366	36	160	387	444	802	90	24	1943

Licensed Capacity: The maximum number of children, including the number in each age category, allowed to be receiving child care in the child care centre at one time as set out in the license of the child care centre.

* as of Jan 2019 by Applicant's Municipality

Data Source: OCCMS Reporting: R059 Licensed Capacity and Vacancy by Site, R025 Total Children Receiving Fee Assistance w/o duplicates - Monthly



From figure 17 below we see the number of child care spaces located in school versus in the community (centres). The number of spaces in communities has grown 34.8% since 2011 but more growth was seen in the number of schools at 40.3%. Overall we have seen an increase in spaces of 35.4% since 2011.

Figure 17: Number of Licensed Centre Based Child Care Spaces in Schools and Community Buildings.

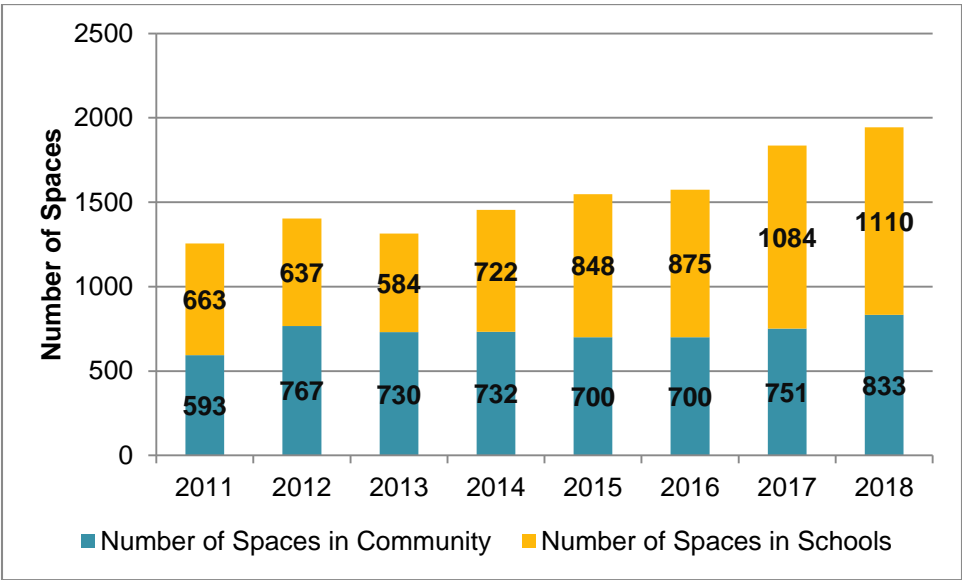
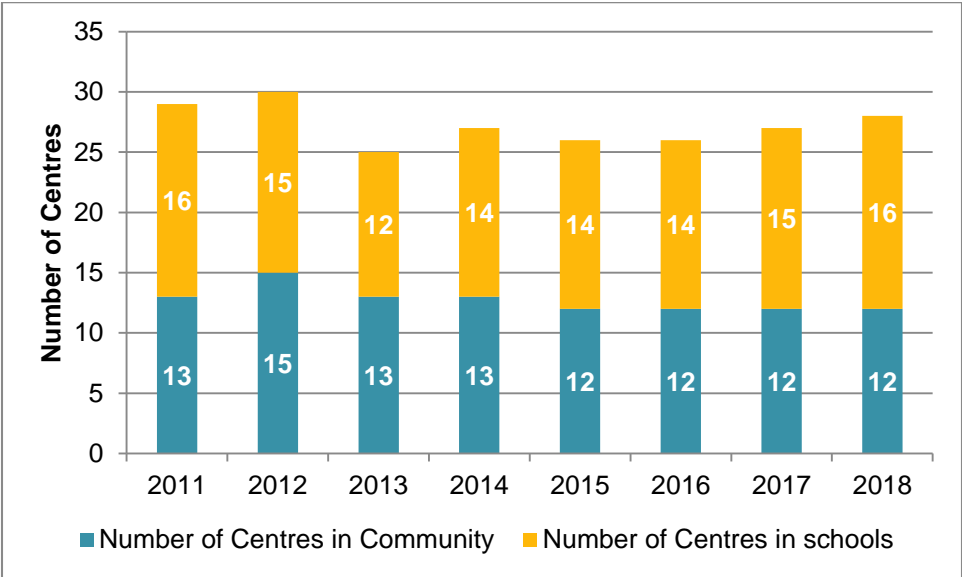
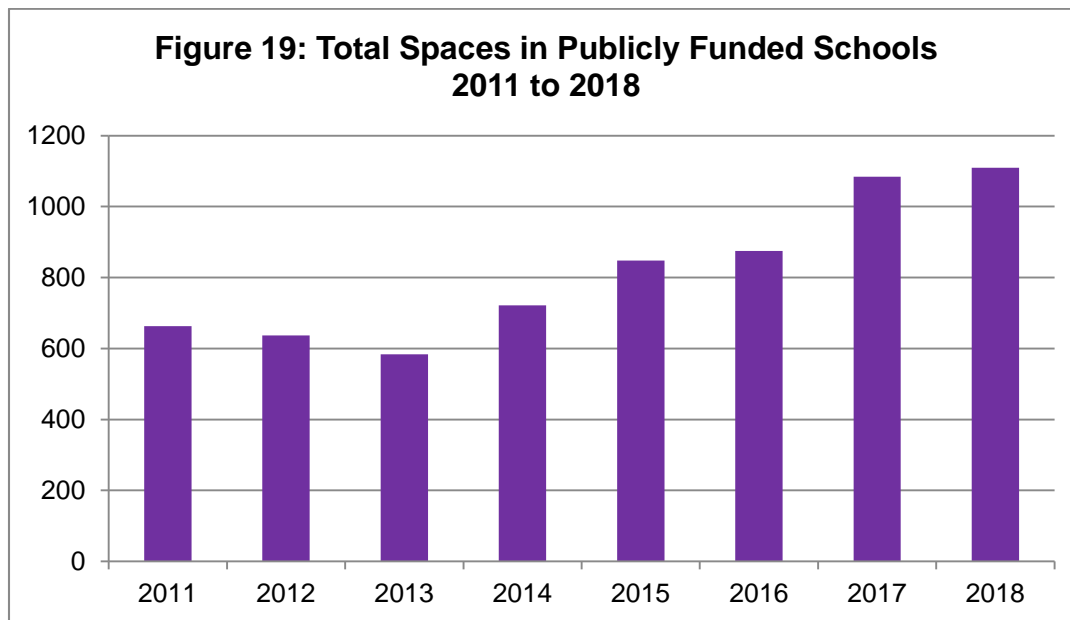


Figure 18 below shows us the number of child care centres and whether they are located in a community space or in a school.

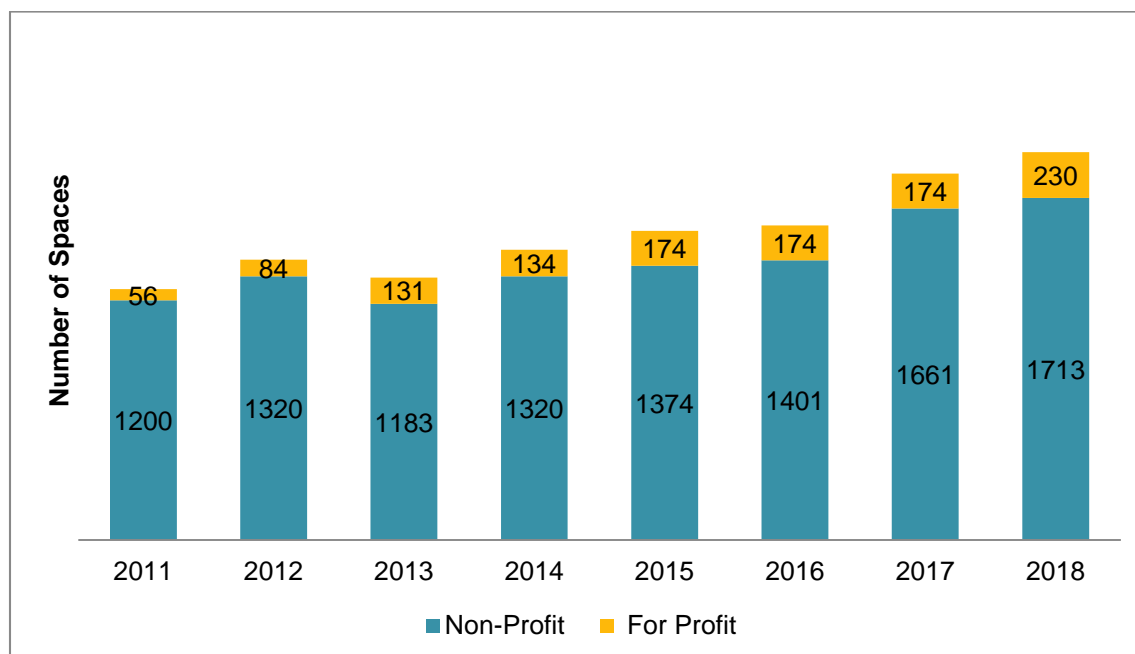
Figure 18: Number of Licensed Centre Based Child Care Centres in Schools and Community Buildings.



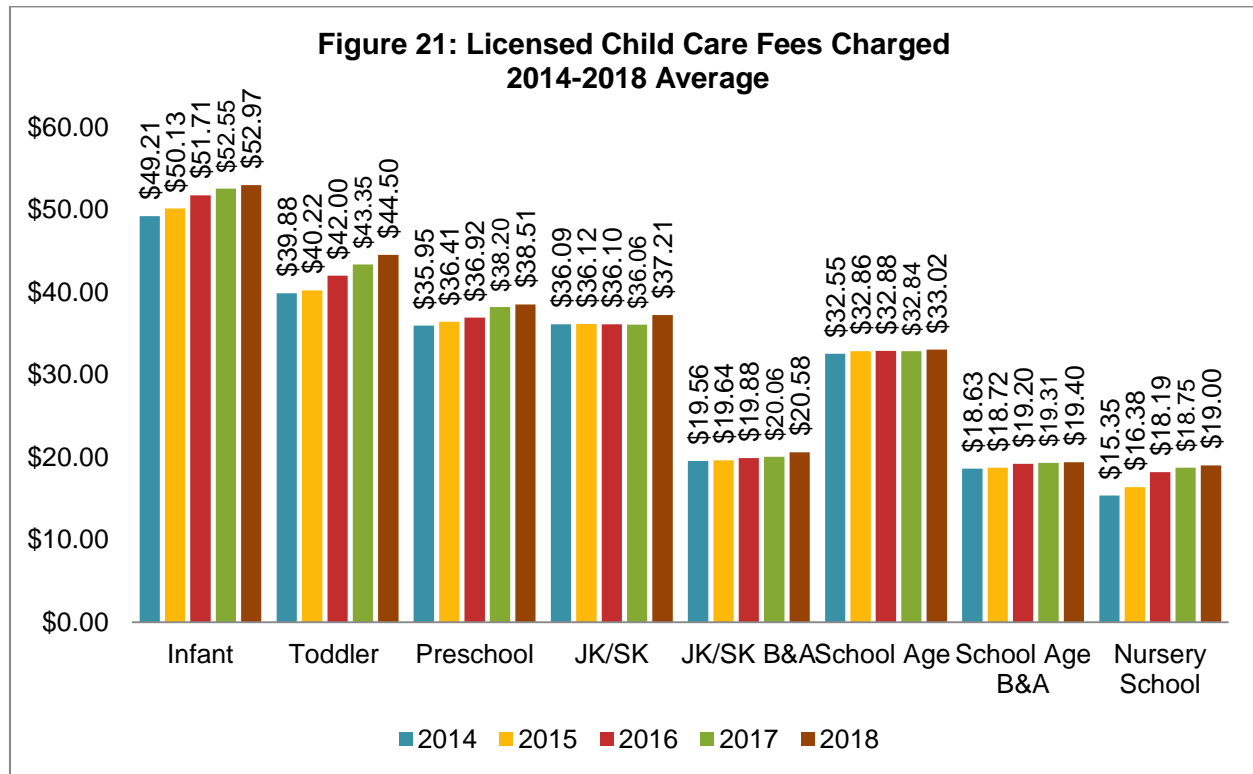


The majority of child care spaces are provided by non-profit service providers, however we are seeing a growth in for profit providers providing spaces. In 2011 4.5% of spaces were provided by for profits service providers that has increased to 11.8% in 2018.

**Figure 20: Number of Licensed Child Care Spaces
by For-Profit and Non-Profit Providers**



We have seen minimal increase in the amount of child care fees since 2014 due to capping the amount which fees can be increased to 5% yearly upon approval of the Lanark County unless they are at the cap then fees can only be raised to the Consumer Price Index of the previous year. Additional funding was given to child care providers in general operating grant to mitigate an increase in fees.



Below we will see the licensed capacity in centre based child care in Lanark County. Licensed Capacity refers to the maximum number of children in which a licensed child care centre can accommodate care for in that age group. In 2017, definitions changed and some children counted in junior school age were now being counted in the primary/junior. We can see that overall there has been an increase in spaces of 54.7%. However we have seen a 30.8% decline in infant spaces and a 33% decline in nursery school spaces (which coincides with schools offering full day Kindergarten).

Figure 22: Lanark County 2011-2018 Licensed Capacity

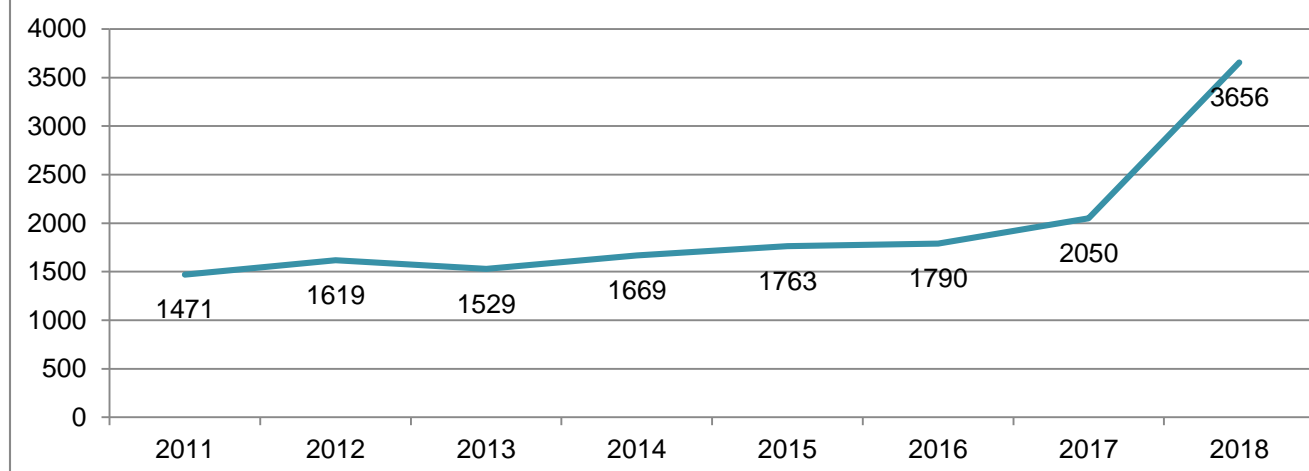


Table 17: 2011-2018 Licensed Capacity OCCMS (Ontario Child Care Management System) Reporting

Year	Infant	Toddler	Preschool	Kindergarten	Primary/Junior	Junior School Age	Nursery School	Total Centre Based Child Care
2011	52	125	232	252	20	539	36	1256
2012	59	140	296	247	64	562	36	1404
2013	49	135	312	237	44	517	20	1314
2014	49	135	312	287	44	607	20	1454
2015	46	120	288	393	12	669	20	1548
2016	36	120	304	411	420	264	20	1575
2017	36	135	363	419	772	90	20	1835
2018	36	160	387	444	802	90	24	1943
# change from 2011	-16	35	155	192	782	-449	-12	687
% change from 2011	30.8%	28.0%	66.8%	76.2%	3910.0%	83.3%	33.3%	54.7%



Hours of Operation:

When analyzing the hours of licensed child care in Lanark Country we can see centers primarily run from 6:30am to 6:00pm, and only 3 licensed home child care providers providing care outside of 'normal' hours.

Licensed Centre Based Care:

Centre	Hours of Operation
Almonte Day Care Programs (Junior & School Age)	6:30am – 6:30pm
Almonte Co-op Nursery School	9:00am – 11:45am
Apple Seeds Preschool Program	8:00am – 5:00pm
Beckwith Child Care Centre	6:45am – 6:00pm
Carleton Place Child Care Services (Junior & School Age)	6:30am – 6:00pm
CROW	
Day by Day (School Age)	6:30am – 6:00pm
La Coccinelle J.L. Couroux	7:00am – 6:00pm
Linda Lowe Day Care (Junior & School Age)	7:00am – 5:30pm
Perth Children's House	* early care by demand at 6:00am 8:30am – 4:30pm
Rideau Child Care	6:30am – 6:00pm
Smiths Falls Day Care Programs (Junior)	6:30am – 5:30pm
Smiths Falls Day Care Programs (School Age)	6:30am – 6:00pm
Taycare Children's Programs	6:30am – 6:00pm
The Nursery Rhyme	7:00am – 6:00pm

Licensed Home Child Care:

- Majority 7am-5pm: Providers Located in (All):
 - Beckwith: 8
 - Mississippi Mills: 7
 - Carleton Place: 3
 - Drummond North Elmsley: 1
 - Perth: 2
 - Smiths Falls: 9
 - Tay Valley: 1
- Number of providers that offer after hours care (overnight/weekend/after hour care):
Perth (1), Smith Falls (1), Carleton Place (1)
 - Number that offer weekend care: 3 - Perth, Smiths Falls and Carleton Place
 - Number that offer care past 6pm: 1 - Carleton Place
 - Number that offer overnight care: 1 - Perth
- 9.7% of providers (3 out of 31) provide after "normal" hours of care.

French Language Child Care Programs:



- 1 Francophone child care provider located in Carleton Place with 151 spaces (15 toddler, 24 preschool, 52 primary junior, 60 school age).
- 1 French Immersion provider located in Carleton Place with: 4 Preschool rooms (aged 2.6-4) of 8 (32 children in total) that introduce French.

Licensed Child Care Pay Scales 2017 (Does not include wage enhancement grant).

The **wage enhancement** grant supports an increase of up to \$2 per hour, plus 17.5 % benefits.

- Includes 12 providers across Lanark County with 2 for profits and 10 not-for-profits.
- For the purpose of this analysis:
 - Non Program includes: Cooks, Cleaners, Administration, and Book Keepers;
 - Supply Teacher
 - Assistant Teacher includes: Assistant teachers and RECEs in training
 - Teacher includes: RECEs, Non ECEs, and Home Visitors
 - Supervisor includes: Head Teacher, Supervisor, and Assistant Director
 - Director
 - Avg. start refers to the starting hourly pay amount and avg. max is the maximum hourly pay.

Table 18: Licensed Child care Pay Scales 2017		
Position	Avg. Start	Avg. Max
Non Program	\$17.39	\$19.92
Supply Teacher	\$15.26	\$15.57
Assistant Teacher	\$16.96	\$19.76
Teacher	\$18.49	\$21.07
Supervisor	\$21.78	\$24.20
Director	\$30.94	\$34.99



Subsidy in Lanark County

The Child Care Fee Subsidy program – which is managed and administered by the Children's Services Department - provides financial assistance to families in Lanark County and the Town of Smiths Falls for the cost of licensed child care. Parents or guardians may be eligible for child care fee subsidy if they are working, going to school, self-employed, or enrolled in a training program during the hours that a child attends a child care program. Extenuating circumstances regarding a parent or child's special need for care may also be taken into account. A parent or couple's net income is used to calculate if they are eligible for fully subsidized care or if they must contribute a portion of the child care costs. To qualify financially, the calculated parental contribution cannot exceed the actual monthly cost of child care.

It is important to raise awareness of this program and to ensure that our services are accessible to at-risk families so that all children may benefit from affordable licensed child care. Currently, this is being addressed by promoting our services to Lanark County Social Services Departments, child care providers, and other community agencies working with families and children in the area. Applicants are able to receive and submit documentation electronically, via Canada Post, or our Children's Services Caseworkers are willing and able to meet at one of the multiple offices located throughout the county. These measures are in place to acknowledge the needs of parents committed to their work, school, or well-being, and to mediate the transportation barriers experienced by residents of a largely rural area.

- In 2018 according to OCCMS reasons for child care identified by parents included: working (82%) attending school 9%), Ontario Works (4%), CAS Referral (1%), Temporary care (0.4%)
- Household stats: (74%) of our clients are single applicants: (separated (38%), single (30%), divorced (5%), widowed (0.5%), married (15%), common law (11%))

Table 19: OW Clients Receiving Child Care FeeSubsidy January to October 2018		
	Families	# Children
Total OW Receiving Subsidy	36	62
Attending School	10	15
Employment	13	19
Therapeutic-parent	8	17
Therapeutic-child	5	11



Licensed Child Care Wait Lists

Lanark County does not have a centralized wait list. Data was collected from all service providers as to their wait list. There was a large variance on how wait list information was collected and updated at each centre and agency. Often times the calls for child care became so frequent they that centres stopped taking names as they knew their centre could not offer service in the foreseeable future. For this reason, the table 19 below can only provide an idea of the number of families waiting for care to become available throughout Lanark County and especially in high pressure areas. As of September 2019, all providers will be required to keep accurate, updated wait list so that the Service Manger is better able to gage demand.

Community consultations with parents and providers have suggested that there are large wait lists in Perth, Smiths Falls, Carleton Place and Mississippi Mills (Almonte). Parents of children in rural schools (predominately in Lanark Highlands) expressed concern with children starting school and not having before and after school care. They had previously accessed care outside of their community when the children were not school age.



