WINDSOR-ESSEX COUNTY CHILDREN AND YOUTH PLANNING COMMITTEE (CYPC)



AMENDMENT TO THE (W.E.) WINDSOR-ESSEX CHILD CARE AND EARLY YEARS SERVICE SYSTEM PLAN 2020-2025

PRIORITY NEIGHBOURHOODS FOR

CWELCC DIRECTED GROWTH

December, 2023

THE CITY OF WINDSOR ONTARIO, CANADA | CHILDREN'S SERVICES Supporting Learning in the Early Years | Ontario



LOOKING BACK AND BUILDING UPON

"All children and families have access to a range of high-quality, inclusive and affordable early years and child care programs and services that are child-and family-centred and contribute to children's learning, development and well-being."

Ontario's Renewed Early Years and Child Care Policy Framework 2017

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OVERVIEW

- **WHERE WE STARTED**
- **CANADA-WIDE EARLY LEARNING CHILD CARE SYSTEM (CWELCC)**



WHERE WE STARTED

The City of Windsor is the Consolidated Municipal Service Manager (CMSM) for Children's Services in Windsor and Essex County. As the CMSM, the City of Windsor, Children's Services is responsible for planning and managing licensed child care services in the region, ensuring an increasingly integrated, high-quality child care and early years system that is governed and funded by the Ministry of Education.

The Children's Services sector has a strong focus on moving toward an increasingly integrated system of services for families and children. The Windsor-Essex Child Care and Early Years Service System Plan 2020-2025 (Service System Plan) was developed based on community needs that were determined through extensive consultations with more than 4,000 individuals. The Service System Plan had constructed the community priorities around the Four Components of Ontario's Vision:

Four Components of Ontario's Vision for Child Care and Early Years			
Accessibility	Responsiveness	Affordability	High-Quality

In line with Ontario's Vision for child care and the early years, **The Windsor-Essex County Children and Youth Planning Committee (CYPC)*** identified in the Service System Plan priorities for child care and early years in Windsor-Essex:

- **Access to services**
- **System coordination**
- **Focus on services for children with special needs**

See Appendix A for CYPC Committee Terms of Reference and Membership

CANADA-WIDE EARLY LEARNING AND CHILD CARE SYSTEM (CWELCC)

On March 28, 2022, the Government of Canada and Province of Ontario signed the Canada-Wide Early Learning and Child Care (CWELCC) Agreement. Under this agreement, Ontario received $13.2 billion dollars over six years (beginning in 2021-2022).

Ontario plans to support the creation of 86,000 new CWELCC licensed child care spaces for children 0-5 years of age, across the Province, by the end of 2026. Ontario will focus on creating affordable child care spaces in communities with populations that need them the most. This Directed Growth approach will support space creation in underserved areas of the Province.

The Government of Canada had identified ***child care as a national priority*** to enhance early learning and childhood development, support workforce participation and contribute to economic recovery.

The CWELCC System has two components:

- Fee reduction for parental child care fees
- Workforce compensation for those working in child care and early years program

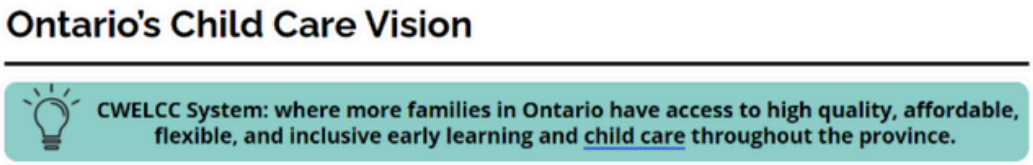
The **"Ontario's Access and Inclusion Framework 2023"** *states that child care is foundational to supporting early childhood development, learning, well-being, and student success. Quality child care experiences provide lifelong benefits to children, and are a key enabler of workforce participation, particularly for women. The Ontario government is committed to providing access to high-quality, affordable child care to as many families as possible. Currently, children are supported by a system of early learning and child care that is offered in a variety of community-based settings and in publicly funded schools to support seamless access and experiences for all Ontario families.*



CANADA-WIDE EARLY LEARNING AND CHILD CARE SYSTEM (CWELCC)

Funding under CWELCC is to be used to build and leverage the success of Ontario's existing early learning and child care system by increasing ***quality, accessibility, affordability, and inclusivity***, by achieving the following objectives of:

- Providing 25% fee reduction retroactive to April 1, 2022, building to a 50% reduction in average parent costs (based on 2020 levels) for licensed early learning and child care by the end of calendar year 2022
- Reaching an average fee of $10 a day by 2025-2026 for licensed child care spaces;
- Creating 86,000 new high-quality, affordable licensed child care spaces (relative to 2019 levels), predominantly through not-for-profit licensed child care;
- Addressing barriers to provide inclusive child care; and
- Valuing the early workforce and providing them with training and development opportunities



Ontario has developed an Action Plan with **five key pillars** to achieve this vision:

Affordability: Ontario commits to reduce parent fees for CWELCC spaces for children under age 6 by an average of 50% from 2020 levels by the end of December 2022. Ontario commits to reduce parent fees for full-time CWELCC spaces for children under age 6 to an average of $10 per day by the end of fiscal year 2025 to 2026

Access: Ontario commits to increase the net number of licensed child care spaces for children under age 6 to support the creation of 76,700 spaces (from 2019 levels) by March 31, 2026, and 86,000 child care spaces (from 2019 levels) by December 31, 2026

