

## SECTION 8

# \$10aDay System Building Blocks

In 2011, the Coalition of Child Care Advocates of BC and the Early Childhood Educators of BC created the *Community Plan for a Public System of Integrated Early Care and Learning*, popularly known and widely supported as the \$10aDay Plan. Ten years later we released our Roadmap; a framework detailing the next steps of \$10aDay implementation.

Now, with significant new \$10aDay child care commitments from the provincial and federal governments, we have updated the Roadmap and made it more accessible through individual, policy focused sections. This section details how government can implement four \$10aDay system building blocks.

The entire Roadmap to \$10aDay can be found at [10aday.ca/roadmap](https://10aday.ca/roadmap)

**THE BILATERAL EARLY LEARNING AND CHILD CARE AGREEMENT**, together with new provincial funding, supports the design and implementation of system building blocks required to achieve government's commitments to child care.

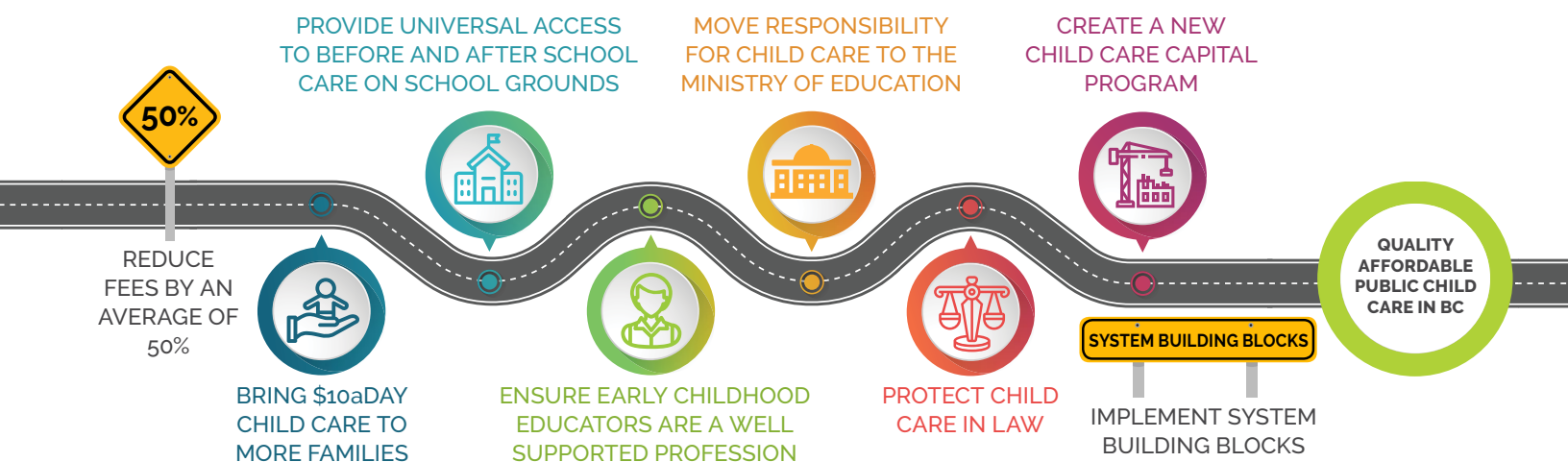
Four key building blocks bring current and new child care providers together in a \$10aDay system within the Ministry of Education to benefit BC children, families, educators, and the economy:

- An equitable funding formula;
- Common operating policies and procedures;
- Child care community/neighbourhood networks; and
- Partnership agreements.

### 1. An equitable funding formula

The first building block is an equitable funding formula for child care operators that integrates educator compensation and parent fees, with accountability measures. A funding formula must ensure cultural safety for Indigenous children and families and welcome, nurture, and respect children and families in all their diversities, including Indigenous children, immigrant, and refugee children, LGBTQ2+ families and children, and children with differing abilities. A funding formula would also recognize differences for programs providing child care outside of traditional operating hours. Separate formulas may be required for family and multi-age child care, recognizing their unique staffing and other characteristics.