Table 20: Lanark County Licensed Child Care Wait List March 2019 Point in Time

Site	Community	Infant	Toddler	Preschool	Kindergarten	School Age	Summer School Age	Providers	Nursery
Beckwith Child Care Centre	Beckwith		6	7	10	8			
Apple Seeds Pre-School Program	Beckwith			0					
Arklan Extended Day Program	Carleton Place				0	0	0		
Day by Day St. Gregory's Extended Day Program	Carleton Place				0	0	0		
Holy Name of Mary School Age Club	Carleton Place					20			
La Coccinelle J.L. Couroux	Carleton Place		6	4	0	0			
Carleton Place Children's Services	Carleton Place	87	108	59	44	6			6
Drummond Central	Drummond NE				0	0			
Naismith School Age Club	Mississippi Mills					15			
R. Tait McKenzie School Age Club	Mississippi Mills					20			
Almonte Day Care Centre	Mississippi Mills	23	50	50		60			
Almonte Nursery School	Mississippi Mills								0
Linda Lowe Day Care Centre	Mississippi Mills		0	0	0	0			
Perth Children's House Incorp	Mississippi Mills								61
Tay Care Children's Centre -St. John's	Perth					4			
Taycare Queen Elizabeth Before and After School	Perth					6			
Taycare Stewart Ready to Learn Program	Perth					3			
Tayside Junior Child care Centre	Perth		14						
Tay Care Children's Centre -Senior	Perth			23					
Rideau Child Care Centre Inc.	Smiths Falls	32	42	55		12	12		
Smiths Falls Child Development Centre	Smiths Falls	20	15	17	45	6			
The Nursery Rhyme	Smiths Falls	8	25	23	NA	NA	NA		
Children's Resources On Wheels (CROW) Licensed Home Child Care		38	7	6	1	4			
Natural Connections Licensed Home Child Care		NA	NA					15	
Totals		208	259	221	100	96	12	15	67





Early ON

Child and Family Centre

ON y va

Centre pour l'enfant et la famille





EarlyON Scan for Lanark County

Locations of EarlyON Playgroups

As Lanark County is a largely rural municipality, playgroups are located around the county to meet the needs of rural and urban living. In 2018, Children's Services conducted an analysis of EarlyON groups (the amount of time it took for setup and takedown, administrative tasks and planning). From this report it was determined that locations which required large amount of setup and taken down time took away from direct programming. Locations that can be devoted to the EarlyON with minimal setup and take down are ideal. Baby Talk programs, which are directed at infants and run only for one hour are the exception, as they required minimal setup and takedown. The hours and days in which programs were run were also examined. This led to the following changes being implemented by the EarlyON program:

- Having playgroups on weekends in all communities
- Not following school closures: will remain open on snow days, PD days, and school breaks (winter, spring and summer)
- Providing 'pop-up' playgroups around the County especially in areas where EarlyON programming doesn't regularly happen
- Having a consistent start and end time for EarlyON playgroups happening throughout the County



Table 21: Locations of Regularly Scheduled EarlyON Playgroups

Location	Municipality	Site Type	Dedicat ed/ Not Dedicat ed	Type	Jan-17	Jan-18	Sep-18	Dec 2018	Jan 2019
Almonte Library	Almonte	Library	Non Dedicated	Play group	X	X	X	X	X
Naismith School	Almonte	School	Non Dedicated	Play group	X	X	X	X	X
Carambeck Community Centre	Carleton Place	Community Hall	Dedicated	Play group	X	X			
Carleton Place: Arena, 75 Neelin Street	Carleton Place	Community Hall	Non Dedicated	Play group	X	X	X	X	X
Maple Grove School	Lanark Highlands	School	Dedicated	Play group	X	X	X	X	X
Montague Centennial Hall	Montague	Community Hall	Non Dedicated	Play group	X	X	X	X	X
Perth & District Union Library	Perth	Library	Non Dedicated	Play group	X	X	X	X	X
Taycare Senior Centre, 100 Wilson Street	Perth	Daycare	Dedicated	Play group	X	X			
EarlyON Smiths Falls	Smiths Falls	EarlyON Site	Dedicated	Play group	X	X			
Lower Reach Park - Smiths Falls	Smiths Falls	Community Hall	Non Dedicated	Play group	X	X	X	X	X
Trinity United Church - Smiths Falls	Smiths Falls	Church	Non Dedicated	Play group	X	x			
The Dance Studio	Perth	Community Hall	Non Dedicated	Play group	X				
EarlyON Smiths Falls Ross St	Smiths Falls	EarlyON Site	Dedicated	Play group			X	X	X
Caldwell School	Carleton Place	School	Dedicated	Play group			X	X	X
Perth Pool Annex	Perth	Community Hall	Dedicated	Play group			X	X	X
R.Tait McKenzie	Almonte	School	Dedicated	Play group			X	X	X
J.L Couroux	Carleton Place	School	Non Dedicated	Playgroup				X	X
Trinity Church	Smith's Falls	Church	Non Dedicated	Connection s Playgroup				X	X
St. James Church	Perth	Church	Non Dedicated	Connection s Playgroup				X	X
Lanark Community Programs	Carleton Place	Head Office	Dedicated	Connection s Playgroup				X	X
X=program located here					Total	12	11	11	15

Playgroup in Partnership

In Lanark County we are trying to meet the needs of many different groups. While our EarlyON programs are universal and available to all, we realize there are gaps with certain segments of the population. Three different types of playgroups were created in partnerships with other service providers to fill these gaps.

Connections Playgroup: Connections is a Community Action Program For Children (CAPC) (program for families and caregivers of children from prenatal to six that are in a higher risk demographic (low-income, teenage parents, mental health and addiction, etc.). When speaking to these groups they did not feel comfortable attending a regular EarlyON playgroup. EarlyON provides a facilitator to co-facilitate Connections groups while still running EarlyON programs as well. This has formed a link to EarlyON programs where some families will now attend both.

French Language Playgroup: Having a francophone school and child care centre led to the natural progression of providing a french language playgroup. In partnership with J.L. Couroux (French school), La Coccinelle (child care provider) and EarlyON, french playgroups are now co-facilitated on a bi-monthly basis. This is a new initiative, feedback from our public consultations suggested that community members really appreciated a francophone service being offered.

Table 22: EarlyON French Playgroup Data Sheet for November 2018 - March 2019

Date	Length	Location	Educator(s)	# of Children	# of Adults	Total #	Comments
Nov. 24, 2018	9:30 - 11:30	La Coccinelle	Jen, Cassandra	9	8	17	
Jan. 16, 2019	9:30 - 11:30	30 Bennett	Jen	6	4	10	
Jan. 26, 2019	9:30 - 11:30	La Coccinelle	Cassandra	no data	no data	no data	Cassandra said 5 families came
Feb. 20, 2019	9:30 - 11:30	30 Bennett	was to be Jen	n/a	n/a	n/a	Group cancelled due to staffing shortage
Mar. 20, 2019	9:30 - 11:30	30 Bennett	Jen	12	7	19	

* All groups are held in Carleton Place, Jen is from EarlyON / CROW and Cassandra is from La Coccinelle

- We had people join us from Almonte, Perth, Carleton Place, Toledo and Beckwith.

- The majority of families attending weekend groups consist of one Francophone parent and one Anglophone (but bilingual parent)

- The majority of parents attending the weekday groups are the Anglophone parent, as their Francophone spouse works, yet French is still the primary language spoken at group



Family and Children’s Services of Lanark Leeds Grenville (LLG) Playgroup: This is a partnership of Family Children Services of Lanark Leeds and Grenville (FCSLLG) (formally known as Children’s Aid) EarlyON and Connections. Each agency provides staff to run a child-parent, grandparent and foster parent group. While called a playgroup it’s actually a parent education workshop on supporting parents/grandparents/foster parents on any questions and issues they might have. The goal is to provide a safe and comfortable environment where they feel free to ask questions and seek guidance on raising their children. There are approximately 5 to 12 families involved, which sometimes include grandparents and foster parents of children that are currently in care.

The workshop offers a variety of supports and teaching including:

- Hands on practice with behaviour guidance
- Understanding child development
- Learning to play
- Nutrition
- Daily routines
- Engaging learning activities
- Problem solving
- Encouraging cooperation
- Attachment
- Managing stress
- How does learning happen

This group is a “safe” place, free of judgment. A community where parents and their children can grow their skill sets. Finally, the group acts as a bridge to EarlyON playgroups.

Program	Day	Location
Carleton Place		
EarlyON, Connections Playgroup	Monday 10 - 12	30 Bennett Street, Lanark Community Programs
French Language Playgroup	Last Saturday of every second month 9:30 – 11:30	J.L. Couroux School
Perth		
EarlyON, Connections playgroup	Tuesday 10 - 12	St. James Anglican Church
Smiths Falls		
EarlyON, Connections playgroup	Thursday 10 - 12	1 st Baptist Church
Family and Children’s Services of LLG, Connections, EarlyON Playgroup	Wednesday 9 - 12	EarlyON Head office

Special Events:



- Saturday events are offered on a rotating schedule throughout Lanark County
- Annual Sprinkler Party (August) at Mill of Kintail Conservation Area

Parent Education

Parent Education happens throughout the County in partnerships with various service providers.

Some of these partnerships are:

- Triple P Parenting workshops in partnership with Leeds, Grenville Lanark Public Health
- EarlyON playgroup site visits to deliver parent education
- EarlyON/Public Health site visits to deliver Parent education at Baby Talk groups
- Family and Children's Services, Connections, EarlyON playgroup/parent education/workshops
- Connections site visits to deliver parent education
- Upper Canada District School Board: Parent education workshops in public schools
- Catholic District School Board of Eastern Ontario: Parent education in Catholic schools
- Algonquin College Workshops for ECE students
- Perth Union Public Library Workshops for library tutors

Parent Education workshops include (this list does not include all workshops offered):

Triple P cafes and workshop series, Baby Picasso, Family Math, Family Science, Positive Parenting, Good Discipline/Good Kids, How to Talk so Kids will Listen and Listen so Kids will Talk, You're not the Boss of Me, Kids Have Stress Too, Tips for Twos, Bounce Back and Thrive, Parenting the Brain

Specialized Playgroups:

Wednesday morning group at the EarlyON office is an ongoing parenting workshop/Family Children's Services of Lanark Leeds and Grenville (FCSLLG) access/playgroup. Three agencies each supply one staff: EarlyON, Connections and FCSLLG. When there is a staff absent the program is run with only two staff (one of them always must be a FCSLLG staff). There are 5 to 12 families involved at any given time (usually one parent, 1-3 children, sometimes grandparents, foster parents are supported when needed as well).

Guests visit the program like Penny Pitcher from Infant Development, Janna the Dietitian and others who come to share their expertise and answer questions. (Resources they will have outside our agencies)

This group is a "safe" place. It is a community. Most families are mandated to attend but some are invited or continue after files have been closed. It is a safe place to become the best parent



you can be, where you can ask questions without fear of judgement. If it were an open group, these parents who have already lost custody of their children, would not be able to engage in the deep discussions about raising children while dealing with addictions, abuse trauma, attachment disorders of their own and the judgement of the world around them, that need to be had so they can get on with doing the best that they can. An open group would create a two-tiered system and shut down the conversations. Those who “graduate” become our go to role models in group before they move on. This group is a bridge to both the Connections and EarlyON community playgroups.

We have parents who have issues dealing with other agencies, who are respectful, cooperative and helpful in this group. They support each other, share knowledge and show their appreciation to the staff. What great modeling for their kids! Even those who have not gained custody of their children have raised the bar on their parenting, communication and coping skills and have some hope for a better outcome next time.

“It’s all about the relationships!”

Summer Scheduling

Previous to 2018, EarlyON (formerly OECY) didn’t run programs in the summer. Starting in 2018, summer programming was offered on a smaller scale throughout the county. In total, 122 events occurred. The schedule for 2018 changed on a weekly basis and didn’t provide consistency in the time, location and type of program offered (some were only geared for those entering school).

After getting feedback, for summer 2019 EarlyON has developed a more consistent and universal schedule. Playgroups will run in the 4 larger communities (Perth, Smiths Falls, Almonte and Carleton Place) 5 days a week, including weekends. The schedule will repeated weekly (except statutory holidays) as well as the times throughout the County. EarlyON will host 152 events happening in the summer from July and August.



EarlyON Data 2016-2018

From the data collected yearly by the EarlyON provider we can see an increase in the number of children served and a large increase in the number of visits by children and parents. This tells us that parents and children are able to access more EarlyON programs on a regular basis.

Table 23: EarlyON Data Elements 2016-2018			
Variable	2016	2017	2018
Number of Children Served	1,575	1,451	1,635
Number of Visits Made by Children	13,594	12,694	16,903
Number of Parents/Caregivers Served	2,158	1,307	1,400
Number of Visits Made by Parents/Caregivers	9,724	9,004	13,132



Lanark EarlyON 2018 Partnerships/Collaboration:

Playgroup Locations:

- **Schools:** Caldwell, R.Tait McKenzie, Naismith, Maple Grove, Stewart, J.L. Couroux, St Francis School
- **Community facilities:** Carleton Place Arena, Montague Centennial Hall, Perth Library, Mississippi Mills Library, Smiths Falls Kinsmen Club
- **Community Organizations:** Lanark Community Programs
- **Retirement Homes:** Carolina Suites, Van Horne, Willowdale

Program Delivery Partnership/Collaboration:

- Lanark, Leeds, Grenville Public Health Unit– Baby Talk, Triple P
- Connections – Perth, Carleton Place, Smiths Falls
- Family and Children's Services of LLG
- Open Doors – ACT working group

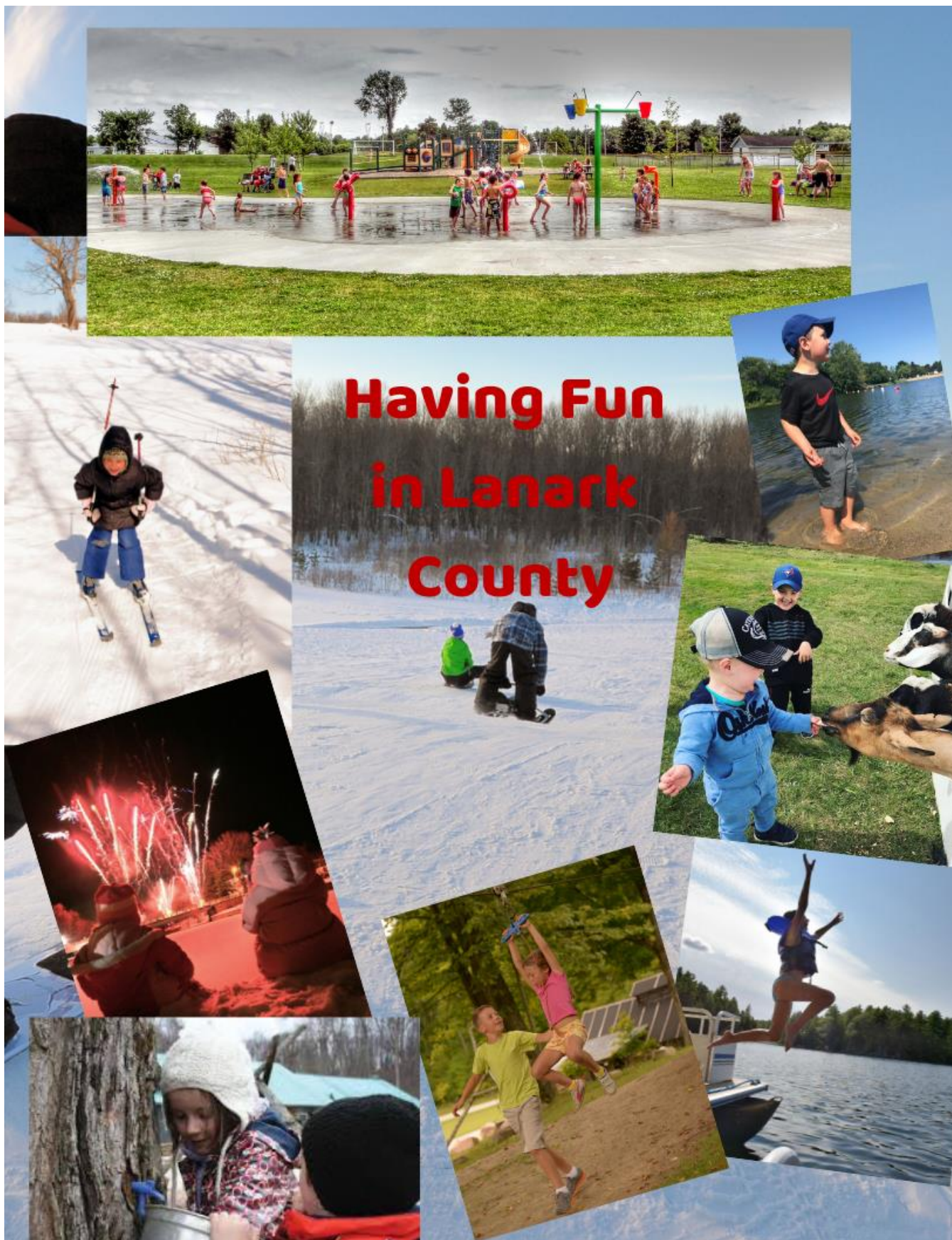
Partner Liaison:

- **Health:** North Lanark Community Health, Smiths Falls Community Health Centre, Leeds, Grenville Lanark Public Health
- **Social Services:** Lanark Community Programs, Open Doors, March of Dimes, Community Living Association, Family and Children's Services of LLG
- **Education:** Upper Canada District School Board, Catholic District School Board of Eastern Ontario, Conseil Ecoles Catholiques Centre-Est, Algonquin College
- **Municipalities:** Montague, Carleton Place, Perth ""
- **Libraries:** Perth Union Public Library, Mississippi Mills Public Library, Lanark Library
- **Child care:** Carleton Place Child Care, Smiths Falls Child Development Centre, Perth Taycare (Tayside Community Support)
- **Conservation Areas:** Mill of Kintail Conservation Area, Perth Wildlife Conservation Area

Use of Space at EarlyON/CROW by:

- Language Express
- Family and Children's Services of LLG





Having Fun in Lanark County





Lanark County Approach to Addressing Provincial Interest and Goals While Being Responsive to Community Need

Provincial/Municipal Interest

Early Years Services

How Does Lanark County Promote Health/Safety and the Well-being of Children:

In 2017, the position of the Early Years Specialist was created; one aspect of this role is to review the Quality Assurance Resources Guide with our providers. This manual lays out the expectations from the College of Early Childhood Educators, licensing requirements, as well as the expectations set out from the County. The manual includes multiple sections on documentation, observations, reflection questions, mission statements, environmental assessments and supporting responsive relationships. Each child care centre is required to follow the manual based on the needs of their centre, educators, families or classroom environments. The Early Year's Specialist visits with all providers to offer support, participate in reflective practice and address questions.

The Early Years Specialist provides various resources to Child Care/EarlyON Centres based on the needs of the children, families, educators and directors. This includes, but is not limited to, articles for discussion, pedagogical documentation resources, observation examples and environmental assessments. The Specialist frequently attends staff meetings and collaborates with educators and parents to make changes that better support the children's overall health and well-being.

Finally, workshops and meetings help to address health, safety and well-being. All child care cooks were invited to attend a workshop by the LLG Health Unit to discuss menus, healthy snacks, and changes that were made to Canada's food guide. An email distribution list was set up so that cooks could communicate, plan and share recipes between centres. This approach continues to be fostered in hopes of maintaining a strong network of child care cooks. Finally, providers meet monthly with the Children's Services staff and have compiled a list of for the licensing team in an effort to meet the mutual goal of a safe environment for Lanark County's children.

High Quality Experiences/Positive Outcomes/Framework in Pedagogy:

In Lanark County, high quality experiences, positive outcomes and strong framework in pedagogy continue to be priorities. Lanark County has shown their commitment to pedagogy practices by having two members of our Children's Services team take part in extensive pedagogy training through the Centres of Excellence.

We support and encourage the 4 foundations of "How Does Learning Happen?"



Belonging

We recognize the importance of community; belonging to something and supporting our families and children. We have actively sought out their input on this plan, through multiple public consultations and surveys. Through the results we are able to create both a place and space for relationships to grow and flourish. When everyone has a sense of belonging in their environment it supports high quality experiences and positive outcomes.

Well-Being

We understand the sense of well-being; the significance of feeling good about how we support our communities to create environments for their physical and mental well-being. We invite conversation and encourage diversity, so that people can recognize themselves. In creating a place of health and happiness it strongly reassures positive experiences and positive outcomes.

Engagement

We invited families, children and service providers to participate and explore in how they see the future children services in our communities, how we can engage them in actively being involved. Lanark County looks at opportunities to continue to work together in a collective, collaborative manner. By being fully engaged this leads to high quality experiences and positive involvements.

Expression

We invited our community to express ways in which we may reach our goals. We provided them an opportunity to be heard and gave them a voice. We asked; how do they want their communities to look, what works, what are our strengths, what could be different? In creating those conversations we were able to explore new and creative ways to deliver service. Expression from community members continues to be our best resource for future planning

At the monthly Lanark Early Learning Child Care Association (LELCCA) meetings, case studies and potential changes to programming and environments to best suit the needs of the children and families, are often addressed as a topic for reflective practice and collaboration. The same practices occur every other month at the provider meetings. We strongly encourage a collaborative approach to problem solving, in our efforts to best support children and their families.

Knowledgeable, Self-Reflective, Qualified and Professional Staff:

It is a well-known fact that recruitment and retention of qualified RECE's is a difficult task. Lanark County has recognized this challenge and has become proactive in recruiting qualified staff. The County has implemented a local communication plan involving community awareness, and promotion involving a local cable talk show, and radio segments. Additionally, visits have begun with the local high schools to discuss the Early Childhood Education Program, and the various career paths that you can take with a diploma in ECE.

Lanark Early Learning Child Care Association (LELCCA) is comprised of staff from various centres. This active group plans professional development opportunities and monthly community of practice, an opportunity to see first-hand what other centres are doing within our community and share best practices. Some of the training that has taken place includes Karyn Callaghan 'Environment as a Third Teacher', reflective practice and our outdoor environments,



how visuals support the four foundations of How Does Learning Happen. They too have incorporated panel speakers such as health unit, school boards etc. to provide feedback and clarity across all aspects of early years. Future trainings including Diane Kashin discussing outdoor environments and a field trip to the Kanata Research Park are coming in the fall. Finally, our provider meetings incorporate learning opportunities as well including financial training for directors and compassion fatigue training in recognition of the importance of mental health in the workplace.

Professional Development

Lanark County supports their ECE community by providing local relevant training at no cost to the participants. The Early Years Specialist works in conjunction with Lanark Early Learning and Child Care planning group to bring training to the community. Below you will see the variety of training offered in 2018.

Table 24: Lanark County Training 2018

Event	Description	# of Participants	# Lanark County Providers Represented*	
			Child Care	Early ON
Article Discussion	Article discussion on loose parts. Brainstorming ways to use them with various age groups, where to find them, how to use them.	30	5	1
Child Care Conference	Panel of guests present to answer questions, clarify expectations and discuss future plans. Guests included representatives from all local school boards, Ministry of Education, Licensing, Lanark County and the Health Unit.	125	13	1
Rebecca Sargent	Needs assessment and review of "How Does Learning Happen" pedagogy with Native peoples in mind and an advocate for Indigenous peoples	30	6	1
Leslie Greene	Speech-Language Pathologist with Language Express, as she takes you through some reflects on how visuals can positively support a child's sense of belonging, well-being, engagement and expression in a child care setting.	66	11	1



Community of Practice 1 (Beckwith)	These events provide an opportunity for educators in the community to connect, support and share with each other as we begin the process of reflective teaching. We do hope that participants are willing to attend more than one session (ideally those that attend in March will carry on for all sessions). Each evening will be hosted at a different centre to encourage us to celebrate all of the successes happening in child care in Lanark County.	30	8	1
Community of Practice 2 (Perth)	Each Community of Practice is hosted at a different child care location in Lanark County. Educators break off into smaller groups so they can discuss with others that work with the same age group. Each group discusses various topics related to the age group they most often work with.	32	7	1
Karyn Callaghan	Environment: The Third Teacher Creating spaces that have context, meaning and reflect the view of the child, educator and family.	120	11	1
Continuous Professional Learning	In partnership with Algonquin College, Melanie Dixon from the College of Early Childhood Educators talked to educators about College expectations, best practices and the continuous professional learning cycles, expectations and how to fill out the forms.	61	12	1
Outdoor Environments	Discussing our ideas, challenges and barriers with our Outdoor Environments and ways to implement our visions.	27	8	1



Community of Practice 3 Smiths Falls	Topics for Community of practices differ for each group. Common themes include outdoor programming, documentation, curriculum planning, CPL expectations to name a few.	38	10	1
Community of Practice 4 Almonte	Topics for Community of practices differ for each group. Common themes include outdoor programming, documentation, curriculum planning, CPL expectations to name a few.	21	4	0
Community of Practice 5 Smiths Falls	Topics for Community of practices differ for each group. Common themes include outdoor programming, documentation, curriculum planning, CPL expectations to name a few.	26	4	1
Community of Practice 6 Carleton Place	Topics for Community of practices differ for each group. Common themes include outdoor programming, documentation, curriculum planning, CPL expectations to name a few.	14	5	0
Community of Practice 7 Carleton Place	This Community of Practice session focused on the Continuous Professional Learning expectations for the College of ECE's. We discussed steps in the process, what counts as professional development, supports we can use and when deadlines were approaching.	67	12	1
Child Care Cooks with Dana Hawthorn	The Health Unit, along with Lanark County hosted the Child Care centre kitchen staff to an event where they could recipe share, discuss various tools and resources they use and to discuss upcoming changes and expectations for menu planning.	9	14	0

All events had attendees from community partners: 2 School Boards, Algonquin College, 3 Children's service providers.

*Total 14 Child Care & 1 EarlyON provider(s) in Lanark County



How Lanark County Demonstrated the Four Components of a Strong Early Years System

Accessible

- Lanark County meets with service providers on a bi-monthly basis
- Providing indigenous training to Children's Services staff and providers
- Equipped centres with indigenous books and kits
- Process of securing an elder to attend children programs to share culture and stories
- Creating a French language playgroup and provided a French Survey
- Contributing dialogue in the community about how we can better serve the needs of our Special Needs population
- Educating all Social Services and the larger community about access to subsidy for child care
- Subsidy staff attending child care locations, and social services offices for face to face meetings where requested
- Children's Services staff attend Algonquin College Open House to promote subsidy options for students
- EarlyON playgroups now being offered afternoons, evenings, weekends, over holidays and summer months

Responsiveness

- Providing financial training, compassion fatigue for Providers
- Providing French language playgroup
- Working with various community partners towards recruitment of ECE's
- Lanark County Children's Services manager attending all before and after school programs that take place in a (school setting) to speak to staff about partnerships within the school setting and report back to school boards
- Children's Services staff providing support and input on Providers website design in order to make it easier for family to find information and access schedules for service.
- Evaluation on licensed home child care in order to recruit more licensed home child care providers to meet the need of care in off hours
- Subsidy staff meeting with clients at sub-offices and child care locations
- EarlyON locations throughout our largely rural County, regular programming geographically spread out as well as offering 'pop-up' programs to more remote rural areas.

Affordability

- Lanark County has a cap on fees in which licensed child care providers can charge. Providers can increase fees up to 5% annually until cap is reached, once cap is reached fees can only be increased the amount of the Consumer Price Index.
- Using Wage Enhancement Grant to offset costs to providers so fees do not need to be raised.
- Licensed child care providers and EarlyON meet on a monthly basis and participate in local early years planning table.



High Quality

- Ongoing professional development opportunities for providers and ECE students
- An active and engaged Early Years Specialist who is out in the community supporting providers and families and providing resources
- Lanark County has a Quality Assurance guide which is actively reviewed
- Lanark Early Learning Child Care association sharing best practices





Community Partners

Lanark County has strong community partnerships, which is key to meeting the needs of our Early Years population.



Figure 23: Community Partners:

Providers	Best Start Working Group
<ul style="list-style-type: none">•Child Care Centres•Almonte Coooperative Nursery•Beckwith Child Care•Calvary Christian Academy•Day by Day•La Coccinelle•Linda Lowe•Municipality of Mississippi Mills•Nursery Rhyme•Perth Children's House•Rideau Child Care•TayCare•Town of Carleton Place•Town of Smiths Falls•Home Child Care Providers•CROW•Natural Connections•Special Needs•Lanark Early Integration Program	<ul style="list-style-type: none">•Family and Children's Services of Lanark, Leeds and Grenville•Open Doors for Lanark Children and Youth•Language Express<ul style="list-style-type: none">•Preschool Speech and Language•Regional French Language Network•Kids Inclusive (Hotel Dieu Hospital)•North Lanark Community Health Centre•School Boards<ul style="list-style-type: none">•Upper Canada District School Board•Catholic School Board of Eastern Ontario•Conseil des écoles catholiques du Centre-Est•Lanark Community Programs<ul style="list-style-type: none">•Infant and Child Development•Early Integration Special Needs Resource Program•Speech and Language Development•Early Start Autism Initiative•Connections•Leeds, Grenville and Lanark District Health Unit, including<ul style="list-style-type: none">•Healthy Babies Healthy Children•Libraries of Lanark County, including<ul style="list-style-type: none">•Mississippi Mills Public Library•Carleton Place Public Library•Perth and District Union Library•Carleton Place Public Library•Smiths Falls Public Library•Lanark Highlands Public Library



Planning Council

- Family and Children's Services of Lanark, Leeds and Grenville
- Open Doors for Lanark Children and Youth
- Ministry of Children and Youth Services
- Lanark County Interval House
- Language Express Preschool Speech and Language
- RNJ Youth Services
- Child Development Centre (Hotel Dieu Hospital)
- Lanark County Community Justice Program
- Lanark Renfrew Health and Community Services - North Lanark CHC
- Rideau Community Health Services – Smiths Falls CHC
- Big Brothers Big Sisters of Lanark County
- South East Community Care Access Centre
- Champlain Community Care Access Centre
- Upper Canada District School Board
- Catholic School Board of Eastern Ontario
- CROW
- Lanark Community Programs, including
 - Infant and Child Development
 - Early Integration
 - Speech and Language Development
 - Behaviour Development
 - Therapeutic Riding
 - Family Relief
 - Early Start Autism Initiative
- Connections
- Leeds, Grenville and Lanark District Health Unit
- Lanark Leeds-Grenville Mental Health and Addictions
- United Way of Lanark County
- Kelford Youth Services/Cornerstone Landing
- OPP
- Smiths Falls Police Services
- Youth Centre Coalition, including
 - Almonte - MMYC
 - Carleton Place –CORE Youth Services
 - Lanark Highlands - LHYC
 - Perth - YAK
 - Smiths Falls – SFDCY
- The Table, Perth
- Libraries of Lanark County, including
 - Mississippi Mills Public Library
 - Carleton Place Public Library
 - Perth and District Union Library
 - Carleton Place Public Library
 - Smiths Falls Public Library
 - Lanark Highlands Public Library
- Healthy Community Partnership of Lanark, Leeds-Grenville
- Lanark County Situation Table
- Mills Community Support Corporation
- Victims Services Lanark County
- Parents Lifeline of Eastern Ontario – PLEO
- Lanark County Food Bank – The Hunger Stop

Gouvernement Agencies/ Other

- Ontario Works
- Ontario Disability Support Program
- Housing
- Developmental Support Services
- County of Leeds Grenville
- County of Frontenac
- Employment Ontario
- Addictions Services
- Lanark Transportation Association
- Algonquin College



Partnerships/Collaboration that the Service Manager has with ...

Province Representative

1. Staff took part in Ottawa Regional CMSMs book study- Leading change in the Early Years- Principals and Practices
2. Provided presentation to Ottawa Regional CMSM regarding Promotion of Early Childhood Educators
3. Referred staff and community partners to Centres of Excellence pedagogical leadership training
4. Lanark County is fortunate to have a provincial rep that is supportive, approachable and knowledgeable. The relationship allows for easy communication and questions are answered in timely fashion

Municipalities

1. Contributed to Third Party evaluation of the Licensed Child Care system within United Counties of Leeds and Grenville
2. In regular contact with other municipalities regarding policies, approach and best practices. Our staff is readily available to provide training/support to other municipalities when required

Other Ministries

1. Provide training to Ontario Works, Social Housing, Developmental Support Staff as to the supports and services offered by the Children's Services department including subsidy
2. Take part in Best Start, Lanark County Children and Youth Collaborative , meetings that include several ministries including Ministry of Children and Youth Services, Ministry of Health and Long Term Care and Ministry of Children, Community and Social Services
3. We share programming information with all of Social Services and the community at large through social media i.e. Heath Unit Triple P programming
4. Introduced Child care/EarlyON providers to the Services of Employment Ontario (Ministry of Training, Colleges and Universities) to support providers in finding ECE and Special Needs Resourcing (SNR) staff
5. Partnered with Algonquin College including taking on placement students, providing free training to students and opportunities to engage with child care providers, recognize students on ECE appreciation day, contribute to Algonquin College open house, working towards offering ECE administration course to prepare those interested in becoming a Child care/EarlyON director



School Boards

1. School Boards take part in our Provider, Best Start and Lanark County Children and Youth Collaborative meetings
2. Children's Services partake in the Introduction to Kindergarten events.
3. Share statistical data with each other
4. Meet to discuss big picture items such as integration, building relationships between school and communication strategies
5. Communicate in person, via telephone and emails to address issues promptly with school representative

Child Care Providers

1. Provide financial /administrative and compassion fatigue training, succession planning, guest speakers addressing pertinent matters i.e. Employment Ontario services, together we organize a yearly conference
2. Bi-monthly meetings with Child care providers
3. Children Service staff including manager, child care specialist and subsidy staff visit centres to provide support and to have a better appreciation of centres
4. Children Service staff visit all licensed child care and EarlyON sites to recognize ECE day
5. Created a Survey to determine what child care providers thought of Children's Services approach
6. Service manager, Child Care partners and Algonquin College working together towards increasing the number of ECE's in our community
7. Child care providers provided input towards Service plan

EarlyON Providers

1. Monthly progress meetings and follow-up
2. Service Manager attends Board meetings
3. Children's Services staff attend playgroups, provided support/feedback related to new and improved website
4. EarlyON provide input towards Service Plan
5. EarlyON director provided input to other providers on best practices for succession planning
6. Take part in Best Start, Lanark County Children and Youth Collaborative and Provider meetings
7. Director put name forward to take part in pedagogical training provided by the Centres of Excellence

Indigenous Partners

1. Working together to provide training to staff around Truth and Reconciliation, culture and traditional ceremonies



2. Currently, in the process of finding Indigenous partner to attend playgroups and child care centres to share their culture with the children of Lanark County

French Language

1. Together we collected relevant local French language statistical data
2. Worked together to bring French language playgroups to Lanark County
3. French language partners supported Children's Services in creating the survey
4. Working in partnership to get the word out to families about service available including child care and playgroups

Special Needs populations

1. Take part in Best Start and Lanark County Children and Youth Collaborative
2. Children's Services attend meetings related to Fetal Alcohol Syndrome
3. Special needs sector contributed to Service Plan with feedback, took part in one on one sessions provided, statistical data and distributed Special Needs survey
4. Children's Services attended session with other local municipalities to discuss demands related to Special Needs and next steps

Other Community partners – Interval House, Victim Services, Community, United Way, Health Centres, Police etc.

The benefit of working in a small community is that we know our community partners on a more personal level and contribute on several committees together. We are comfortable communicating and working together as these relationships are well established. As a rural community we are resourceful work outside the box, and work with all community partners to best serve the needs of children and families residing in Lanark County





Implementation Plan

Strategic Direction #1: Increase number of qualified Early Childhood Educators in our community working in child care and EarlyON

“

Our issue, as you know, is not the lack of spaces but the lack of staff. Between the two full day centres we could take 20 more toddlers and 16 more preschoolers if we had more staff.~

Executive Director of Licensed Child Care Centre

”

Algonquin College: Perth Campus Early Childhood Education Condensed Program

Algonquin College offers a 48 week condensed Early Childhood Education Program at the Perth Campus located in Lanark County. The program was started in 2013 and is in its 6th year.

Table 25: 5-year ECE Registration & Graduation Stats									
2013F	2014S	2014F	2015S	2015F	2016S	2016F	2017S	2017F	2018S*
Reg'd	Grad	Reg'd	Grad	Reg'd	Grad	Reg'd	Grad	Reg'd	Grad
34	29	28	22	28	22	25	20	21	13

*Strike at the college, lost students due to withdrawing.



Objective 1a) Promotion of Early Childhood Educators in Lanark County to increase the number of ECE's working in Lanark County

Implementation Steps	Outcome Measurement	Timeline
<p>Promote ECE field:</p> <ul style="list-style-type: none"> • Meet with Employment programs so they can encourage training in the ECE field. • Promote field with adult learners, those seeking new careers later in life • Promote the Algonquin College ECE compressed program, which allows students to complete their credentials in less time 	<ul style="list-style-type: none"> • Employment Ontario has 3 locations in our community. Encourage providers to reach out to the location in their area. Various supports can be provided to reduce the administration burden on providers • Information share with Employment Ontario • Job sharing and opportunity sharing with ODSP and OW • Promote the profession and education options while visiting high schools, job fairs and so on 	On-going
<ul style="list-style-type: none"> • Educating high school guidance counsellors about the ECE career path and employment opportunities 	<ul style="list-style-type: none"> • Continue to visit high schools to promote the ECE field • Share course description and text books with guidance counselors that so they understand what the course entails and can promote it accurately to students 	On-going
<ul style="list-style-type: none"> • TV/ radio and social media segments promoting the ECE profession 	<ul style="list-style-type: none"> • Continue to promote the profession and job opportunities on social media, radio and TV. Specifically events, special announcements, etc. 	On-going, with further media blitz when there is a special announcement/changes
<ul style="list-style-type: none"> • Celebrating ECE day in the community and acknowledging the profession 	<ul style="list-style-type: none"> • Continue to celebrate in a positive way that shows genuine appreciation • Continue to visit centres (especially on ECE Appreciation Day) to show educators are valued 	Celebrate every October with promotion of the special day taking place in the weeks before.
<ul style="list-style-type: none"> • Establishing the merits of working as an ECE in a 	<ul style="list-style-type: none"> • Highlight the benefits of working in a rural area 	On-going



<p>rural community specifically Lanark County</p>	<ul style="list-style-type: none"> • Reach out to larger area's and promote the profession highlighting the benefits of working in a rural area. This could potentially be posting job opportunities on ECE social media (Facebook page designated for the ECE profession) and we need to present commute times and highlight that they are manageable. • Free Professional Development training in Lanark County, Networking Nights and reflective practice sessions offered every other month. 	
<ul style="list-style-type: none"> • Retention Strategies – To keep current ECE's in the field and within the County • Introduce students to all the employment possibilities that an ECE education can provide including at the Service Manager and Ministry options • • Continue to organize training opportunities and events for ECE community to come together • • Provide Compassion Fatigue training for providers. The County recognizes the prevalence of burnout in the field • • Speak to the benefits of living and working in a smaller community 	<ul style="list-style-type: none"> • Information share with a variety of career options for an RECE, not specifically daycare • Continue to include all ECE students at Algonquin College in our professional Development Opportunities, reflective practice sessions and field trips. • Encourage providers to pursue mental health training and Compassion Fatigue training for front line educators. • Implement and support a job satisfaction survey for all ECE's in Lanark County to better know the needs and wants on educators. • Highlight and broadly share the benefits of working in a rural community 	<ul style="list-style-type: none"> • On-going • On-going • Training completed by mid 2020 • By fall 2019 and yearly going forward • On-going



Objective 1b) Strategies to Increase the number of ECE and reduce the workload of Daycare / EarlyON Directors from a HR perspective

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Introduce Child Care Providers/EarlyON providers to our Employment Ontario Partners as they are the experts when it comes to employment in Ontario. They have the expertise to provide the following for our providers: <ul style="list-style-type: none"> Organize job fairs Screen resumes and pre-screen candidates Can provide necessary training such as First Aid, CPR and Food Handling to staff at minimal cost 	<ul style="list-style-type: none"> Knowledge sharing on range of opportunities that an ECE diploma can present and that it is NOT just daycare. Promote “unique job opportunities” at LELCCA meetings Create job satisfaction surveys for educators in Lanark County so we know what the wants and needs are of front line educators. Support providers in preparing for job fairs (pamphlets, brochures, booth set up and so on) to reduce their Administration barriers as much as possible. 	<ul style="list-style-type: none"> On-going Monthly at LELCCA meetings By fall of 2019 and yearly go forward As needed
<ul style="list-style-type: none"> Partnership with our Local College (Algonquin College, Perth Campus) <ul style="list-style-type: none"> Service manager is part of the ECE Program Advisory Committee and the General Advisory Committee that speaks to local employment trends Children’s Services staff take part in Algonquin Open House activities- discussing with students how we support our providers and local employment opportunities Educate students about the availability of subsidized child care As part of succession planning, we are currently in negotiations with Algonquin College to provide an Early Childhood Education 	<ul style="list-style-type: none"> Attend all Algonquin College open houses to promote Children’s Services and encourage providers to attend to share information about their specific centre and highlight job opportunities. Continue to attend ECE Advisory meetings at Algonquin College quarterly (CMSM and child care providers) Assist with promotional materials for child care providers. Create a template that providers can fill in with centre specific information. 	<ul style="list-style-type: none"> Attend when event takes place Quarterly meetings As needed and on-going



Administration course that has an online and in person component

- Service Manager/ECE professor produced an Online promotion of the ECE program
- Lanark County shows our commitment to the field by taking on placements students for the Early Childhood Educators program and Bachelor of Early Learning and Community
- Discussions with Algonquin College regarding deterrents that exist within the design of their program i.e. placement requirement for those currently working in the field
- The Service Manager (Lanark County) includes ECE students in our professional development at no additional expense. This offers students the opportunity to learn more about programming locally and to know Providers and perspective employers



Objective 1c) Promote professional development and supports located in Lanark County

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none">Promote LELCCA and training opportunities available.	<ul style="list-style-type: none">Word of Mouth and networking with educators to raise their awareness of what is being offered in Lanark County and to recruit additional membersDiscuss and promote opportunities on social media through the Lanark County webpage, local radio and cableUse Early Years Specialist distribution list to promote LELCCA training opportunitiesContinue to highlight training opportunities at Algonquin college by distributing flyers within organizations and community partners	<ul style="list-style-type: none">Whenever the opportunity arisesOn-goingPromote when events are scheduled
<ul style="list-style-type: none">Promote professional training opportunities available to ECE's (online and in person).	<ul style="list-style-type: none">Continue to share information with the Early Years Specialist distribution listEncourage other LELCCA members to promote training eventsPresent opportunities to community partners at Best Start, Lanark County Children and Youth Collaborative and other community partners meetings	<ul style="list-style-type: none">Ongoing
<ul style="list-style-type: none">Promote supports available in Lanark County to professionals	<ul style="list-style-type: none">Promote 211 Ontario at professional events and meetings.Have EarlyON centre staff visit child care centres and Kindergarten classes.Share Lanark County Referral resource with children's service providers	<ul style="list-style-type: none">OngoingOngoing/quarterlyJune 2019



Objective 1d) Encourage partnerships between providers

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none">• Looking at job sharing options.• Joint training opportunities.• Partnerships with staff with child care and EarlyON programs.	<ul style="list-style-type: none">• Discuss and plan for job sharing opportunities at provider meetings	<ul style="list-style-type: none">• Every other month



Strategic Direction #2: Increase Child Care spaces for high pressure areas and for high demand spaces.

Objective 2a) Increase the number of spaces providing extended hours and care.		
Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Look at current hours provided and barriers to offering extended hours. 	<ul style="list-style-type: none"> Promote licensed home care to the community and highlight the benefits and encourage extended hours and flexible care options 	<ul style="list-style-type: none"> By spring 2019 and on-going
<ul style="list-style-type: none"> Canvas service areas to see how extended hours are addressed in other communities. 	<ul style="list-style-type: none"> Collect data from other municipalities Discuss solutions and ideas with other municipalities (specifically other rural municipalities) at various meetings (CMSM's, Early Years Specialists, Data Analysis Specialist) 	<ul style="list-style-type: none"> On-going By Summer 2019

Objective 2b) Increase the number of spaces in high pressure areas to alleviate wait lists.		
Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Increase the number of spaces in Carleton Place, Smiths Falls and Almonte in licensed centre based care 	<ul style="list-style-type: none"> Increase spaces within these communities with expansion projects and additional spaces as needed 	<ul style="list-style-type: none"> Some additional spaces by the end of 2019 and then on-going



Objective 2c) Increase the number of licensed home child care providers.

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none">Implement base funding for licensed home child care providers registered with a non-profit agency		
<ul style="list-style-type: none">Facilitate a stronger connection with unlicensed home child care providers and non-profit licensed home child care agency to increase the awareness of the benefits of becoming licensed.		
<ul style="list-style-type: none">Look at promotion of different scenarios on providing extended care.		

Objective 2d) Increase the number of spaces in the infant population.

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none">Investigate options to providing funding to licensed child care providers to subsidize infant spaces.<ul style="list-style-type: none">Look at what is happening in other areas.Meet with licensed child care providers and come up with barriers and possible solutions.	<ul style="list-style-type: none">Increase the number of infant spaces in all areas of Lanark County where it is feasible	<ul style="list-style-type: none">Immediately and on-going as needed
<ul style="list-style-type: none">Look at different models at providing care to infants.”<ul style="list-style-type: none">Investigate staffing possibilities.Investigate supporting licensed home child care.		



Strategic Direction #3: Make efforts to keep the cost of child care affordable.

Objective 3a) Keep the cost of child care affordable.		
Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none">• Continue to provide funding to offset costs:<ul style="list-style-type: none">○ Health and Safety○ Play Based Learning○ Wage Enhancement (if funding continues)○ General Operating Funds	<ul style="list-style-type: none">• Fees are not raised to parents/guardians• Bi-monthly discussions with providers ensuring funding provided helps offset costs and this savings are passed onto parents/guardians.	<ul style="list-style-type: none">• Ongoing
<ul style="list-style-type: none">• Continue to implement caps on the amounts fees can be raised.	<ul style="list-style-type: none">• Continue to monitor rates charged and ensure they fall into the required caps set.	<ul style="list-style-type: none">• Ongoing (already implemented)
<ul style="list-style-type: none">• Professional Development Opportunities	<ul style="list-style-type: none">• Track number of events offered and attendees of these events.	<ul style="list-style-type: none">• Ongoing



Strategic Direction #4: Advocate and support the need for Special Needs services

Objective 4a) Support training on special needs to service providers

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Support Lelcaa in providing professional development opportunities with community agencies: <ul style="list-style-type: none"> Topics should include: working with difficult behaviours, integrating special needs children into regular programming, how to communicate with families of children with special needs. 	<ul style="list-style-type: none"> Continue to provide funding to LELCCA to support their professional development opportunities that will continue to be free of charge for those attending. Continue to create surveys for the end of events to gather feedback from educators on what they enjoyed, what they would change and what they would like to see offered next. Continue to recruit members for the committee and continue to promote the LELCCA committee at community partner meetings, site visits and through the distribution list for training opportunities. 	<ul style="list-style-type: none"> Continuously When events are occurring On-going

Objective 4b) Maintain current levels of funding to special needs clients.

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Increase awareness of funding available to families: <ul style="list-style-type: none"> Inform agencies about Special Needs subsidy that allow for parents to have child care while parents seek medical/ mental health supports and/or children take part in child care for emotional and social support Supporting relationships between special needs service providers and child care and EarlyON programs. 	<ul style="list-style-type: none"> Front line staff, providers and EarlyON facilitators have a solid understanding of resources offered in Lanark County that they can provide to families. Team building scenarios and relationship building training to facilitate the relationship between organizations 	<ul style="list-style-type: none"> By Summer 2019 By spring 2020



Strategic Direction #5: Provide professional development activities to our Early Years and Child Care providers.