**The first building block is an equitable funding formula for child care operators that integrates educator compensation and parent fees, with accountability measures.**



The Roadmap providing a level of policy detail required to create a quality system for BC. Download it at [10aday.ca/roadmap](https://10aday.ca/roadmap)

A funding formula should be designed around four categories of child care operating budgets: human resources costs; programming costs; facility operating costs (excluding mortgage/leasing costs for private assets); and administration costs.

Examples to learn from include the funding models for new Aboriginal Head Start licensed child care programs, approaches used in other provinces such as Prince Edward Island, and internationally. A funding formula should not incentivize the growth of privately owned real estate and/or profit.

A funding formula should provide sufficient public funds to bring parent fees down to a maximum of \$10 a day for full-day care and \$7 a day for part-day care, and stabilize and improve the quality of child care.

Public funding should include:

**Human resources costs:** A funding formula should build from existing collective agreements and constitute approximately 80 per cent of the total program budget. For example:

- A competitive provincial wage grid for all educators, including a minimum ECE wage of \$26/hour and \$29/hour (2020 rates) for those with infant/toddler and/or special needs credentials;
- A fair, provincial benefit package;
- Professional development, working conditions, and related resources required to support implementation of BC's Early Learning Framework and pedagogical networks; and
- Other professionals working directly with children.

**Programming costs,** for example:

- Play and learning materials and non-capital equipment for indoor and outdoor play to meet the needs, curiosities, and diversities of children, as described in BC's Early Learning Framework;
- Healthy food; and
- Honoraria for Elders, guests, and visitors invited in to enrich the programs.



**Direct facility operating costs**, for example janitorial services, utilities, insurance, and repairs and maintenance.

Programs in public facilities should only be charged for these expenses on an incremental cost recovery basis. A funding formula would not include funds for mortgage/leasing costs associated with privately owned facilities. For options to address this issue see Section 2 of the Roadmap.

**Administration costs**, for example:

- Office and general program expenses;
- Professional fees (accounting, legal and other); and
- Program share of management and administration staffing and costs.

As programs transition to \$10aDay sites, this funding formula will integrate and replace current operating funding streams such as the Child Care Operating Fund, Child Care Fee Reduction Initiative, and Wage Enhancement program.

A funding formula must support a system of high-quality care for all families who choose it. Additional resources will be required to support the inclusion of children and families with differing abilities. Resources, policies, and strategies will also be required to move toward decolonization, support equitable access and outcomes for marginalized groups, address families' needs for non-standard hours of care, and respect community/regional differences.



## 2. Common operating policies and procedures

The second building block is common operating policies and procedures that respect the unique culture of individual programs while supporting equitable access and improved quality, with initial focus on:

- Inclusion, access, and centralized, transparent waitlist policies that support the rights of children and families to access care;
- Human resource policies with consistent and equitable job titles/positions, benefit packages, etc.;
- Management and administrative policies and practices that provide consistent and comparable data collection for accountability, budgeting, reporting, and planning purposes; and
- Pandemic health and safety protocols.

Westcoast Child Care Resource Centre's Administration and Management for Child Care Knowledge Base should be expanded to facilitate and support the development of these and other common policies and procedures.

## 3. Child care community/neighbourhood networks

The third building block is child care community/neighbourhood networks that bring together group, family, and multi-age programs with new \$10aDay child care programs at a community level. In urban settings networks might align with elementary school catchment areas, while in smaller communities networks might be larger. Supported by school districts, local governments, and child care resource and referral programs, child care networks would include all community-based child care programs that enter into partnership agreements (see below) with the school district as well as new publicly delivered child care programs. As networks evolve, they would:

- Offer a range of services from which families can select those that meet their needs;
- Integrate child care into the broader learning community;
- Establish and help develop child care expansion plans;
- Support joint professional development, pedagogical networks, and partnerships to implement BC's Early Learning Framework (including the new framework for age 9–12);
- Build strong professional collegial relationships between ECEs and teachers;
- Work with school districts to coordinate waitlists, substitute pools, bulk purchasing, etc.; and
- Connect with the broader range of family support services.