Objective 5a) Continue to provide local professional development opportunities to RECE's in Lanark County

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> • Provide local professional development opportunities for RECE's to participate in at zero to minimal cost • Offer a variety of professional development topics • Continue to provide monthly opportunities for Communities of Practice for all educators 	<ul style="list-style-type: none"> • LELCCA will continue to plan and promote free training opportunities for educators in Lanark County. • Create and refer to surveys to ensure opportunities are relevant to the wants and needs of the community. • Continue to host monthly Community of Practice sessions for all educators. 	<ul style="list-style-type: none"> • Currently occurring and on-going • Currently occurring and on-going • Currently occurring and on-going

Objective 5b) Evaluate current succession plan models

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> • Review current models with providers • Look at succession planning models occurring in other areas • Assist in creating a succession plan model for service providers • Support providers through their succession plan as needed 	<ul style="list-style-type: none"> • Reports created on models reviewed. • Feedback shared on succession planning models. • Training created and given to providers (track number of attendees) 	<ul style="list-style-type: none"> • 2020



Objective 5c) Continue to support compassion fatigue training and mental health initiatives

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Providers have all currently received Compassion Fatigue supports. Continue to promote and support training going to front line staff. Reach out to other organizations and municipalities to gather other mental health training opportunities to bring to Lanark County for providers and educators. 	<ul style="list-style-type: none"> Number of attendees of compassion fatigue training. Reports at bi-monthly meetings on implementing compassion fatigue in their centres. Annual surveys to front line staff to determine how its working and if they are feeling supported. 	<ul style="list-style-type: none"> Ongoing Bi-monthly Summer 2019

Objective 5d) Continue to monitor and provide assistance needed in financial and administration training for providers

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Continue to offer on-site facilitation to all providers with support on financial reporting and administration duties (WEG, GOG, Play Based Learning and Health and Safety funding) Continue to promote administration courses and workshops that will benefit current providers, or to potential providers who may be moving into a provider role. 	<ul style="list-style-type: none"> Ongoing discussions with service providers to see if extra support is needed. Monitor number of training sessions shared with providers 	<ul style="list-style-type: none"> Ongoing As they occur



Strategic Direction #6: The need to reach out to our more isolated populations and at risk families

Objective 6a) Work collectively with service providers to identify programs and gaps in programs for at risk families.

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Continue partnerships with service providers of at risk families: <ul style="list-style-type: none"> Support EarlyON and connections providing a play group to at risk families 	<ul style="list-style-type: none"> Continue to discuss and problem solve gaps in service as they arise at Best Start meetings and Provider meetings 	<ul style="list-style-type: none"> Every other month, or as needed
<ul style="list-style-type: none"> Notify agencies and service providers of at risk families of programs available through brochures and presentations to. Presentation provided to all Social Services staff educating them on the Children's Services department and supports offered. Staff informed of Child Care and EarlyON providers in our community 	<ul style="list-style-type: none"> Support providers in creating items to share information Distribute at community partner organizations, job fairs, community events, EarlyON playgroups and internally within Lanark County Social Services 	<ul style="list-style-type: none"> Material created by Fall 2019 and on-going with updates yearly or as needed



Objective 6b) Include more rural programming

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none">• Provide pop-up EarlyON playgroups in remote locations.• Reach out to community partners to find space for pop-up playgroup opportunities (schools, community buildings, available space in summer months) and use community areas for pop up groups at varying locations (splash pads, parks)• Ensure that pop up playgroups are happening in all areas of the community and focus on the more remote locations to widen the spectrum of opportunities offered	<ul style="list-style-type: none">• Track number of pop-up playgroups happening and number of participants.• Inventory of space for pop-up playgroups.• Track location and number of offerings in different locations.	<ul style="list-style-type: none">• Before Summer 2019 and then on-going• By Summer 2019 and on-going
<ul style="list-style-type: none">• Address lack of transportation in the County which negatively impacts abilities for families to take part in Early Years services:<ul style="list-style-type: none">○ Increase funds towards Lanark transportation to help those families who have difficulty getting their children to Providers	<ul style="list-style-type: none">• Track usage of Lanark Transportation by families accessing our services.	<ul style="list-style-type: none">• Yearly
<ul style="list-style-type: none">• Partner with service providers that have programs running in remote areas.	<ul style="list-style-type: none">• Work closely with community partners currently utilizing space in remote locations and offer additional services where appropriate (parent education, playgroups)	<ul style="list-style-type: none">• By Summer 2019



Objective 6c) Awareness of programs and services in Lanark County and surrounding areas

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> • Keep list of programs and services available in Lanark County and neighbouring communities: • Educate Social Services staff and community partners about EarlyON playgroups and parent education programming • Staff offer face to face service in the community, and providing hands on support in applying for subsidy, especially those who have learning disabilities and literacy/numerical limitations • Income tax clinics supporting at risk families will provide contact information for our department to address subsidy • Promote child care fee subsidy 	<ul style="list-style-type: none"> • List updated and shared with providers. • Number of newsletter and flyers shared with staff. • Track number of meetings offered. • Track number of people clinic information shared with. 	<ul style="list-style-type: none"> • Ongoing • Monthly • Yearly • Yearly
<ul style="list-style-type: none"> • Have a list of training available in neighbouring communities 	<ul style="list-style-type: none"> • EarlyON website and schedules kept up to date • Sharing opportunities internally, with community partners and with all providers to promote to their families 	<ul style="list-style-type: none"> • By spring 2019 and then updated as needed



Strategic Direction #7: Increase French Language Programming and awareness in our community.

Objective 7a) Encourage partnerships and promote with French Language service providers

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Promote French Language service providers to English service providers. 	<ul style="list-style-type: none"> Promote on social media, Lanark County website, EarlyON programs, child care centres and with local media, track number of posts. Track number of partnerships with French Language providers with child care and Early On programs 	<ul style="list-style-type: none"> Presently happening and on-going going forward
<ul style="list-style-type: none"> Promote French Language services with families attending. 	<ul style="list-style-type: none"> Track number of attendees of French child care and EarlyOn programs. 	<ul style="list-style-type: none"> Yearly

Objective 7a) Maintain current francophone services

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Facilitate partnership between EarlyOn and French school board and French child care centre. Encourage child care centres and EarlyOn programs to incorporate French programming into English programs. 	<ul style="list-style-type: none"> Number of playgroups offered and number of attendees. Track number of children attending francophone child care centre (yearly) Track number of French resources used and programs being offered. 	<ul style="list-style-type: none"> Ongoing

Objective 7b) Add French-Immersion programming

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Evaluate current model of an English child care provider offering French-immersion programming and present this model to other child care providers. Encourage EarlyON programs to add French programming to regular playgroups. 	<ul style="list-style-type: none"> Track number of children attending French-immersion child care. Track number of programs incorporating French language programming and resources. 	<ul style="list-style-type: none"> 2020 Ongoing



Strategic Direction #8: Capture data on a regular consistent basis from Early Years and Child Care providers.

Objective 8a) Evaluate current data collected and data definitions.

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Conduct an analysis on how service providers are currently collecting data and their definition of variables. 	<ul style="list-style-type: none"> Lanark County Data Analysis Coordinator to create a template that providers can use that contain consistent data for all centres but with the ability to customize parts of the survey for each centre so they can collect their own data as well. The Early Years Specialist will support providers through this process Continue to promote the importance of feedback from all areas in child care and EarlyON as it aligns with sections of the Quality Assurance Manual overseen by the Early Years Specialist. 	<ul style="list-style-type: none"> By Fall 2019 On-going and continuous
•		

Objective 8b) Develop data collection plan for providers and implement as part of service contracts.

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none"> Create a common data collection tool and data dictionary to ensure data is collected the same by all providers. 	<ul style="list-style-type: none"> Number of providers sending data. 	<ul style="list-style-type: none"> Fall 2019
<ul style="list-style-type: none"> Create a base yearly parent /guardian satisfaction survey: <ul style="list-style-type: none"> Inventory current surveys used by service providers. Create base template of a survey to be used by all providers. 	<ul style="list-style-type: none"> Track number of survey respondents by child care centre and EarlyON. Review summary data from survey 	<ul style="list-style-type: none"> Fall 2019



Strategic Direction #9: Educate community on the role of Children's Services.

Objective 9a) Look at brand promotion and how people currently view Children's services

Implementation Steps	Outcome Measurement	Timeline
<ul style="list-style-type: none">• Create a branding and marketing plan.<ul style="list-style-type: none">○ Conduct surveys and focus groups on current views on how Children's Services is viewed.	<ul style="list-style-type: none">• Promote and discuss what we as an organization do and services offered for families on local radio, local cable shows, with community partners, within child care centres and EarlyON programs and internally with social services (OW, ODSP, Housing)	<ul style="list-style-type: none">• Presently occurring and on-going as needed



Accountability

- Communicate Plan:
 - Plan will be shared to County Council
 - Plan will be presented at various planning tables for community partners (Best Start, LELCA, Lanark County Child & Youth Services Collaborative, Child Care service providers)
- Plan will be posted to be publicly available on the Lanark County website
- Plan will be standing agenda item on Children's Services team meetings
- Feedback will be continuously solicited by:
 - Child care directors: bi-monthly meetings
 - LELCAA: get input at monthly meetings
 - Planning tables (school boards participate): regular updates given
 - Early Years Specialist visiting child care centres and EarlyON programs: talking to staff, parents and children.
 - Children's services manager will be visiting all child care providers located in schools
- Progress will be monitored and plan adjusted when input is received.
- Children's Services department will implement a consistent method of data collection with child care providers (for example wait lists).
- Successes will be celebrated : showing community and partners progress



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Appendix A: Glossary of Terms

Term	Definition
Adult-Child Ratio	Refers to the number of qualified adult caregivers relative to the number of children in a child care program. In determining the regulatory adult-to-child ratio, the ages of children served are also considered.
Adverse Childhood Experiences (ACE)	Refers to potentially traumatic events that can have a negative, lasting effect on an individual's health and well-being. Adverse childhood experiences can include physical, emotional, or sexual abuse to the death or incarceration of a parent or guardian.
Affordability	The degree to which the price of child care is a reasonable or feasible family expense. States maintain different definitions of "affordable" child care, taking various factors into consideration, such as family income, child care market rates, and subsidy acceptance, among others.
Age of Child Care Groups	Junior School Age (109-156 months)
Age of Child Care Groups	Kindergarten (44-67 months)
Age of Child Care Groups	Primary/Junior Age (68-156 months) – SK (56-67 months)
B and A	Before and After School Program
BBBS	Big Brothers Big Sisters
Best Practices	A term used to denote the ways of delivering services that have been found through research or experience as the "best" ways to achieve desired outcomes.
CAMH	Centre for Addictions and Mental Health
CDC	Child Development Centre
CDSBEO	Catholic District School Board of Eastern Ontario
CHC	Community Health Centre
Child Care and Early Years Act, 2014	The Child Care and Early Years Act, 2014 (CCEYA) came into effect on August 31, 2015. This legislation replaced the outdated Day Nurseries Act (DNA) and established new rules governing child care in Ontario.
Child Care Subsidy	Subsidy provided to children attending licensed child care through Lanark County Children's Services
Children's Resources on Wheels (CROW)	Non-profit organization in Lanark County which provides EarlyON services as well as licensed home child care.
College of Early Childhood Educators (CECE)	The College of Early Childhood Educators regulates Ontario's early childhood educators in the public interest. The College was established under the Early Childhood Educators Act, 2007 (ECE Act), and came into existence in February 2009. With more than 52,000 members in good standing, the College is one of the largest professional self-regulatory bodies in Ontario and is the only professional self-regulatory body for early childhood education in Canada.
Consolidated Municipal Service Manager (CMSM)	A municipal government responsible for carrying out the funding and administrative responsibilities. A CMSM could be a regional government, a county or separated city, depending on the local circumstances. The CMSM is also responsible for administering other social service programs such as Ontario Works and child-care. Lanark County is the CMSM for Lanark County and the Town of Smiths Falls.
Contract	Contract between Lanark County and children's service providers.



Contract Amendment	Amendment made to a contract with a service provider
CORE	Carleton Place Youth Centre
CYHNEO	Child and Youth Health Network of Eastern Ontario
CYPAN	Child and Youth Poverty Action Network
Early Year Specialist	Position at Lanark County Children's Services to support licensed child care providers and EarlyON programs.
EarlyON	EarlyON centres offer free, high-quality drop-in programs for families and children from birth to 6 years old. You can learn and play with your child, meet people and get advice from early childhood professionals.
ECE	Early Childhood Educator
EDI	Early Development Instrument
Eligibility	Determination of receiving child care fee subsidy
FCSLLG	Family and Children's Services of Lanark Leeds and Grenville
Funding Types: Capacity Building	Capacity Building Funding is intended to support professional development opportunities that build the capacity of licensed child care operators, supervisors, program staff/caregivers, home visitors, home child care providers and non-profit volunteer board members to support the provision of high quality programs for children ages 0 to 12. High quality child care programs are child-centred and provide environments and experiences to engage children in active, creative and meaningful exploration and learning
Funding Types: Capital Retrofits	Non- profit Licensed Child Care Providers can apply for this Capital Retrofit Funding. This funding is to support the reconfiguration of existing child care spaces, not to fund new capital facilities.
Funding Types: General Operating Grant	The purpose of the General Operating funding is to support the costs of operating licensed child care programs in order to reduce wait times and fees for services, stabilize service levels, and where funds allow, improve access to high quality affordable early learning and child care services for children and their families.
Funding Types: Health and Safety	Child care service providers are required to comply with the Ministry's licensing requirements under the Child Care and Early Years Act (CCEYA) as well as health and safety practices, the upkeep of equipment, property repairs and maintenance.
Funding Types: Mitigation Funding	The goal of this one-time funding is to support service providers as they transition programs with a focus on the 0-3 year olds.
Funding Types: Play-Based Material and Equipment	Play-based material and equipment funding is intended to help child care operators to create enriching environments that are developmentally appropriate and promote children's exploration and learning through play, focused on the document "How Learning Happens".
Funding Types: Transformation Funding	Is provided to support program viability and facilitate child care transformation within communities. The CMSMs work collaboratively with school boards and child care operators to align the use of transformation funding with investments under the School-First Child Care Retrofit policy wherever possible.
Funding Types: Transition Funding	Funding used to transition spaces to younger ages when full day of kindergarten was implemented.
Funding Types: WEG/ Fee Stabilization	The wage enhancement will benefit low income child care program staff in the sector, help retain Registered Early Childhood Educators (RECE's), and support access to stable, high quality child care programs for children in Ontario
Home visitors	Home visitors work for private-home daycare agencies. They



	screen and monitor home caregivers affiliated with a licensed agency.
How Does Learning Happen (HDLH)	Ontario's Pedagogy for the Early Years, Pedagogy is "the understanding of how learning takes place and the philosophy and practice that support that understanding of learning"
HU	Health Unit (Leeds, Grenville and Lanark)
Inclusion	Inclusion begins with recognising that all children and their families have the right to access high quality early childhood education. This right is not affected by disability. Inclusive practices are intended to identify and remove barriers to full acceptance, participation and learning for all children.
Inquiry-Based Learning	Inquiry-based learning is a complex process where students formulate questions, investigate to find answers, build new understandings, meanings and knowledge, and then communicate their learnings to others.
KFLA	Kingston Frontenac Lennox and Addington
Kindergarten Before- and After-school Care	Where there is sufficient demand, schools that offer full-day kindergarten also offer before-and-after-school programs. These play-based programs complement the regular school day with a mix of exploration, guided independent activities, quiet times and outdoor play.
LC	Licensed Capacity
LCCJP	Lanark County Community Justice Program
LCIH	Lanark County Interval House
LCP	Lanark Community Programs
LCPC	Lanark County Planning Council for Children, Youth and Families
LEIP	Children with special needs, as defined under the CCEYA, may require personalized attention and activities or special devices, toys and equipment. Special Needs Resourcing (SNR) helps support the inclusion of children with special needs in licensed child care settings, children's recreation programs, and camps at no additional cost to parents.
LG	Leeds and Grenville
LHIN	Local Health Integration Network
LHYC	Lanark Highlands Youth Centre
Licensed Centre Based Child Care	Licensed child care centres care for infants and toddlers, as well as pre-school and school-aged children. They include nursery schools, full-day and extended hours care, and before-and-after-school programs. Child care centres operate in a variety of locations including workplaces, community centres, schools and places of worship.
Licensed child care centre	Licensed child care centres care for infants and toddlers, as well as pre-school and school-aged children. They include nursery schools, full-day and extended hours care, and before-and-after-school programs. Child care centres operate in a variety of locations including workplaces, community centres, schools and places of worship.
Licensed Home Based Child Care	Individual home caregivers are not licensed by the Ministry of Education, but are contracted by home child care agencies that are licensed by the Ministry. These caregivers may care for infants, toddlers and pre-school aged children. They may also offer before and after school care for children.
Licensed home child care	Individual home caregivers are not licensed by the Ministry of



	Education, but are contracted by home child care agencies that are licensed by the Ministry. These caregivers may care for infants, toddlers and pre-school aged children. They may also offer before and after school care for children.
Licensing	Regulation of child care by Ministry of Education
LIP	Local Immigration Partnership
Local Health Integration Networks (LHIN)	Local organizations mandated by the Provincial government, through the Ministry of Health and Long-Term Care, to ensure the effective integration of community health services
Loose Parts	Loose parts are natural or synthetic found, bought, or upcycled materials—acorns, hardware, stones, aluminum foil, fabric scraps, for example—that children can move, manipulate, control, and change within their play. They are materials with no specific set of directions that can be used alone or combined with other materials.
Lower Tier Municipality or Local Municipality	A local municipality such as town or township, for example the Town of Perth or Township of Lanark Highlands.
LRHCS	Lanark Renfrew Health and Community Services
MCSS	Ministry of Community and Social Services
MCYS	Ministry of Children and Youth Services
Mills	Mills Community Support Corporation
MM	Mississippi Mills
MMYC	Mississippi Mills Youth Centre
Municipal by-laws	A standing rule governing the regulation of a municipality's internal affairs. Municipal by-laws should be in accordance with provincial and federal laws.
NLCHC	North Lanark Community Health Centre
Non-Profit	A service provider designated by Canadian Revenue Agency as Non-profit.
OC	Operating Capacity
OCCMS	Ontario Child Care Management System
OD	Open Doors
ODSP	Ontario Disability Support Program
OEYC	Ontario Early Years Centre
OEYC	Ontario Early Years Centre, Replaced by EarlyON program
Official Plan	Each lower and upper tier municipality has an Official Plan that communicates the strategic direction and priorities of the municipality. It is a statutory document; the contents are binding and form the development of by-laws, policy and funding allocation.
Ontario Disability Support Program (ODSP)	ODSP is a provincial income assistance program for people who are deemed unable to return to the workforce.
Ontario Municipal Social Services Association (OMSSA)	This organization represents municipal employees working in social services and housing program delivery. Its mandate is to enhance the capacity of communities to plan, manage and deliver human services.
Ontario Works (OW)	Is the municipally administered financial assistance program that assists families and individuals who have no other source of income.
OPP	Ontario Provincial Police
OW	Ontario Works
Play Based Learning	Learning through play is a term used in education and psychology to describe how a child can learn to make sense of the world



	around them. Through play children can develop social and cognitive skills, mature emotionally, and gain the self-confidence required to engage in new experiences and environments.
RNJ	Reverend Norm Johnson Youth Service
SFCHC	Smiths Falls Community Health Centre
SNR	Special Needs Referral
Special Needs	A child whose cognitive, physical, social, emotional or communicative needs, or whose needs relating to overall development, are of such a nature that additional supports are required for the child.
UCDSB	Upper Canada District School Board
Unlicensed Care	In Ontario, unlicensed, informal care is not regulated by the government. These unlicensed caregivers are not inspected by the Ministry of Education, and are not required to meet provincial standards. However, the Ministry of Education does investigate all complaints from the public about child care providers who may be operating illegally.
Upper Tier Municipality	A county, region or district can be referred to as higher level of municipal or “upper tier” government. A county of regional government is a federation of the local municipalities within its boundaries. Lanark County is an upper tier municipality comprised of eight local municipalities.
YAK	Youth Action Kommittee (Youth Centre Perth)





Appendix B: Community Consultation Meetings

Community Consultation Meetings

- **What does quality child care/EarlyON look like to you? (e.g.: access, affordability, responsiveness, high quality)**
 - Respect for staff, children, parents, staff
 - Positive interactions with all
 - Teachers with an open mind
 - Teachers: strong 2 way communication between parents and teachers.
 - Quality resources: nice equipment, physical environment clean without broken equipment.
 - Friendly, safe, welcoming, engaging
 - Welcoming
 - Safe
 - Feeling part of a group, a sense of belonging.
 - Inclusive
 - For Francophone: know how history of Francophones plays a role, importance of culture, feel valued
 - Support for educators: respect for the profession and providing professional development
 - Special Needs children: educators can support these children, train staff on how to support them
 - Staff can pursue professional development, stability in income, feel valued, job security.
 - Knowledge about job options.
 - Flexibility with hours/accessibility of child care: rural, shift works, accessibility.
 - Happy Children and staff
 - Well trained staff
 - Good relationships between staff and families
 - Environment clean, well equipped, age appropriate
 - Meeting the needs of families (which is harder in bigger centres)
 - Good communication
 - Kids needs being met
 - Knowledgeable, competent staff
- **What do you think are the major child care/EarlyON challenges?**
 - Access
 - Schedules aren't flexible
 - Pay for educators: Low ECE wages, worried about losing WEG
 - Affordability of child care for parents
 - Lack of infant spaces
 - Staffing for B&A programs: Split shifts of child care workers and finding staff to fill them.
 - Care of children when they are sick (aren't permitted to attend licensed centre based care), especially challenging for parents with special needs children as they already use a lot of time for appointments
 - Few men in ECE field: stigma surrounding it
 - Supply Staff: hard to find



- Lack of respect for the profession, not treated/viewed as professionals.
- EarlyON: hard to find locations of groups, schedule, how to get there
- Affordability: its more affordable then the city, still expensive. Workers deserve to get high wages but its hard for parent to pay the high costs of care. Child care costs are more than a mortgage payment.
- Balance of affordable care but staff being paid what they deserve, which should be a lot.
- Wait lists: have to wait a long time for care, you have to be your own advocate an if your not then you don't get a spot. No infant spaces or spaces for people who work shift work, off hours.
- High ratios especially as children get older, there are lots of behavioural issues which can't be dealt with as there aren't enough staff.

- **What do you think are the major child care/EarlyON challenges specific to Lanark County?**

- Before and After school in rural areas: when they are younger they can go outside the community but once in school need care.
- Going outside of their home community for care: disconnect from community, social issues.
- Transportation ECE staff can't get to work (no public transportation)
- Borrowed space for programs (EarlyON): precarious can change at any moment.
- Lots more children with complex special needs staying on caseloads longer so they can't pick up new clients. Numbers served may not be reflective as to demand.
- Increase in behaviour issues in children. More complex needs.
- Meeting needs of ministry, municipality, community: gets busy pulled in lots of direntions.
- Lack of connection to the ministry.
- Funding to keep quality staff
- Meeting the needs of special needs children as needs seem to be getting more complex.
- Need funding for special needs children for staff and LEIP (support workers).
- Split shifts and getting staff to work them.
- Parents aren't taking ownership of the children's behaviour makes it difficult for providers.
- Older (12-18) special needs children with complex needs, staff not feeling it is their area of expertise: gap in service nowhere for them to go. They get physically bigger, need lifts etc. that won't fit in a child care centre.
- Staff burnout
- Commitment of new staff.
- Special Needs Support workers (LEIP) need to receive more pay to be retained and not hired by the child care centres they are working in.
- Commuting parents and the time needed to have children in child care.
- Days in which child care centres are closed (ie Christmas break) makes it difficult for those who still have to work.
- For EarlyON centres sharing space: confusing for the kids as they can't touch certain things in the classroom
- Child Care schedules for divorced/separated parents and accommodating different schedules.
- Summer supply staff not qualified or from the community. Some supply staff have language barriers.



- Long wait lists.
 - Subsidy: hard to get all the paperwork into subsidy. Need child care while looking for a job to go for interviews etc. but you can't get subsidy until you have job. Hard for low income families.
 - Shift-work, evening/weekend care is not available.
 - Lose child care spots if your child only attends part-time to full time children.
 - For renters: becoming a licensed home child care provider who covers the cost to get the home to meet safety standards: landlord, tenant? This can be hard for low income families.
- **For each challenge, what is the solution or the best way to address these challenges?**
- Training and supports for staff
 - Training for staff regarding special needs clients.
 - Money (we need it)
 - County Level: Media campaign to promote the ECE profession and the importance of Early Years.
 - Lanark Highlands: have a child care fair (those providing it (all types of care) and those needing it).
 - Before and After school care for behaviour challenges.
 - Consistent times and locations for playgroups.
- **What are the strengths of our current child care/EarlyON system? What are the strengths of our child care/EarlyON system specific to Lanark County?**
- Strong relationship between providers and county.
 - Caring and loving, well intentioned educators and centres.
 - Keeness and passion of providers
 - Pro-active and open minded.
 - A true community is a common goal –the kids.
 - Strong relationships/networks.
 - Best Start
 - Lanark County is very supportive.
 - Collaboration/connections with various organizations.
 - Resourceful/flexible
 - Service integration
 - Level of support –Centre visits –praising centres.
 - Strong support from the Early Literacy Specialist.
 - Present in the community
 - Mental health training for providers
 - Titles are not important everyone is valued.
 - Lecca, providers meeting, events, bigger network.
 - Professional Development provided is free and accessible.
 - Quality Assurance: pulling teachers together, professionalism
 - Quality long term staff
 - Support from the County
 - Teachers who want to be successful with children
 - Child care centres work as a team to support each other, not in competition with each other
 - Professional development: lots of good local PD



- Strong sense of community in all centres
 - Love staff at licensed child care centre
 - French immersion program at child care centre feels it will better prepare children for French immersion at school.
 - A strong sense of community, everyone has your back.
 - People who are from the community who work in the child care centres they are friendly and personable.
 - EarlyON not just for children, as sense of community and connection for the adults.
 - Love staff, love child care provided, good people, good facility.
 - “My Kid is a kid and person here, children went to daycare in Ottawa they didn’t get to know my kid. Really young workers in Ottawa, I like experienced workers here”
- **What barriers are preventing us from improving our current child care system? (e.g. :resources, recruitment, training)?**
- Recruitment of quality ECE’s
 - Rural location
 - Misconception of no jobs in rural locations
 - Lack of supply staff
 - Funds to change classrooms to align with HDLH
 - Administrative tasks required by licensing are prohibitive: ie. Signing field trip forms to go on a daily walk, have to sign daily can’t have one signature used for multiple occurrences (ongoing consent form).
 - Recruitment of staff
 - Providing training for staff during the day
 - School boards: having space for programs like before and after school care the program gets moved around depending on what the school is doing: hard to keep resources, parents don’t know where to pick up their children.
 - Working with schools: need for designated space, principals not being informed on Early Years regulations, notification of school room closures –give enough time to plan alternatives, child care centres in schools don’t feel valued as a partner, cost of running a program on a day the school isn’t running is prohibitive (over \$400 per day) to running a program.
 - Unrealistic requests from parents for a group care setting.
 - Subsidy: feel like the 3rd degree when phoning subsidy. Have to provide letters from employer 3x a year which is a lot, its embarrassing to keep asking and its time consuming.
 - Not knowing what EarlyON programs are available and location of them.
- **What suggestions do you have to address these barriers?**
- Advertise the EarlyON centres better.
 - Hire ECE students for summer programming/supply staff
 - Promote the jobs of ECE’s in Lanark County: sell the job to them (benefits, holidays, training, mental health days, opportunities for advancement)
 - Supervisors value their staff and show them how they are valued.
 - Train current ECE’s working in Lanark County in French as second language.
 - Go to post secondary open houses in Lanark County and surrounding communities like Ottawa to promote working in the ECE field in Lanark County.



- Do a job satisfaction survey to workers in Lanark County, what motivation to they have to stay working within the County,
 - Need a team environment in the workplace
 - Getting qualified ECE staff, especially in the summer when more staff is hired.
 - Get more parental feedback for decisions made by the centre
- **Now that we've talked about the child care system as a whole, we would like to focus on particular segments of the population(e.g.: children with special needs, low income families, families at risk, Francophone families, Indigenous families etc...)**
- Aboriginal:
 - Awareness of customs and culture in all programs
 - Embrace in whole community
 - Barrier: finding people to provide service for cultural awareness
 - Now have Centres of Excellence for support
 - Not a high aboriginal population
 - Francophone:
 - Awareness of customs/cultural
 - Frustrating lack of Francophone resources for French families ie. Child care pamphlets and service providers
 - Translation: have to go outside the community.
 - Special services in French
 - Transferring outside community to get French services so take local services in English.
 - Cost for translating and providing services in French is high.
 - Finding Francophone staff to run programs is difficult.
 - Strong interest in learning French in child care centre as long as they don't have to switch centres.
 -
 - Low Income
 - Trust issues with child care centres
 - EarlyON targeting programs, don't feel comfortable
 - Working poor not OW/ODSP clients don't get supports.
 - Families at risk: lots of issues preventing them from attending programs. ie. Parents mental health issues prevents child from going to care, loose spot. Need subsidy for mental health and addiction.
 - Special Needs:
 - SN children cost of attending programs, parents have high medical costs: their income doesn't qualify for subsidy but with high medical costs it would.
 - Additional risks make issues harder.
 - High numbers of special needs children and children with complex special needs.
 -
 - Newcomers:
 - Language barriers: parents understanding
 - Staff knowing how to approach newcomers
 - Don't understand system and resources available
 - Translation services available (ie. Local volunteer translators).
 - Language barriers to understanding how program runs, subsidy etc.



Other Comments:

- *Subsidy: have no idea on how to apply or check to see if eligible.*
- *To find child care used the internet.*
- *Heard about playgroups from word of mouth, for new families that is difficult as they don't know anyone*
- *French Immersion program at child care centre very popular, more people would be interested in it if they could open up more spots (lack of staffing).*
- *Would like more notifications from child care centres as to how their child is doing esp. continuing to do so as they grow older (seems to stop when they reach school age). Like the app, would like consistent feedback. Like pictures and would like to be notified for big changes (ie. Was off today, didn't eat much, didn't sleep, etc).*



Appendix C: Surveys

Lanark County Children's Services Community Survey 2019

Distribution Method:

The survey was distributed online and in paper format.

Internal:

- Lanark County Employees:
As an employer of 357 employees including those who work shift work the survey was distributed to our head office, Public Works office, Lanark Lodge and our sub offices.
- Clients:
Paper copies were sent to offices and sub offices to be completed by clients in the waiting room.

Planning Tables/Community Partners:

Paper copies, an electronic copy and an online link were sent to:

- Best Start: service providers of children 0-12
- Planning Council: planning table for children's service providers
- Child care Providers Meeting: all child care directors in Lanark County
- EarlyON distributed the survey online (1400 people on their distribution list) and in person by providing paper copies at their play groups
- Lanark County Interval House (shelter and outreach programs for abused women): provided paper copies to their participants.

Social Media:

- Link to online survey was posted on the Lanark County Facebook and Twitter page.
- EarlyON posted the link on their Facebook page.
- Survey Link was posted in 10 local social media groups.
- Survey Link was sent to all Elementary Schools via Facebook.

In Person:

- Winter festival in an area with a large population of children (Carleton Place): had a booth where incentives were provided to fill out the survey (balloons, hot chocolate, door prize). A condensed version of the survey was completed here.
- Attending 6 different EarlyON Playgroups and Baby Talk in 5 different communities and distributed the survey (condensed and long form).

Return Rate:

592 Returned Surveys

- 420 Online surveys were completed
- 121 Paper copies were completed
- 57 Condensed surveys were completed in person



Survey Responses:

Where did respondents live:	Where respondents work or go to school:
Carleton Place 24.38%	Ottawa: 29.36%
Mississippi Mills: 16.01%	Perth: 20.37%
Beckwith Township: 11.57%	Carleton Place: 16.15%
Drummond North Elmsley: 9.25%	Other (please specify): 10.28% <ul style="list-style-type: none"> Of the 10.28% 6.06% work from home
Lanark Highlands: 8.54%	Smiths Falls: 9.91%
Smiths Falls: 7.3%	Mississippi Mills: 7.89%
Tay Valley: 6.23%	Lanark Highlands: 2.02%
Perth: 6.05%	Beckwith Township: 1.83%
Montague: 4.63%	Tay Valley: 1.65%
Other: 6.05%	Drummond North Elmsley: 1.28%
	Montague: 0.55%
	Brockville: 0.55%
	Kingston: 0.18%

Survey Respondents Were:

- Parents: 84.63%
- Grandparents: 10.67%
- Caregivers: 9.04%
- Other: 5.79% (professional, resident)

How many children do you have in each age group? (if you don't have any, put zero in I don't have children):

- <1: 105 (7.76%)
- 1: 118 (8.72%)
- 2: 160 (11.83%)
- 3: 193 (14.26%)
- 4-12: 549 (40.58%)
- Over 13: 38 (2.81%)

155 (26.41%) of respondents children identified as the following:

- Special Needs (9.71%)
- Francophone (5.79%)
- Other (5.79%): Viable Minority: 3, Learning Disabilities: 5, Medical Needs: 2
- Indigenous (3.24%)
- Newcomer (1.87%)



Please select the following statements that apply to you regarding Child Care Fee Subsidy:

- I don't use licensed child care so I'm not eligible: 29.22%
- I have not heard of Child Care Fee Subsidy: 24.86%
- I have checked to see if I am eligible: 17.65%
- I have or currently receive/d Child Care Fee Subsidy: 15.18%
- Other: 13.09%

Where do you look for Children's Services in Lanark County?

- Website: 61.13%
- Social media (e.g. Facebook, Instagram, Twitter, etc): 54.53%
- Word of mouth: 50.75%
- Library: 12.26%
- Other (please specify): 6.23%
- 211: 0.94%

Does your child attend child care?

- 55.28% have a child attending child care.

Barriers to accessing child care:

- No barriers: 38.13%
- Cost: 35.95%
- Program was full: 19.83%
- The times didn't work for me (hours open): 17.21%
- Comments (other): 16.56%
- Quality of Program: 7.63%
- Location: 6.75%
- I'm not aware of what is available: 4.58%
- Doesn't meet the needs of my child: 4.36%
- I had no way to get there (transportation): 3.27%

Other (trends from comments):

- Time: difficult finding child care for jobs that aren't the typical Monday to Friday day jobs (shifts, leaving early for commute, part time work)
- Special Needs Children: Centre couldn't accommodate special needs of child.
- Wait Lists: lack of availability of spaces, especially for children under 18 months of age and for before and after school programs.
- Comments on cost (too expensive) and transportation (getting children to child care when they don't have a vehicle.)



Which child care options would you prefer:

- Licensed Child Care in Centre: 77.10%
- Licensed Child Care in a Home: 34.35%
- Unlicensed Child Care: 13.74%

Why:

Trends in comments:

Licensed Child Care:

- Quality
- Structure
- Accountability
- Safety
- Regulated
- No cancellations in centre based care
- Licensed preferred but cost, hours and locations are prohibitive
- Too many restrictions to get licensed

Unlicensed:

- Cheaper
- Hard to trust strangers
- Would prefer licensed but can't afford it
- Attend part time, fits our schedule

Centre Based:

- Licensed, qualified staff
- Meets special needs
- Regulated
- Learn more
- Play with more children their own age
- More staff (no cancellation by caregiver, centre gets coverage)
- More structured
- Gets them ready for school
- Variety with meals and activities
- Professional

Home Child Care:

- Like smaller numbers
- More personal
- Get more individual attention
- More flexible with hours
- Less institutional
- Not as expensive
- Similar to our home
- Prefer for younger children



Are you happy with your current child care arrangements?

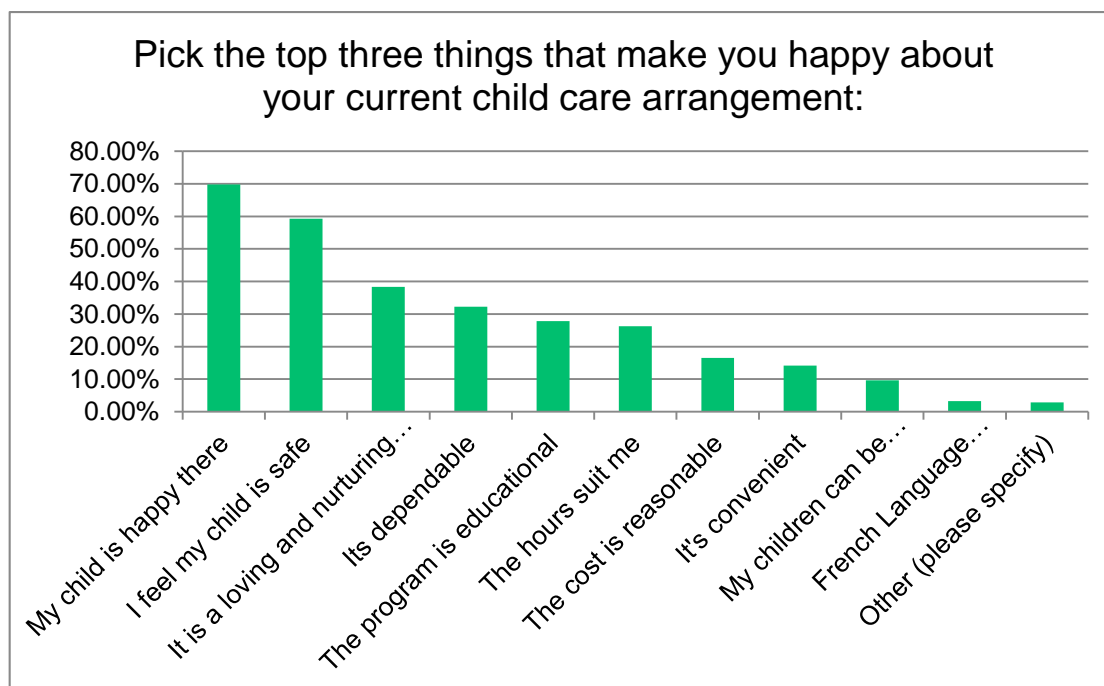
- 78.07% are happy with their current child care arrangement

A few quotes:

- *"I pay for more days than I need just to keep a space."*
- *"Special needs not being fully addressed"*
- *"Costs are hard to manage. Since my youngest is attending unlicensed care we do not qualify for financial support to help us with costs."*
- *"I'm very happy with the care and it's very reasonable but it's still very hard for us to pay for it"*
- *"My child with special needs struggles in the large centre setting"*

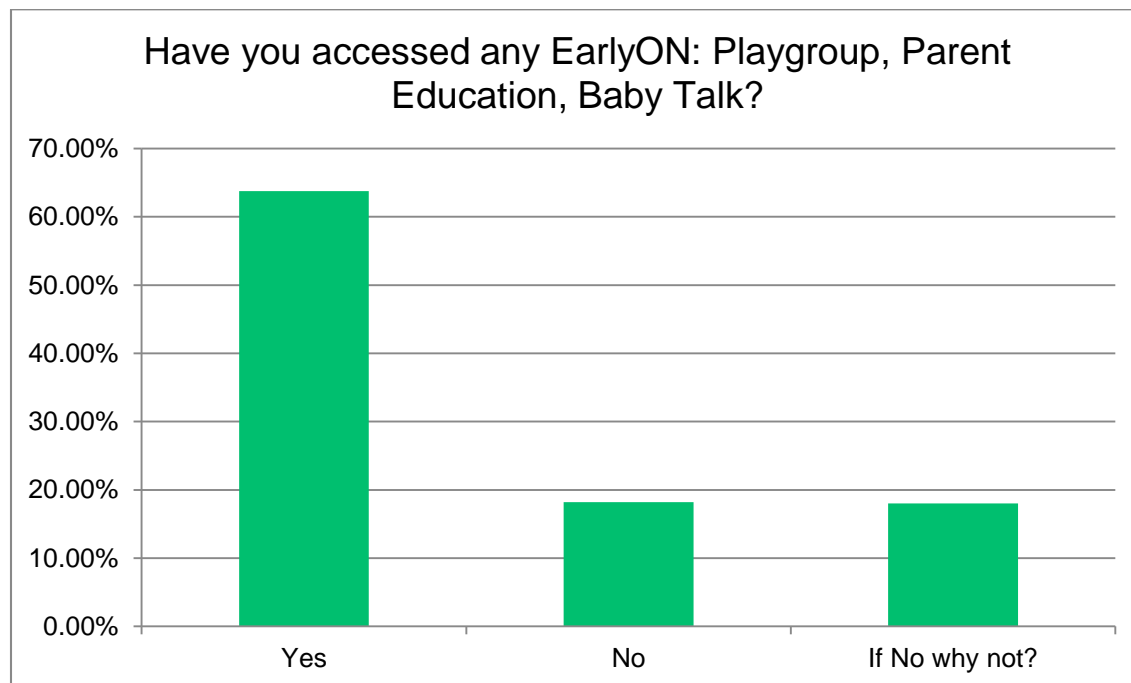
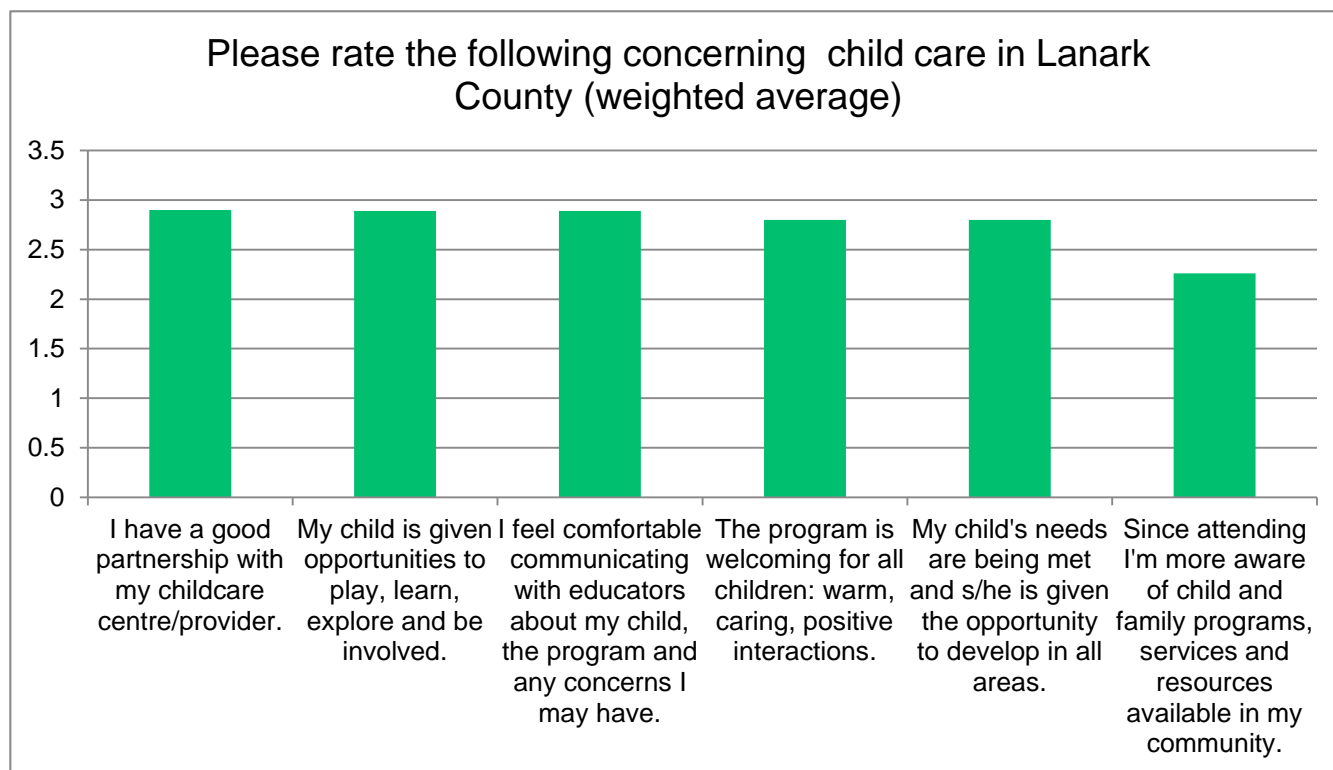
What is your current child care arrangement?

- Licensed centre based/home child care: 77.24%
- Unlicensed child care: 21.27%
- Other (please specify): 13.06%
- Spouse/Partner takes care of child/ren: 10.45%
- Person comes to my house: 2.99%
- Older child/ren take care of younger child/ren: 0.37%



Rate the following concerning child care in Lanark County:

Highest rating was “ I have a good partnership with my child care centre/provider” the lowest was “Since attending I'm more aware of child and family programs, services and resources available in my community.”



Why Not?

- Awareness: Didn't know about them, can't find them on website, schedule is difficult to understand.
- Accessibility: (time, locations, transportation)
- Other: don't feel comfortable at them, have other supports

60.26% did not have any barriers to accessing EarlyON Programs.

Biggest barriers are:

- The times didn't work for me (hours open): 21.79%
- I'm not aware of what is available: 10.77%
- Comments (other): 10.00%
 - Judgement: of child, participants not welcoming, intimidating
 - Time: night workshops tricky, nap time in afternoon.
 - Difficult finding schedules
 - Locations: live rurally a lot of driving to attend playgroup.
 - Sick children attending.