## 4. Partnership agreements

The fourth building block is partnership agreements, between the Ministry of Education/school districts and child care providers as they transition into \$10aDay sites. These agreements would incorporate a funding formula and accountability requirements. They would replace current MCFD funding contracts, and for programs currently in schools or other public facilities, they would replace landlord/tenant contracts. The partnership agreements would lay a foundation for reciprocal relationships between education and child care. Public delivery of new programs should be pursued wherever possible. And non-profit societies with the capacity to expand and deliver new programs — and be accountable for

public funds — will continue to play an essential role in the years ahead.

Under these partnership agreements, child care programs receiving the \$10aDay funding would agree to use those funds to:

- Lower fees to a max of \$10 per day for full-day care, and \$7 per day for part-day care;
- Pay educator wages and benefits according to a provincial wage grid and benefit package;
- Provide equitable access for all children and families;
- Accept the Affordable Child Care Benefit (ACCB) for families earning under \$45,000 (adjusted for inflation), resulting in no parent fee;
- Move toward consistent language in policies and procedures;
- Implement the Early Learning Framework(s) and participate in quality enhancing/ELF activities in their district (such as pedagogical networks); and
- Participate in their local community/neighbourhood child care network.

Under these partnership agreements, the Ministry of Education and school districts would agree to:<sup>1</sup>

- Provide appropriate indoor and outdoor space (without rental fees) for programs that operate in or on school grounds (as they do for all other Ministry of Education streams, e.g., StrongStart);
- Consider early childhood educators, school-age child care providers, and the families they serve integral members of the learning community;
- Recognize educators within the child care sector as professional partners in the learning community;
- Jointly plan for the implementation of the Early Learning Framework in primary grades and child care programs;
- Plan and support joint professional development activities with early childhood educators;
- Establish a child care council (if one does not already exist) with child care partners and senior representatives of other public partners (e.g., local governments, health, libraries);
- Designate an associate superintendent within the district responsible for early care and learning; and
- Develop and support child care community/neighbourhood networks.

## **TIMELINE** for developing the four system building blocks

### **PHASE 1 (JANUARY TO DECEMBER 2022)**

- Design an equitable funding formula consulting with stakeholders, the sector, and experts.
- Ensure funds in BC Budget 2022 to develop the wage grid for all educators in the child care sector.
- Wherever possible, implement the new funding formula for new \$10aDay programs.
- Move toward common policies and procedures with a priority on pandemic protocols, inclusion policies, and comparable accounting and human resource policies.

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1 Child care programs delivered by school districts would not require partnership agreements.



- Implement common policies in new \$10aDay programs and support existing programs to move toward these policies as they transition to \$10aDay programs.
- Begin development of community/neighbourhood networks through engaging with school districts, child care resource and referral programs, and pedagogical networks.
- Develop a partnership agreement template with providers, beginning with school-age care, and implement these agreements with on-site providers that are \$10aDay programs.

## PHASE 2 (January 2023 to March 2026)

- Implement a funding formula in all new programs that receive public capital dollars and in existing programs as they transition to \$10aDay operations.
- Ensure funds in BC Budget 2023 and beyond to fully implement the wage grid for educators.
- Develop and implement remaining common policies and protocols with programs participating in the new system beginning with the implementation of consistent waitlist policies in collaboration with operators and school districts.
- Implement and support community/neighbourhood networks as the system moves toward \$10aDay.
- Implement partnership agreements with non-profit providers operating new \$10aDay programs and existing programs that transition to \$10aDay sites. ■



Download the full timeline for the Roadmap at [10aday.ca/roadmap](https://10aday.ca/roadmap)



## 2022 ROADMAP FOR \$10aDAY CHILD CARE IN BC

Second Edition | January 2022

*We put the Roadmap forward in full support of the rights and jurisdiction of First Nations, Inuit, and Métis Peoples to design, develop, and deliver early care and learning services that meet their needs. We commit to listen and learn in our ongoing work to decolonize our own practices and perspectives.*

COALITION OF  
**child care  
advocates**  
OF BC

  
**ECEBC** | early childhood  
educators of BC

Download the full Roadmap at  
[10aday.ca/roadmap](https://10aday.ca/roadmap)

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