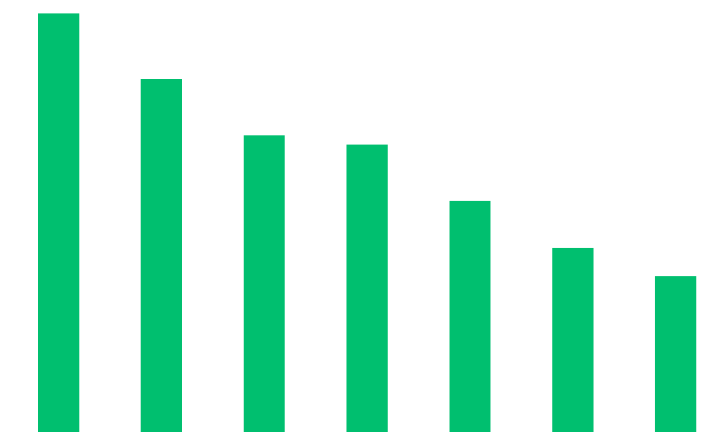
Please rate the following concerning EarlyOn (formerly known as the OEYC) programs: Playgroup, Baby Talk, Parent Education in Lanark County (Agree or Disagree):

■ Weighted Average

Agree



Disagree



The program is not available in my area. I have concerns about the program, services are not available in my community. I have concerns about the program, services are not available in my community. I have concerns about the program, services are not available in my community.



Lanark County Children's Services Provider Survey 2019

Distribution Method:

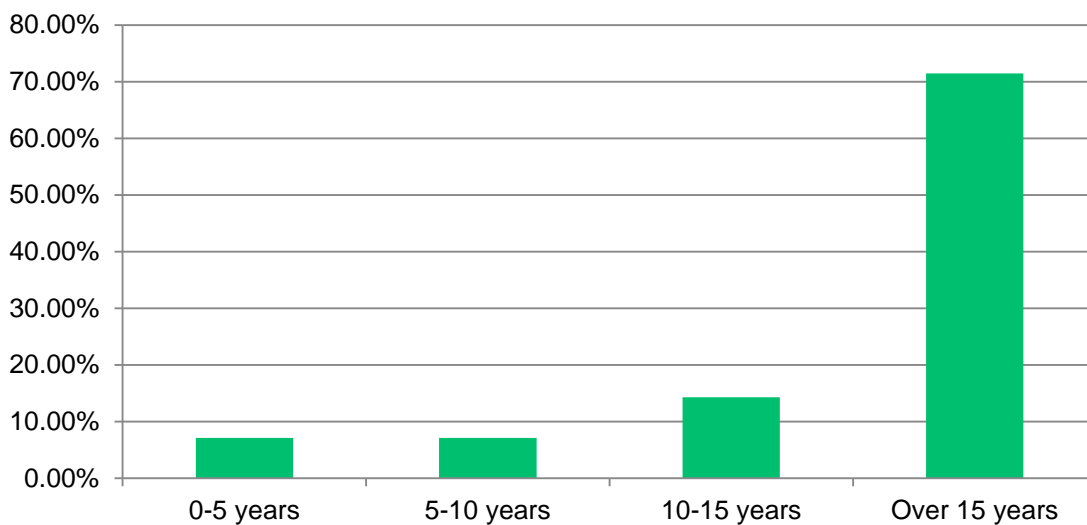
The survey was distributed online and emailed directly to all our service providers we have contracts with.

Return Rate:

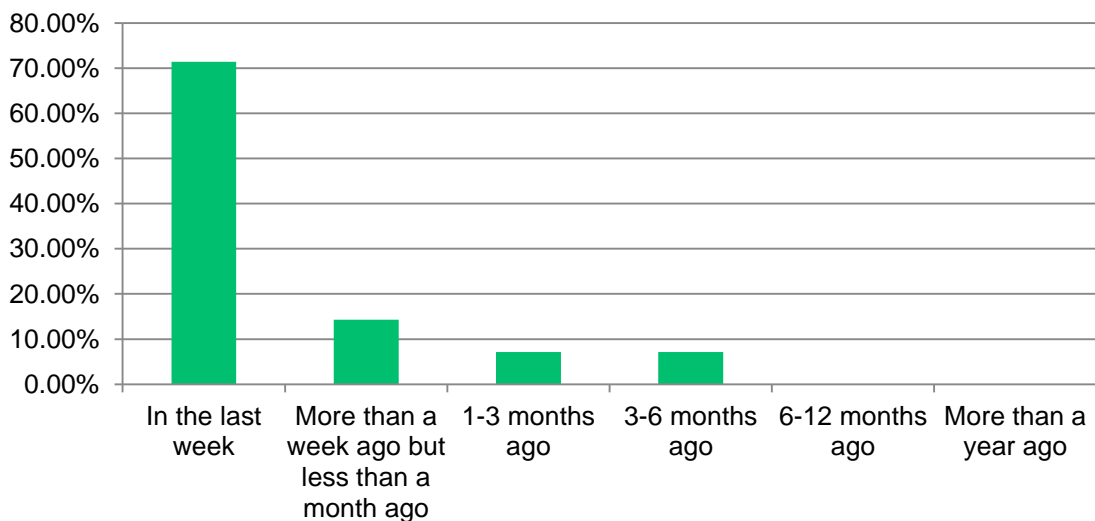
14 Returned Surveys (100% response rate)

Survey Responses:

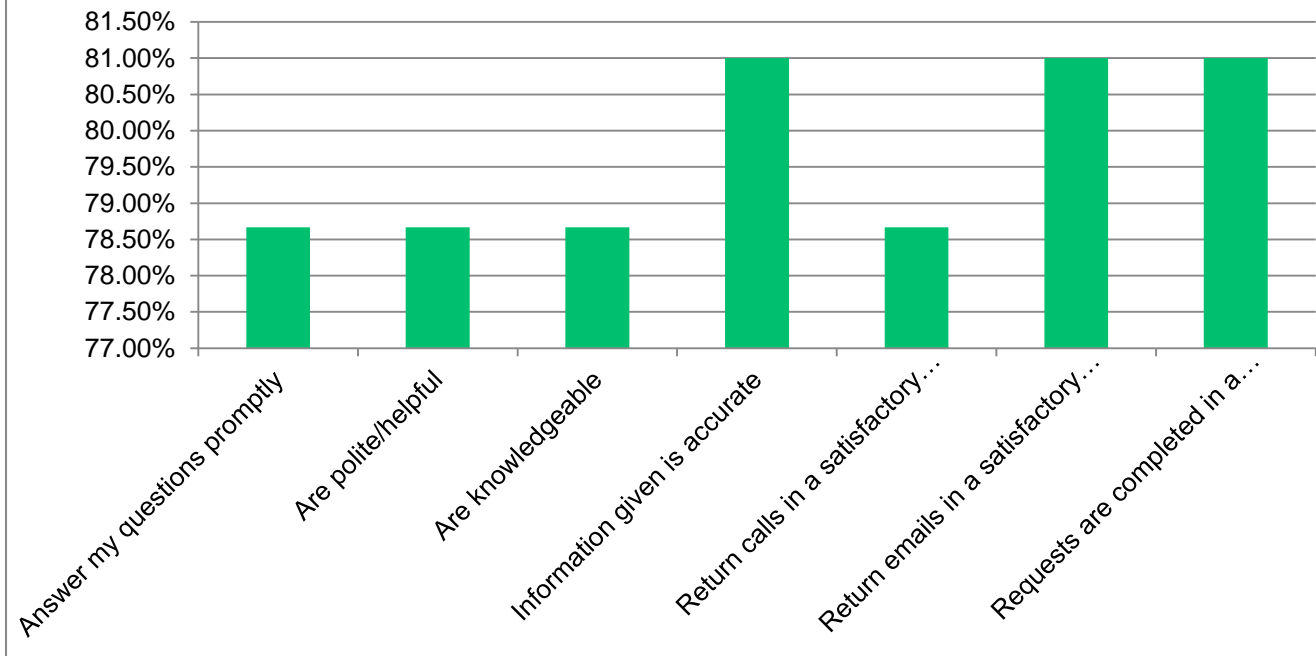
1.) How long has your organization/centre been involved with Children's Services?



2.) How long ago was your last contact with our office?



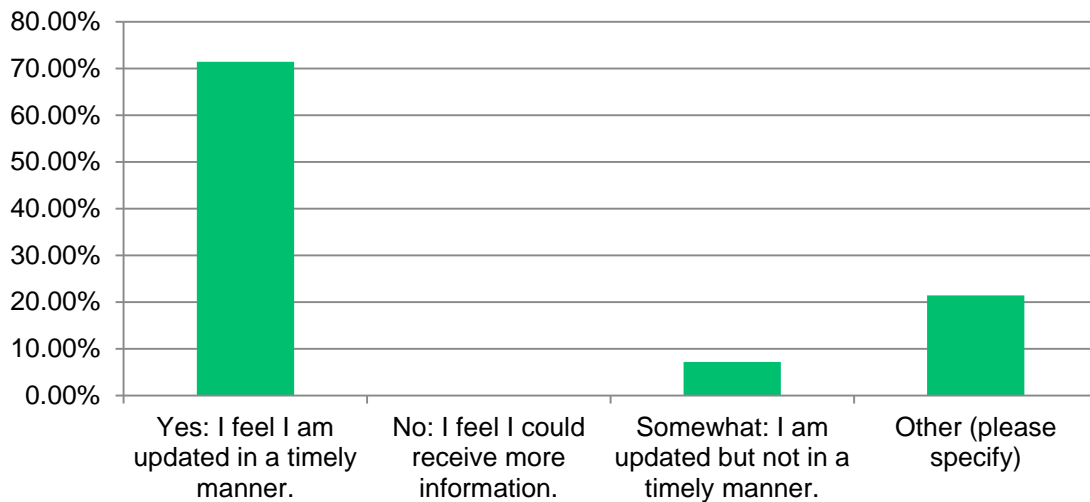
3.) Please tell us if you agree with the following statements about The Children Service's staff you deal with (weighted average):



Comments:



4.) In the past year do you feel your service manager keeps you well informed with ministry updates as they are made aware of them?

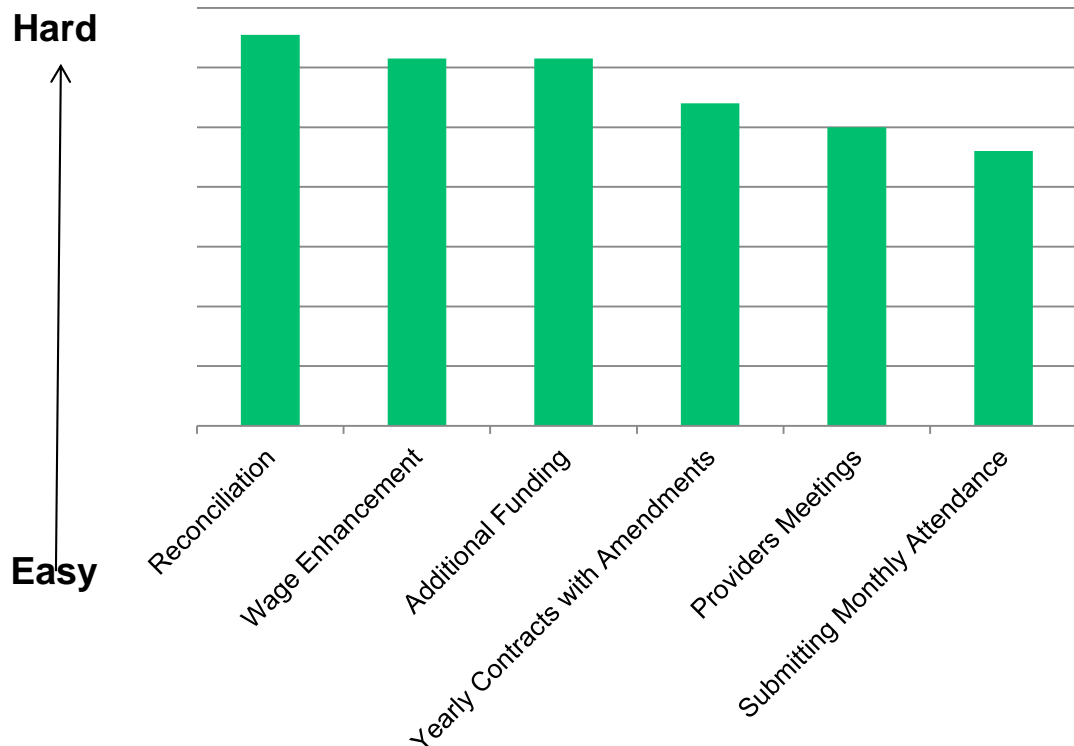


Comments:

- *Tammy is doing a great job, well informed.*
- *I feel that communication in the last 6 months has greatly improved.*
- *June to Dec Yes, Jan-June Somewhat*



5.) Please rate the following on the level of difficulty to complete.



- *Since I am actively teaching it is hard for me to get away in the middle of a work day. I already do for LELCCA.*
- *The reconciliation for GOG and WEG can be complicated and there is a concern about the non-responsiveness of one of the staff who is the contact person for the completion of the reconciliation. Also, monthly attendance can be pretty complicated for home child care. A simplified format would be helpful*
- *Easy if you have experience and great support in place*
- *I myself don't submit monthly attendance and don't attend providers meetings but my staff do. They say it is fairly easy.*
- *Not complicated, but very time consuming.*
- *If I have questions/concerns they are answered by county staff!*



6.) Did you find the recent financial training/roadshow helpful?

- 60% found the roadshow helpful.

Comments:

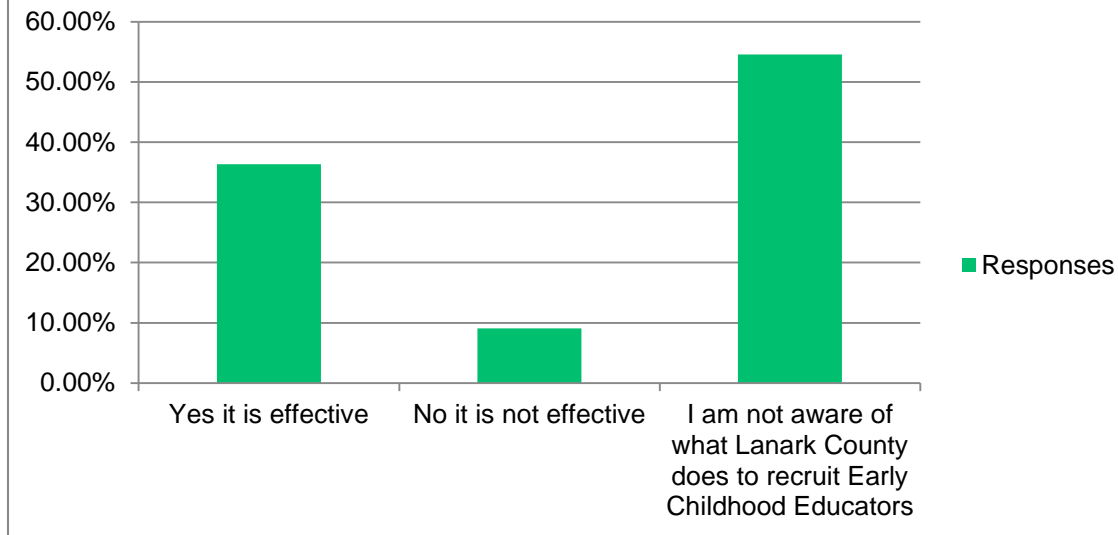
- Slightly, because things come up once a year it can be difficult at first to remember how it is to be done...love the cheat sheets.
- I'm not sure what that is.
- No roadshow

7.) Do you understand the different funding types (General Operating, Health and Safety, Play Based Learning etc.) and what you can apply for?

- 70% understood the different funding types.
- 30% responded with the following:
 - The recent meeting in December was very helpful and informative. So glad I went.
 - Working on it.
 - Somewhat



9.) Lanark County's approach to recruit Early Childhood Educators is effective



Comments:

- 1.) *I didn't even know that Lanark County had an approach to recruit ECEs*
- 2.) *Have not seen the impact from Lanark with regards to recruitment as of yet.*
- 3.) *But only recently*



Lanark County Children's Special Needs Survey 2019

Distribution Method:

The survey was distributed online and in paper format.

Planning Tables/Community Partners:

Paper copies, an electronic copy and an online link were sent to:

- Best Start: service providers of children 0-12
- Planning Council: planning table for children's service providers
- Child care Directors Meeting: all child care directors in Lanark County
- EarlyON distributed the survey online (1,400 people on their distribution list) and in person by providing paper copies at their play groups

Social Media:

- Link to online survey was posted on the Lanark County Facebook and Twitter page.
- EarlyON posted the link on their Facebook page.
- Survey Link was posted in 10 local social media groups.
- Survey Link was sent to all Elementary Schools via Facebook.

Return Rate:

52 Returned Surveys

- 52 Online surveys were completed

Survey Responses:

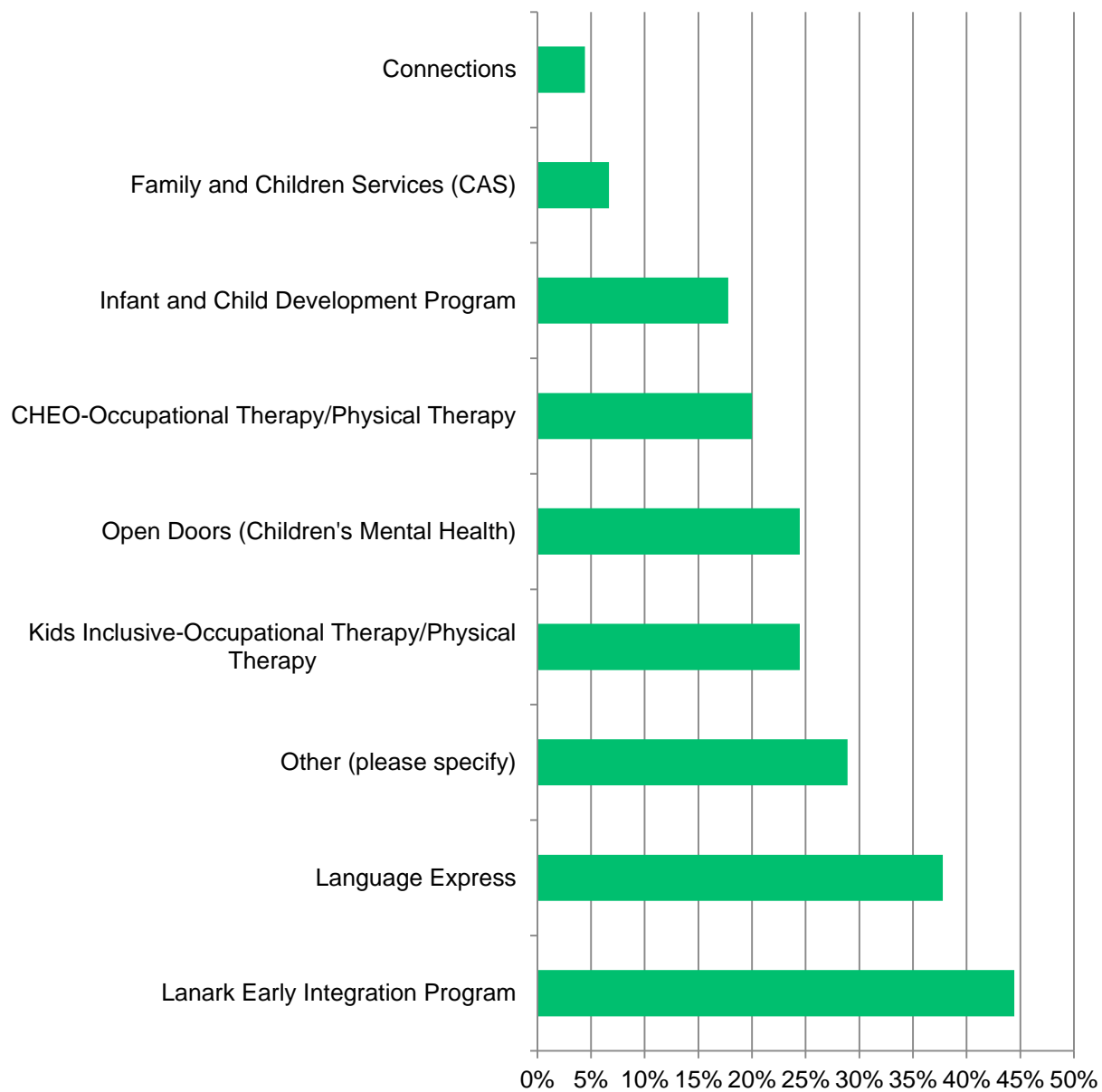
- **Is your child identified as having special needs?**
 - 88% of respondents said their child identified as having special needs.

Comments:

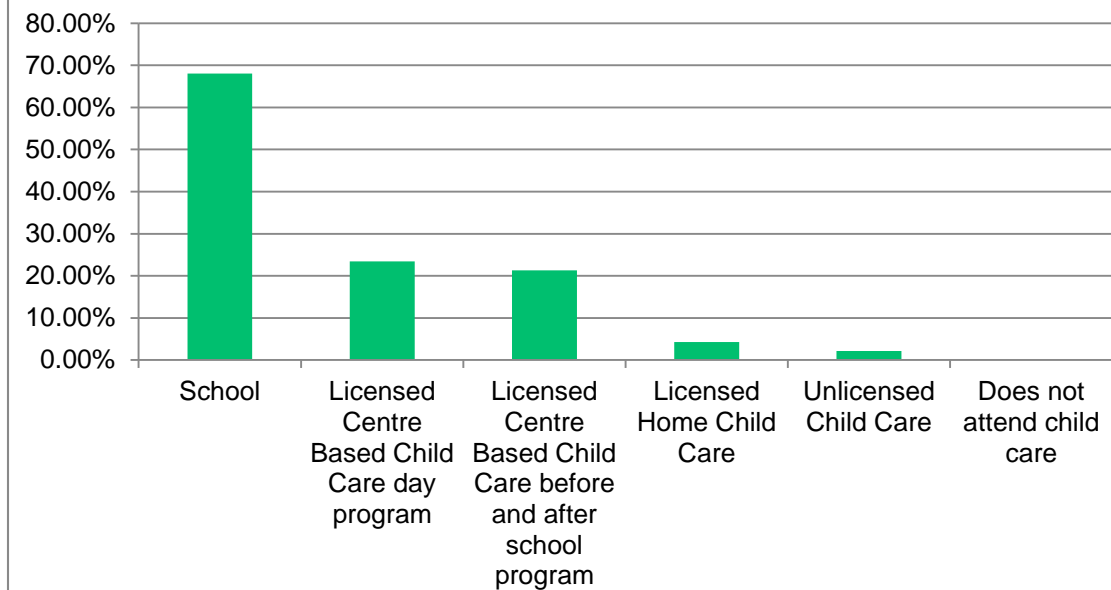
- *Impaired hearing*
- *Three children with special needs*
- *My son is diagnosed with Autism Spectrum Disorder*
- *The oldest girl has issues with her Mother taking her life but she has great support*
- *Speech delays*



2.) What community agencies do you receive support from?



3.) Does your child attend: (select all that apply)



Comments:

- *Playgroup*
- *OCTC school*

4.) Did you have any barriers when accessing/trying to access Child Care or EarlyON programs (Parent Education, Baby Talk and Playgroups: formerly known as OEYC-CROW). Select ALL that apply.

No Barriers	46.51%
Doesn't meet the needs of my child	25.58%
The times didn't work for me (hours open)	23.26%
Inexperienced/untrained teachers/staff	20.93%
Cost	18.60%
Quality of program	9.30%
Program was full	9.30%
Program would not take my child without a support worker	9.30%
Building did not have right equipment	6.98%
Location (not close to my home)	6.98%
Program would not take my child because of needs	6.98%
We didn't qualify for subsidy so I couldn't afford it	4.65%
Building not accessible	2.33%
Transportation (I couldn't get there)	2.33%



Comments:

- *Never used the services*
- *They would no longer take my child, ADHA*
- *Playgroups. They need to be allergy friendly. Parents and caregivers have been seen bringing in a known allergen to a child.*
- *More parenting groups needed in Carleton Place during school hours.*
- *Understanding what I had to do to qualify for subsidy as a self-employed grandparent raising her grand children*
- *1:1 speech therapy was not available through Language Express so we had to leave the program as group therapy was not working for our child- was too easily distracted*
- *We are thankfully now able to juggle transportation so both of my children are able to attend at cp child care*

5.) Please select your top three challenges you face finding services for a child with special needs in Lanark County:

Hard to find what programs are available	43.75%
Lack of programs for children with special needs	41.67%
Funding to pay for programs for my child.	41.67%
Lack of information and knowledge on special needs	29.17%
Lack of support	20.83%
Feeling judged	20.83%
Lack of patience and understanding of children with special needs	16.67%
No challenges	14.58%



6.) As a parent/caregiver of a child with special needs, have you had any problems finding and keeping employment due to not having child care?

- Yes 32.65%
- No 30.61%
- NA 20.41%
- Other (please specify) 16.33%:
 - *I lost two jobs because of being called to pick up my child from school.*
 - *But I have numerous absences from work. This is partly due to the needs of my child and the strain in my own mental health and ability to function normally, with no therapy or support. The number of absences has affected my pay.*
 - *Used to be an issue but are now school aged*
 - *I haven't been able to work in 12 years due to my children's complex needs.*
 - *Yes, in the past I lost 2 casual positions due to the multitude of appts for my child*
 - *Planned to stay home until children start school*
 - *I ended up having to stay at home because it is difficult to find affordable care that is flexible with my child's needs*

7.) Tell us one thing that would make accessing child care and/or EarlyON programs for your special needs child easier for you:

Support:

- *EAs that are assigned to my child, and not rotated frequently.*
- *One on one support*
- *I would have to trust someone else to meet my child's needs*
- *This in addition to what's offered at school. I think it's important that the parents meet with the providers to see the exercise programs or how to deal with speech issues. How things are at school can be very different from that at home and having a LCP funded program to compliment this and be offered in the child's home space could help significantly. Most of the time we are just sent home 'homework' on a piece of paper to work on which can often get misplaced or forgotten about.*
- *Playgroups. They need to be allergy friendly. Parents and caregivers have been seen bringing in a known allergen to a child. While the facility may not be allergy free make it so that facilitators can enforce parents and caregivers not bringing in known allergens "*

Training:

- *More specialized knowledge on the special need, in our case, anger management and resiliency.*
- *Have 1:1 workers that are trained in IBI/ABA*
- *More child care providers with experience working with children with special needs and more funding for a LEAP worker to regularly provide support for children and providers*
- *Make a list of resources for parents in the county. Parenting information needs to have child care and not always in Smith's Falls at night. C.A.S. is not a support for children with disabilities. The workers have no training/ education on children with disabilities and what parents go through to advocate for their children.*



- *Trained Staff and programs that my child could attend.*

Programs

- *More options that continue as my child gets older but still requires support.*
- *There is very much a lack of after school care for kids with special needs. I tried a few programs, and they did not seem to want to take on the challenge of a special needs child in their programs. Therefore, I have had to turn down employment opportunities that I would have liked to take, as I was not comfortable to leave my child where he obviously wasn't wanted. He has moderate Autism, no issues feeding and or toileting, but has repetitive language and emotional dysregulation at times.*
- *Less wait times...the provincial government needs to invest more in EarlyON programs...nothing the current people working in the system can do...but the current government could do something about it.*
- *My child has completely fallen through the cracks. We noticed signs of autism as young as 3 and immediately asked for help and referral. We were turned away from CHEO, we went through numerous doctors and finally after referral to a developmental pediatrician was referred to kids inclusive. In the time my son has become increasingly high anxiety, physically violent, has hurt others in our home and at school, and is now falling behind in school. He is currently receiving no services. He is almost 9. Now with this change in government and policy, it is unclear if or when he will receive any therapy from Lanark Community Programs like our older son received. I do not know what to do.*
- *If there were things geared towards more severely affected special needs children I would attend. I would love to see workshops directed towards parents of seriously special needs children. Even the Lanark Autism Support Group does not lend itself well to a parent of an autistic child who is severe. I would love to have opportunities to learn things that are actually relevant to the life I live and to meet other parents who have similar difficulties.*
- *More locations*
- *More options*
- *More local support.*
- *Having more services available at home; ie speech, OT makes a world of a difference.*

Financial/Transportation

- *Money to put him in program*
- *Better access to information and services. The annual income cut-off is too low for many services.*
- *More child care providers with experience working with children with special needs and more funding for a LEAP worker to regularly provide support for children and providers*
- *There just isn't enough funding to properly serve the children's needs.*
- *As a grandparent raising her grandchildren after their mother taking her life there should be no question you need help with raising the children. When you still have to work because you aren't old enough to retire you should automatically qualify for any support you need to keep your grandchildren out of foster care. No one loves them like family I will make sure my girls get the support they need.*
- *Transportation being available. That would make life a lot easier. It's not easy when there is no child care center in Lanark (I understand that there isn't enough need here) but it does make it challenging when we are a single vehicle family and that vehicle is needed to get my spouse to*



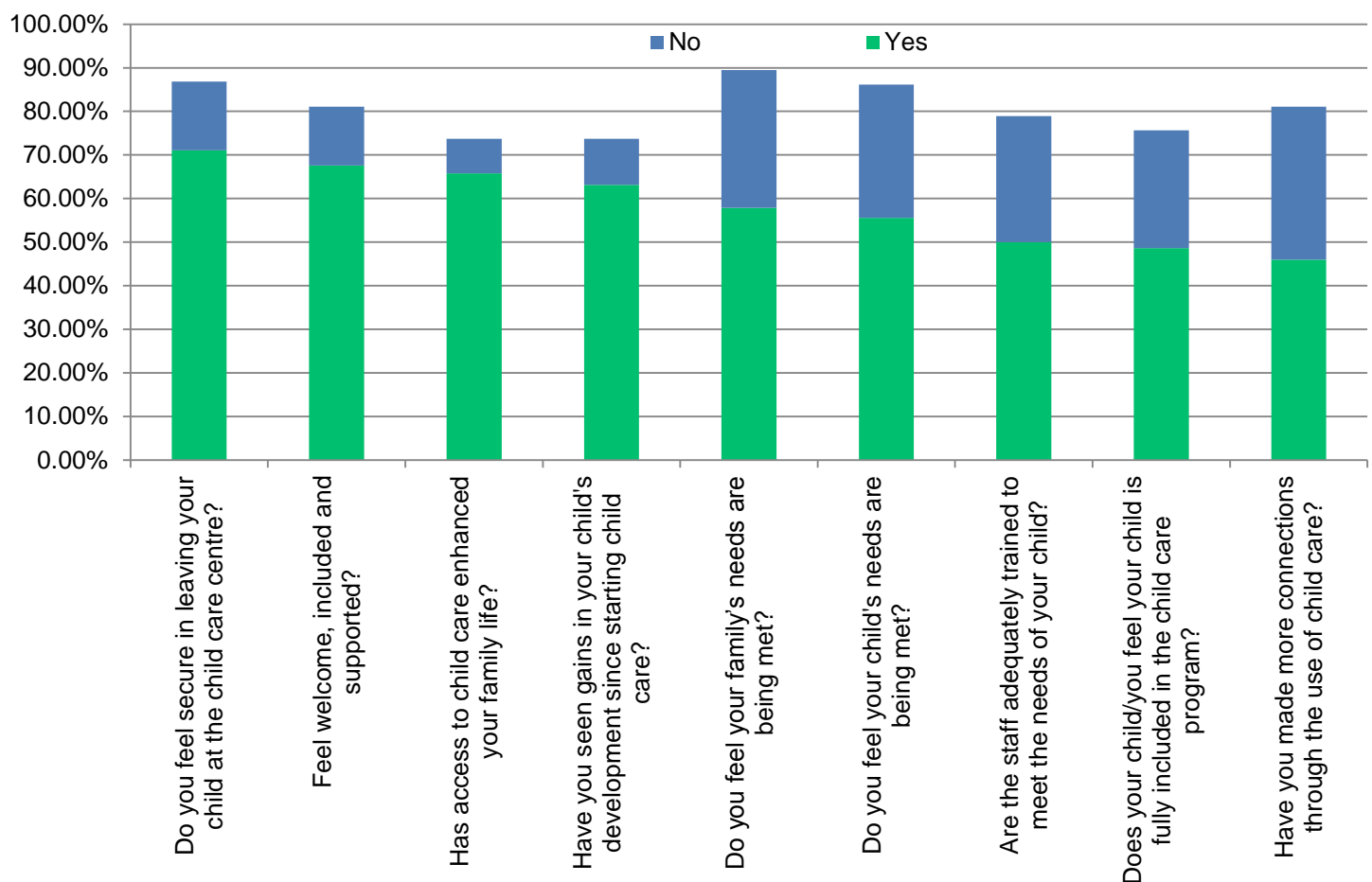
work. When I have to drive him it makes for a harder day for my autistic son as his whole routine is off and it leads to him lashing out and it gets ugly.

- *I feel as though our needs have been met, especially being that their only delays have been with speech. I was pleased to find out that subsidies were available to help us cover the cost of their child care, as it certainly wouldn't have been affordable for our family without.*

Information

- *Perhaps an info pack for when you leave the hospital with your new baby. Some issues aren't apparent in the first few days so info from your Local Dr or practioner would be good too. Some wait lists are long so getting on them early is good to know. Even if eventually you don't need the service.*
- *Facebook pages with information regarding any programming for special needs... more programming available for children with severe challenges.*
- *Make a list of resources for parents in the county. Parenting information needs to have child care and not always in Smith's Falls at night. C.A.S. is not a support for children with disabilities. The workers have no training/ education on children with disabilities and what parents go through to advocate for their children.*

8.) If you've accessed child care:



9.) Have you ever accessed child care fee subsidy?

- Yes: 46.51%
- No: 48.84%
- No- I have never heard of it: 4.65%

Comments:

- *Was told I don't qualify-make too much money*
- *Wait listed in Carleton Place*

9.) Any other comments you have regarding special needs children in Lanark County:

- *We need better child care options for special needs children. Currently, I don't know any, and it affects my family financially and emotionally. There is a summer program, for special needs that LCP runs, but it's hours are very restrictive, and only goes until 2:30 pm, which works for very few people.*
- *There is no place to take him that you can leave him alone without worrying about getting a phone call.*
- *Subsidy is not easy to navigate or access. I was misguided initially by the subsidy office.*
- *There should be more sensory play and care spaces that are free to access*
- *While I feel that Lanark County has much more to offer families with special needs children than other areas of Ontario, I still feel as though we are lacking. Particularly as the children get older. My severely affected daughter is 7 now and there is a lot less programs, workshops and support than there was when she was 2 or 3.*
- *Linda at Almonte playgroup locations is phenomenal with my kid*
- *I'd love to see some education/parent courses on kids with sensory problems*
- *We need more programming available; intensive therapy for children with high needs, social groups teaching life/social skills for those more severely affected by autism, regular respite for all caregivers, access to qualified relief staff contact information, regular events for families to get together with their children in the community, etc.*
- *They are at a disadvantage with lack of services. ABA wait list for 2 years now. My son is now 10. Hasn't had any support in the area since 2014.*
- *No*
- *It would be really great if more of the workshops had child care as an option as its not always a possibility to get child care. It would be also great if there was an online option for some of the workshops so that way if weather, child care, transportation were an issue that those who would have otherwise gone could still access these great workshops!*



Méthode de distribution:

Le sondage a été distribué sur Internet aux fournisseurs de services d'enfants du comté de Lanark à envoyer à leurs clients.

Partenaires communautaires:

- Comité du 'Best Start': fournisseurs de services pour les enfants 0-12
- Comité du 'Planning Council': conseil pour les fournisseurs des enfants (tous les âges)
- Les Directeurs des garderies situé dans le comté de Lanark

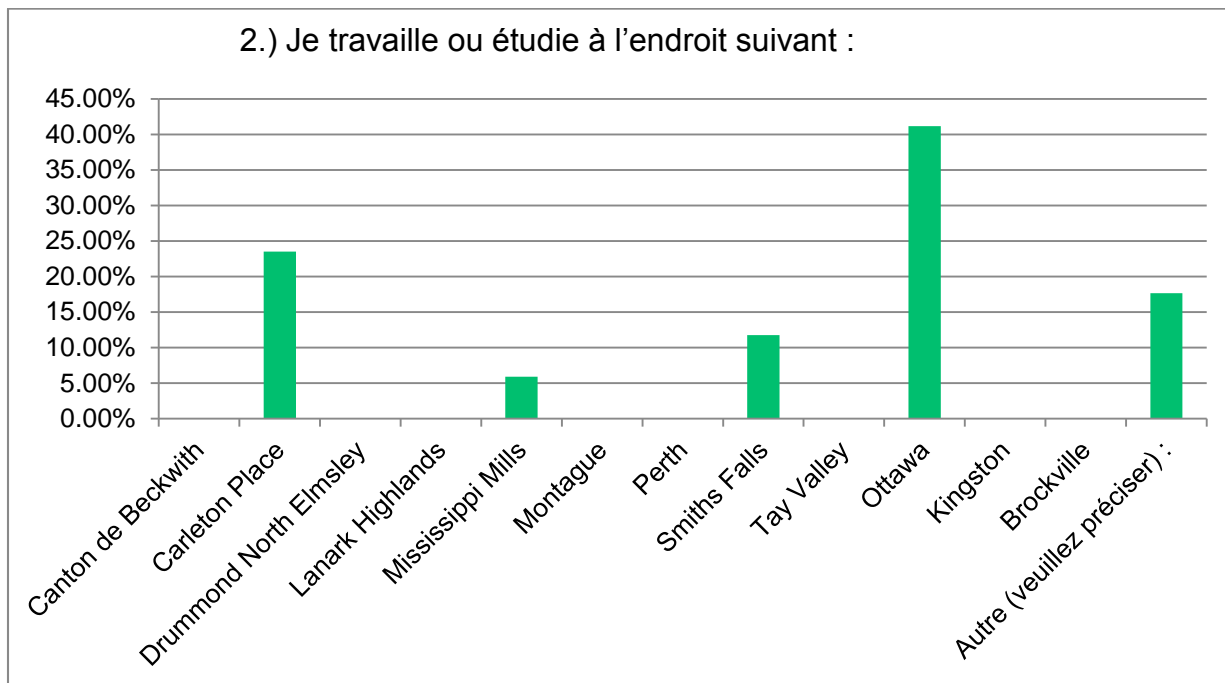
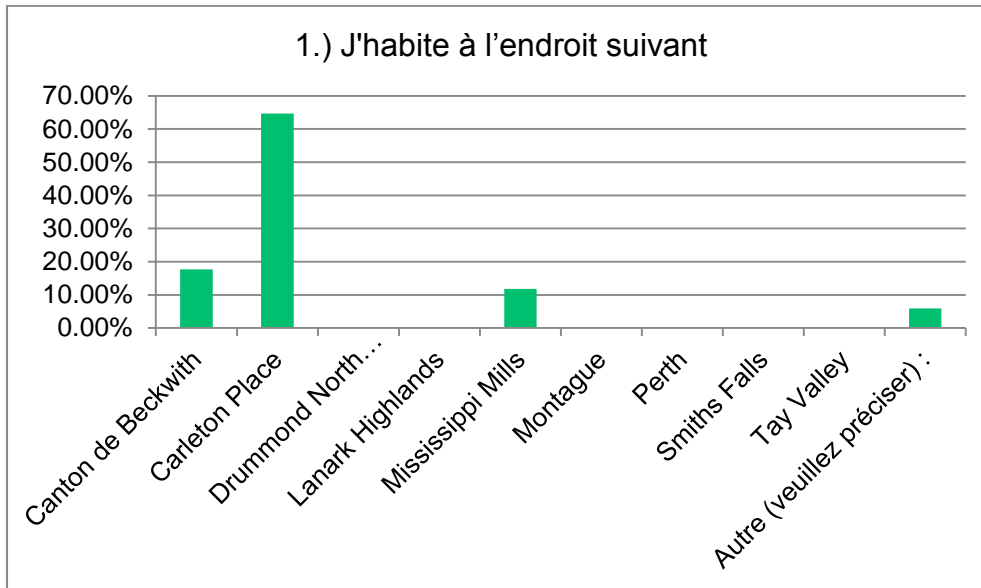
L'internet:

- Lien de sondage a été posté sur le Facebook et Twitter du comté de Lanark et On Y Va

Taux de retour:

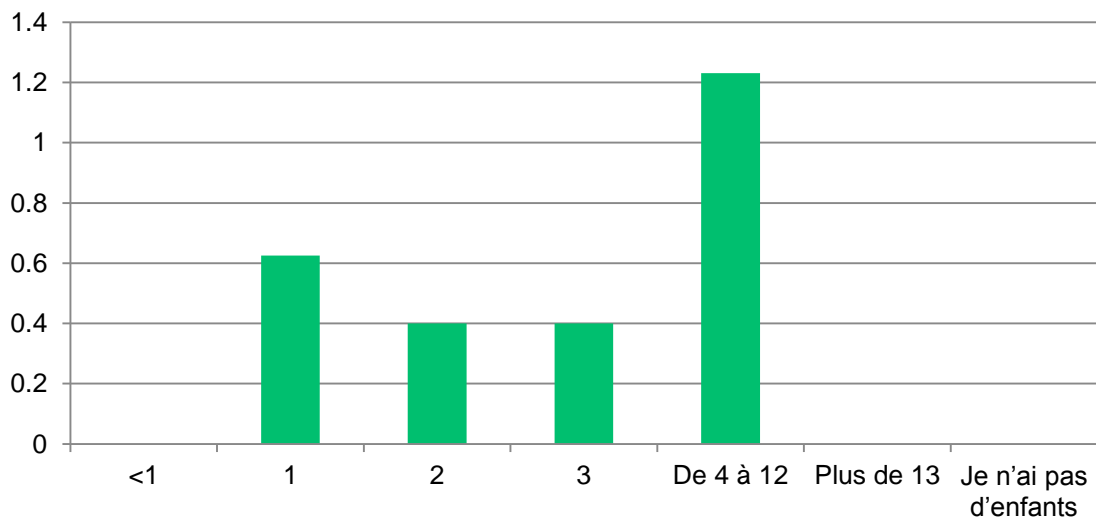
- 18 réponses pour le sondage.



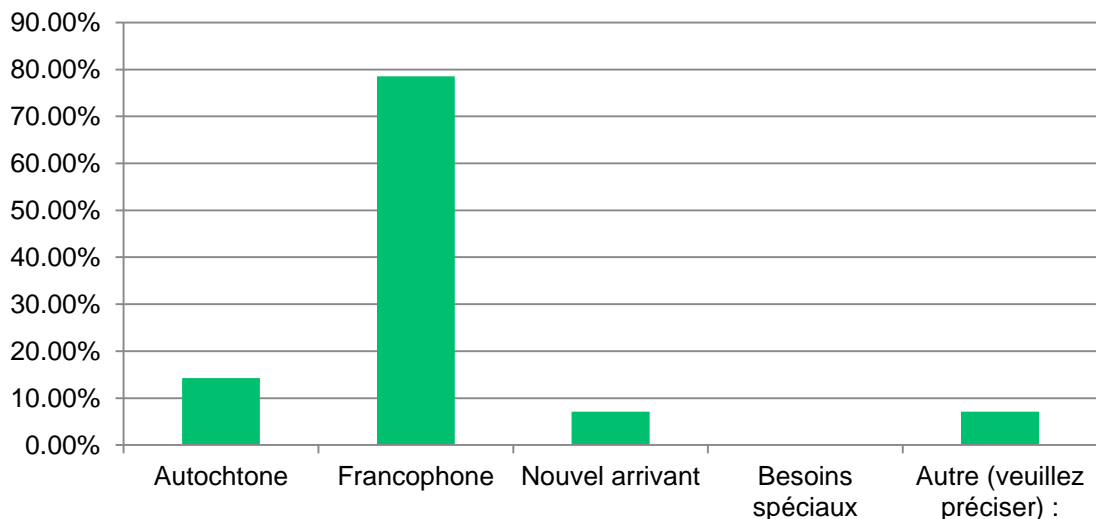


3.) Je suis : (sélectionnez toutes les cases qui s'appliquent): 100% sont les parents

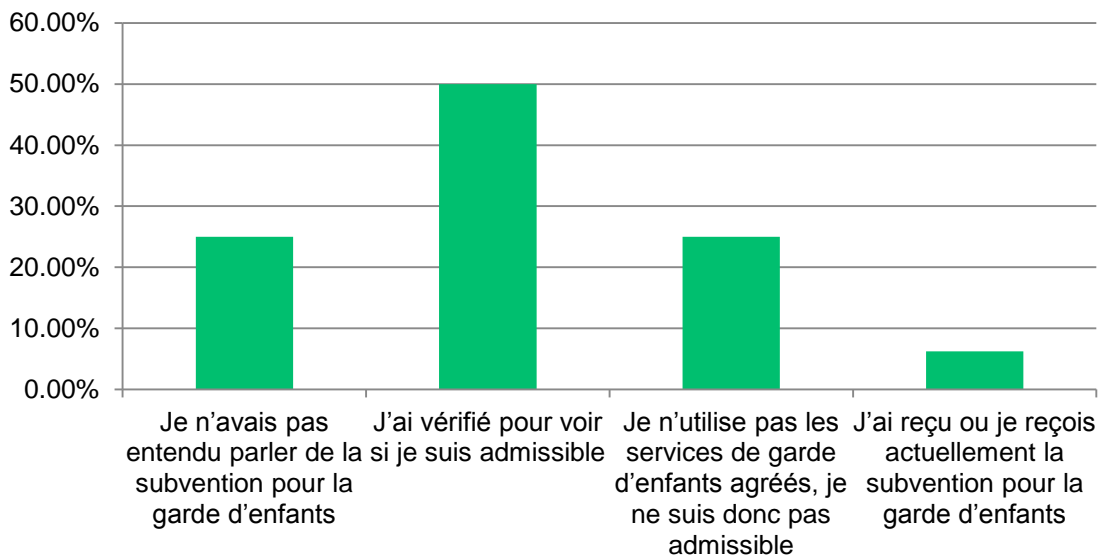
4.) Combien d'enfants avez-vous dans chaque groupe d'âge?
(si vous n'en avez aucun, inscrivez zéro (0) dans la case « Je n'ai pas d'enfants »)



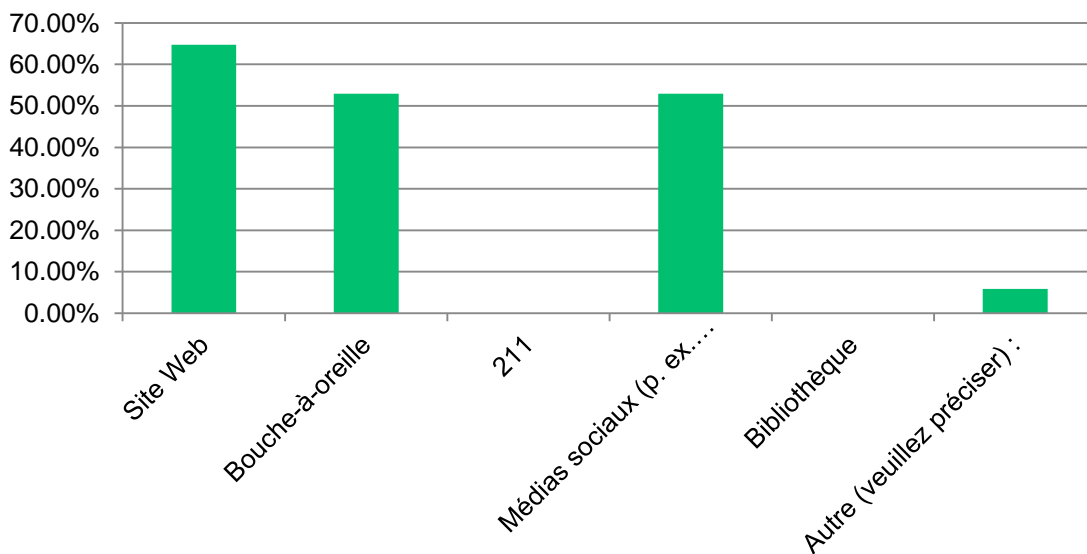
5.) Vos enfants s'identifient-ils comme appartenant à l'une des catégories suivantes : (sélectionnez toutes les cases qui s'appliquent)



6. Veuillez sélectionner les énoncés suivants qui s'appliquent à vous concernant la subvention pour la garde d'enfants



7. Où cherchez-vous des renseignements au sujet des services à l'enfance dans le comté de Lanark?



8. Est-ce que le manque d'offre de service en français est une barrière pour votre famille? Avez-vous déjà eu à voyager à l'extérieur du comté de Lanark pour obtenir un service en français?

- *We are an anglophone family and my son goes to daycare at JL Couroux. We are very grateful that this daycare is in Carleton Place and that they accept and are helpful to anglophone families who want to provide education to their children in French.*
- Non x 5
- Oui x 6
- Non, on est bilingue x3



9.) Est-ce que vous souhaitez recevoir des services en français? Si oui, lesquels. service de garde agréés (garderie, agence de garde en milieu familiale), groupe de jeu, autres

- *No we have our son in french daycare at J.L. Couroux and we are grateful to have it so close to us. We live in Beckwith Township.*
- *Garderie en francais*
- *Oui. Service de garde, incluant en milieu familial, soins médicaux, service a la banque, la bibliothèque, l'épicerie, etc...*
- *Oui, garderie et garde en milieu familiale, service de garde à l'école, soin médicaux.*
- *On aimerait un camps d'aventure pour l'été*
- *camp d'été et camp de mars en français*
- *Groupes de jeux, activités sportives (patinage, soccer, etc)*
- *Oui x 2*
- *Groupe de jeu, sports*
- *We are very happy we have a great French daycare through La Coccinelle*
- *Groupe de jeu, garderie*
- *Oui, groupe de jeu*

10. Est-ce que votre enfant est dans un service de garde anglophone du comté de Lanark car vous n'avez pas de service en français?

- *No we have our son in French daycare at JL Couroux and we are grateful to have it so close to us. We live in Beckwith township.*
- *Non x 10*
- *Pu maintenant*
- *Oui pour le camp de Mars pour savoir plus l'aventure*
- *Pas présentment, mais oui de 1-3 ans.*
- *Our kids were in an English home daycare because we could not find French but now they go to La Coccinelle and we are SO happy this service exists.*

11.) Si mon enfant a des besoins particuliers, je suis satisfait des services disponibles qui lui sont offerts (orthophonie, ergothérapie, psychologie, etc.)

- *N/A x 4*
- *Orthophonie - longue attente pour recevoir les services a CHEO. Le résultat existait au plus près a Kanata avec une horaire non-compatible.*
- *Non, nous avions à aller à CHEO a fin de recevoir des services d'orthophonie et nous ne pouvions pas aller aux services dû à nos horaires non compatible.*
- *Je ne sais pas car je n'ai pas accéder ces services.*
- *Oui, via J.L. Couroux*
- *Oui, je suis satisfait.*

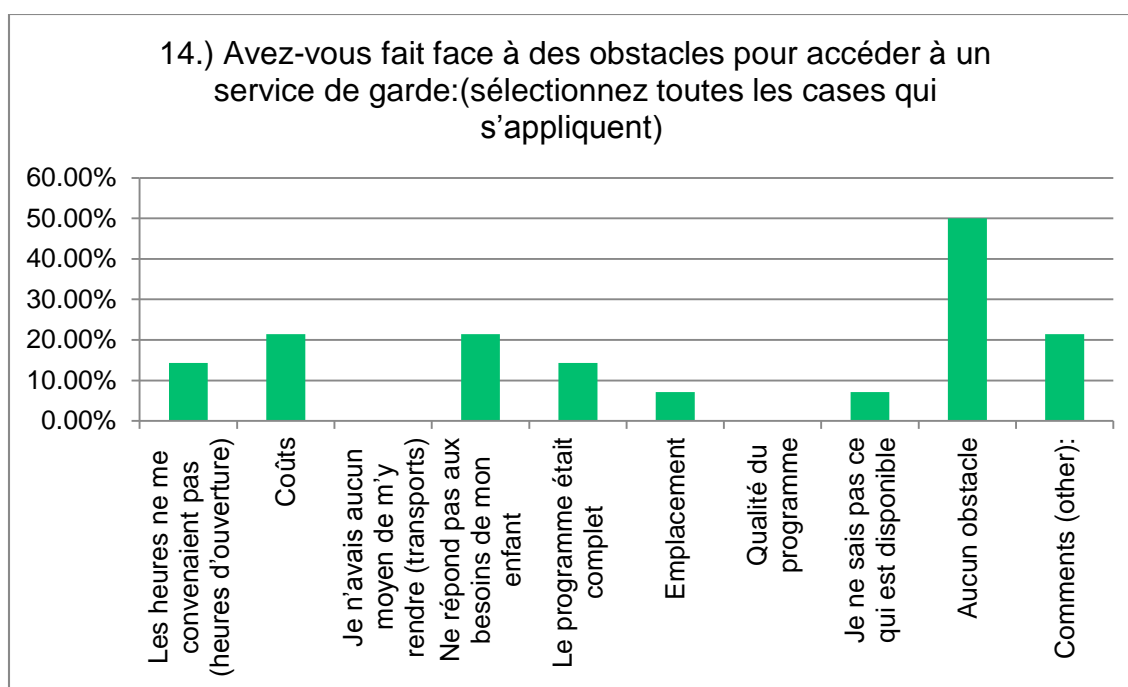
12.) Je suis au courant qu'il y a des organismes qui donnent de l'appui à notre communauté en français.

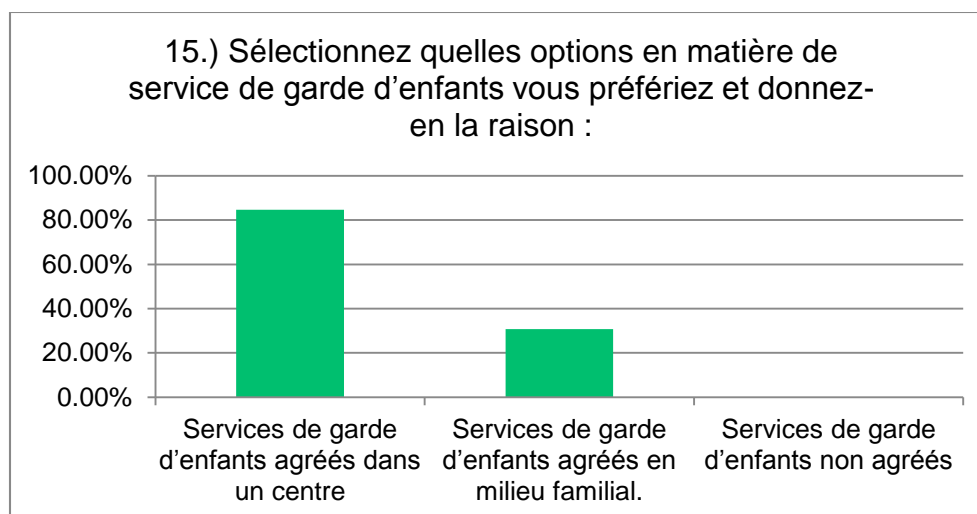


- *I am aware of the French daycare because my son attends the school. A friend of mine told me that she sends her kids there and that's how I found out about it. I called and spoke to the administrator and got the information in order to send my son. I am also aware that the CP library offers French story time on Fridays. These are the only French services I am aware of in Lanark County*
- OUI x 2
- Pas plusieurs
- Oui mais peu (1)
- Non pas au courant
- Non x 6
- Non mais j'aimerais avoir plus d'information

13.) Votre enfant fréquente-t-il un service de garde d'enfants?

- Oui: 83.3%
- Non: 16.7%





16.) Êtes-vous satisfait de vos arrangements de garde d'enfants actuels?

- Oui: 100%

17) Quel est votre arrangement de garde d'enfants actuel? (sélectionnez toutes les cases qui s'appliquent si vous avez plus d'un arrangement)

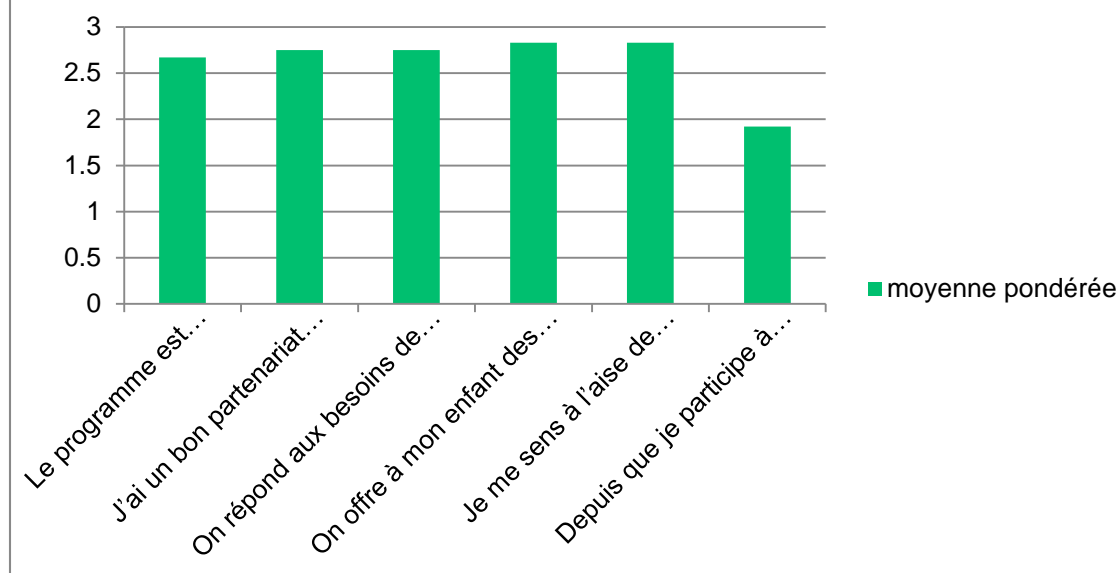
Service de garde d'enfants agréés dans un centre ou service de garde d'enfants en milieu familial	92.86%
Services de garde d'enfants non agréés	7.14%
Une personne vient chez moi	0.00%
Mon époux (épouse) ou mon (ma) partenaire prend soin de mon enfant (mes enfants)	0.00%
Mon enfant plus âgé (mes enfants plus âgés) prend (prennent) soin du plus jeune (des plus jeunes)	0.00%
Autre (veuillez préciser)	7.14%

18.) Choisissez les trois principales raisons pour lesquelles vous êtes satisfait de votre arrangement de garde d'enfants actuel :

Mon enfant y est heureux	35.71%
Il s'agit d'un programme éducatif	35.71%
Les heures me conviennent	7.14%
Le coût est raisonnable	0.00%
Il s'agit d'un environnement affectueux et enrichissant pour mon enfant	64.29%
Il est pratique.	14.29%
Il est fiable	7.14%
Je sens que mon enfant est en sécurité	50.00%
Mes enfants peuvent être ensemble pendant la journée	0.00%
Programme en langue française	85.71%
Autre (veuillez préciser)	0.00%



19.) Veuillez évaluer les énoncés suivants en ce qui concerne les services de garde d'enfants dans le comté de Lanark



20.) Avez-vous participé à l'un ou l'autre des programmes « ON y va » : les groupes de jeu, l'éducation des parents, séances Baby Talk?

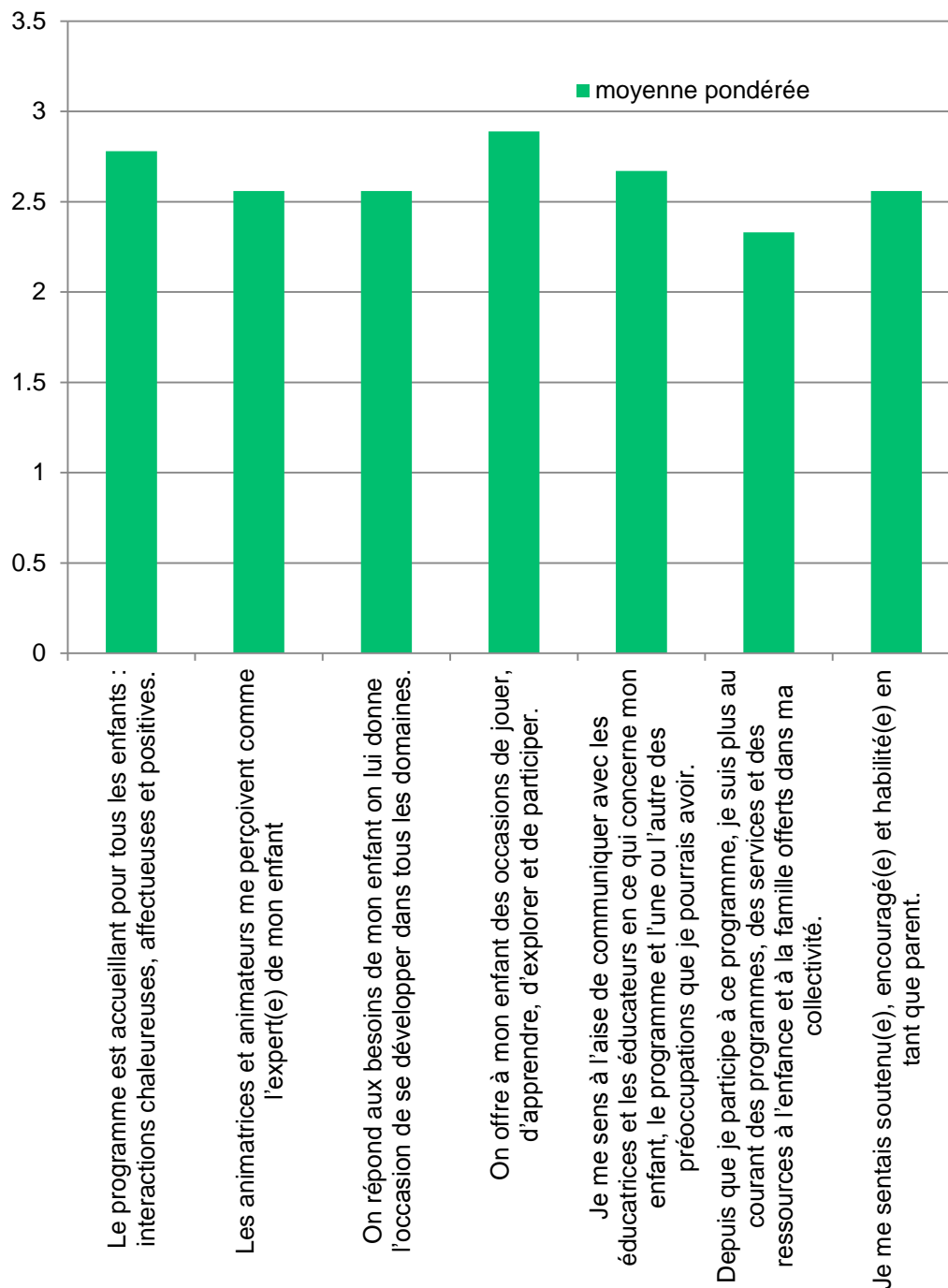
- Oui: 60%
- Non: 26.7%
- Si non, pourquoi pas?: 13.3%

21.) Avez-vous fait face à des obstacles pour accéder aux programmes « ON y va » (éducation des parents, séances Baby talk et groupes de jeu, anciennement connus comme le CPE de l'Ontario, dirigé par CROW) : (sélectionnez toutes les cases qui s'appliquent):

1. Les heures ne me convenaient pas (heures d'ouverture): 0.00%
2. Je n'avais aucun moyen de m'y rendre (transports): 0.00%
3. Ne répond pas aux besoins de mon enfant: 0.00%
4. Le programme était complet: 0.00%
5. Emplacement: 0.00%
6. Qualité du programme: 0.00%
7. Je ne sais pas ce qui est disponible: 15.38%
8. Aucun obstacle: 69.23%
9. Commentaires (autre): 15.38%



22.)Veuillez évaluer les énoncés suivants en ce qui concerne les programmes « ON y va » (anciennement connus comme le CPE de l'Ontario) : groupes de jeu, Baby Talk, et éducation des parents dans le comté de Lanark :



Lanark County Child Feed back

Licensed Child Care Providers were asked to ask these questions from the children that attend their program:

- What is your favourite part about daycare (or B/A program)?
- What don't you like about daycare (Or B/A program)?
- What would you change? (if you had 3 wishes, what would you wish to have or do at daycare or B/A?)

I asked my children and talked about some of the possibilities. Question one for their favourite thing to do "play with toys".

Question two what they didn't like. Drinking milk. Playing in the snow. Going to bed.

Question three what they would change. Wear PJ's to daycare. Have summer outside. Change the toys.

Question four what they would wish for. Real cars that they can actually ride in and it goes with a battery in it. Bring my stuffies to daycare. New toys. A dancing room.

- What is your favourite part about daycare?
 - playing
 - playing with C
 - playing
 - that we make new friends and there is lots to play with
 - I don't want to go to school
 - when we go upstairs and play
 - going skating on PA Days
 - that we get to play
 - playing
- What don't you like about daycare?
 - When C fights with me
 - drawing on the chalkboard
 - drawing
 - I don't have stuff I don't like
 - I want a rescue bot
 - I don't like when we go to school
 - I don't like when we go outside and play in the front yard. I want to play on the big hill
 - I don't know
 - not usually but sometimes we don't get to go places
- What would you change about daycare? Or if you had three wishes what would you wish to have or do at daycare?
 - play dress up, princess stuff
 - I want to have my stroller here
 - a toy, slime
 - I would have a baby swimming pool, more art stuff, more plants
 - robots



- I wish for having more LOL toys
 - I want more...I wish we could go to the ski hill
 - to go to the park
 - I would change the chalkboard for a big piece of paper
 - 'What is your favourite thing about coming to Nursery Rhyme?'
 - SB aged 4 ' I love playing in the 'house' ' and ' I love laughing'. Also, 'I love playing with my friend M____'
 - EH aged 3 ' My love doing puzzles'
 - AD aged 3.2 'I love reading the books' and ' I like playing with the boys outside'
-
- If you could have one thing different at daycare what would it be ? What new thing would you like?
 - AD aged 3 ' We should get sharks!'
 - SB aged 4 ' We should have a tent with a window in it' (ironic as we do have one of these)
 - LA aged almost 3 ' Pictures. I like the pictures at daycare'



Appendix D: Lanark County Services

Lanark County Services by Municipality (March 2019)

Carleton Place

<u>Agency Name</u>	<u>Service</u>
Beckwith Child Care Centre	Licensed Child Care
Carleton Place Municipal Child Care Services	Licensed Child Care
Carleton Place Public Library	Public Library
Champlain Local Health Integration Network	Champlain Local Health Integration Network
Children's Resources on Wheels	EarlyON Children's Play Group
	Licensed Home Child Care
Community & Primary Health Care	Community Support Services
Connections	Parent/Children/Communities
	Birth Companion Program
	Good Food for a Healthy Baby
Family and Children's Services of Lanark, Leeds and Grenville	Family and Children's Services of Lanark, Leeds and Grenville
Lanark Community Programs	Early Integration Program
	Lanark Community Programs
	Language Development Program
	Lanark Infant and Child Development Program
	Behaviour Development Program
	Family Relief Program
Open Doors for Lanark Children and Youth	Ontario Autism Program
	Children's Mental Health Services
United Way Lanark County	United Way Lanark County

Lanark Highlands

<u>Agency Name</u>	<u>Service</u>
Children's Resources on Wheels	EarlyON Children's Play Group
	Licensed Home Child Care
Lanark Highlands Public Library	Public Library
North Lanark Community Health Centre	Healthy Young Families Program

Mississippi Mills

<u>Agency Name</u>	<u>Service</u>
Children's Resources on Wheels	EarlyON Children's Play Group
	Licensed Home Child Care
Mississippi Mills Public Library	Public Library
Mississippi Mills. Municipal Offices	Licensed Child Care
The Cooperative Nursery School of Almonte Inc	Licensed Child Care
Linda Lowe	Licensed Child Care



Perth

<u>Agency Name</u>	<u>Service</u>
Children's Resources on Wheels	EarlyON Children's Play Group
	Licensed Home Child Care
Family and Children's Services of Lanark, Leeds and Grenville	Family and Children's Services of Lanark, Leeds and Grenville
Lanark Transportation Association	Lanark Transportation Association
Lanark. Social Services	Children's Services - Fee Subsidy
Open Doors for Lanark Children and Youth	Children's Mental Health
Options Youth (Ontario) Inc	Therapeutic Foster Home Agency
Perth and Smiths Falls District Hospital	Preschool Speech Language Services
Perth and Smiths Falls District Hospital	Perth and Smiths Falls District Hospital
Perth Children's House Montessori School	Licensed Child Care
Tayside Community Residential & Support Options	Licensed Child Care

Smiths Falls

<u>Agency Name</u>	<u>Service</u>
Children's Resources on Wheels	Licensed Home Child Care Program
	Administrative Entity for Children's Play Groups
	Parenting Programs
	EarlyON Child and Family Centre
	Children's Play Group
Family and Children's Services of Lanark, Leeds and Grenville	Family and Children's Services of Lanark, Leeds and Grenville
Language Express	Preschool Speech Language Services
Leeds, Grenville and Lanark District Health Unit	Leeds, Grenville and Lanark District Health Unit
Nursery Rhyme Child care Centre	Nursery Rhyme Child care Centre
Open Doors for Lanark Children and Youth	Children's Mental Health
Rideau Child Care Centre	Licensed Child Care
Rideau Community Health Services	Smiths Falls Community Health Centre
Smiths Falls Public Library	Public Library
Smiths Falls. Municipal Offices	Licensed Child Care
Upper Canada District School Board	Licensed Child Care

Data provided by 211 Ontario March 2019



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