Quality: Maintaining and improving evidence based quality frameworks, standards, and tools for CWELCC. Developing a wage framework for Early Childhood Educators (ECEs) and committing to its implementation, by setting a wage floor and instituting wage improvements. Increasing the percentage of child care workers providing licensed child care in the province for children age 0 to 5 who fully meet Ontario's requirements for qualified employees in regulation under the CCEYA to at least 60% by fiscal year 2025 to 2026

Inclusive: Ontario commits to develop and fund a plan that supports access to licensed child care spaces for vulnerable children and children from diverse populations, including, but not limited to, children living in low income families, children with disabilities and children needing enhanced or individual supports, Indigenous children, Black and other racialized children, children of newcomers to Canada, and official language minorities. Ontario will engage with a broad range of partners to develop a plan

Data sharing and reporting: Ontario commits to share financial and administrative data (including micro data) needed to monitor progress in establishing the Canada-wide system

CWELCC IN OUR COMMUNITY



Windsor-Essex CWELCC Enrollment

99%

Child Care Providers enrolled in CWELCC

13,147

As of December 31, 2023, a total of 13,147 spaces in infant, toddler and preschool groupings benefitted by CWELCC rate reductions

(This number does not include Home Based Child Care and Recreation Sites)

GOAL

CWELCC Reduction Average to $12 / day by 2026

In 2022, per diem rates were reduced by 25%, and an additional reduction of 37% was added in 2023

Total Reduction of Daily Fees since 2022

52.75%

Ontario Child Care Management System (OCCMS) Reporting, 2023



WORKFORCE

- **RECRUITMENT & RETENTION**
- **KNOWING OUR NUMBERS (KON)**

WORKFORCE: RECRUITMENT & RETENTION

In August 2021, Canada and Ontario signed a new Early Childhood Workforce Funding Agreement, which was to provide $149.9M in a one-time federal funding to support the retention and recruitment of a high-quality child care and early years workforce.

This additional federal funding was intended to ***sustain, enhance, grow, and attract*** staff into the child care and early years workforce. Under the agreement with the federal government, the Ministry of Education was able to allocate the funding over two fiscal years (2021-2022 and 2022-2023). This approach provided for flexible, multi-faceted strategies that recognizes the importance of not only recruiting new individuals into the profession, but also retaining, supporting and recognizing the existing child care and early years workforce.

GOALS

- **SUSTAIN** the existing child care and early years workforce to ensure a more stable and high-quality early years and child care system
- **ENHANCE** access to opportunities for the workforce that promote retention and recruitment, including professional development, training and qualification upgrade programs
- **GROW** the number of qualified staff in the early years and child care workforce to increase access to high quality licensed child care for families
- **ATTRACT** and support the development of an increasingly diverse workforce to more effectively reflect the children & families accessing child care and early years programs

The Early Childhood Workforce Agreement, 2021

WORKFORCE: RECRUITMENT & RETENTION

In our community, the City of Windsor, Children's Services used a multi-pronged approach with the Workforce Strategy to reach the identified goals, with intention to create foundational opportunities to continue this work. Strategies were developed based on community feedback through surveys and network meetings. All child care agencies, EarlyON Child and Family Centre (CFC) operators, Special Needs Resourcing agencies, School Boards and Early Childhood Educators (ECEs) providing direct service to children and families, had the opportunity to participate and provide feedback.



Windsor-Essex Registered Early Childhood Educators (WERECE) Campaign

The WERECE Campaign was developed locally to support the recruitment and retention of the Child Care and Early Years Workforce. The demand for ECEs is extremely high, as we constantly hear from child care providers and EarlyON CFC agencies about staffing shortages in our community. The Ministry of Education allowed flexibility for the delivery of the Workforce initiative by encouraging innovative partnerships, creative ideas and opportunities to engage the community. The goal of our campaign is to empower, engage and enhance ECEs in order to create a robust, quality system, connected to the community, supporting children and families.

WORKFORCE: RECRUITMENT & RETENTION





PHOTO BY DAN JANISSE /Windsor Star

Windsor Mayor Drew Dilkens and Commissioner Andrew Daher joined The City of Windsor, Children's Services to support the WERECE Campaign press conference held March 16, 2023.

Children's Services is leading an innovative and robust Early Childhood Educator workforce campaign which involves paid professional learning, mentorship programs, community partnerships, recruitment and retention strategies, and foundational initiatives that will continue in our community.

WERECE CAMPAIGN HIGHLIGHTS

- Promotion and marketing of the ECE profession and the range of career options available
- Encourage approaches that are rooted in evidence-based adult learning models while ensuring linkages to How Does Learning Happen? (Ontario's Pedagogy for the Early Years)
- Develop long lasting partnerships with the Community Colleges to support success in transitioning graduates into the field of ECE
- Assist new students with resources and supports to equip them for success in the field
- Understanding the needs of the new graduates of the field to better serve the child care and early years community

> The WERECE Campaign is focused on empowering, engaging and enhancing the early childhood educator (ECE) workforce across our region. The first five years are critical to the development of a child; as ECEs we nurture their development and growth through guided play and self discovery, giving them the tools they'll need for success in everything they'll do. The campaign serves to highlight that registered ECEs are **qualified, creative, dedicated, and in demand**.
> - Dawn Bosco, Manager of Children's Services

WORKFORCE: RECRUITMENT & RETENTION

COMMUNITY OUTREACH: 2022-2023

WERECE Ambassadors Team

34 outreach initiatives including job fairs, community events, highschool career days and Employment Ontario service provider visits reaching **4486** participants



We ARE ECEs- Commercial produced in both English/ French to build on awareness with **12,976** expressions through LinkedIn & YouTube, **werecewindsoressex.ca**

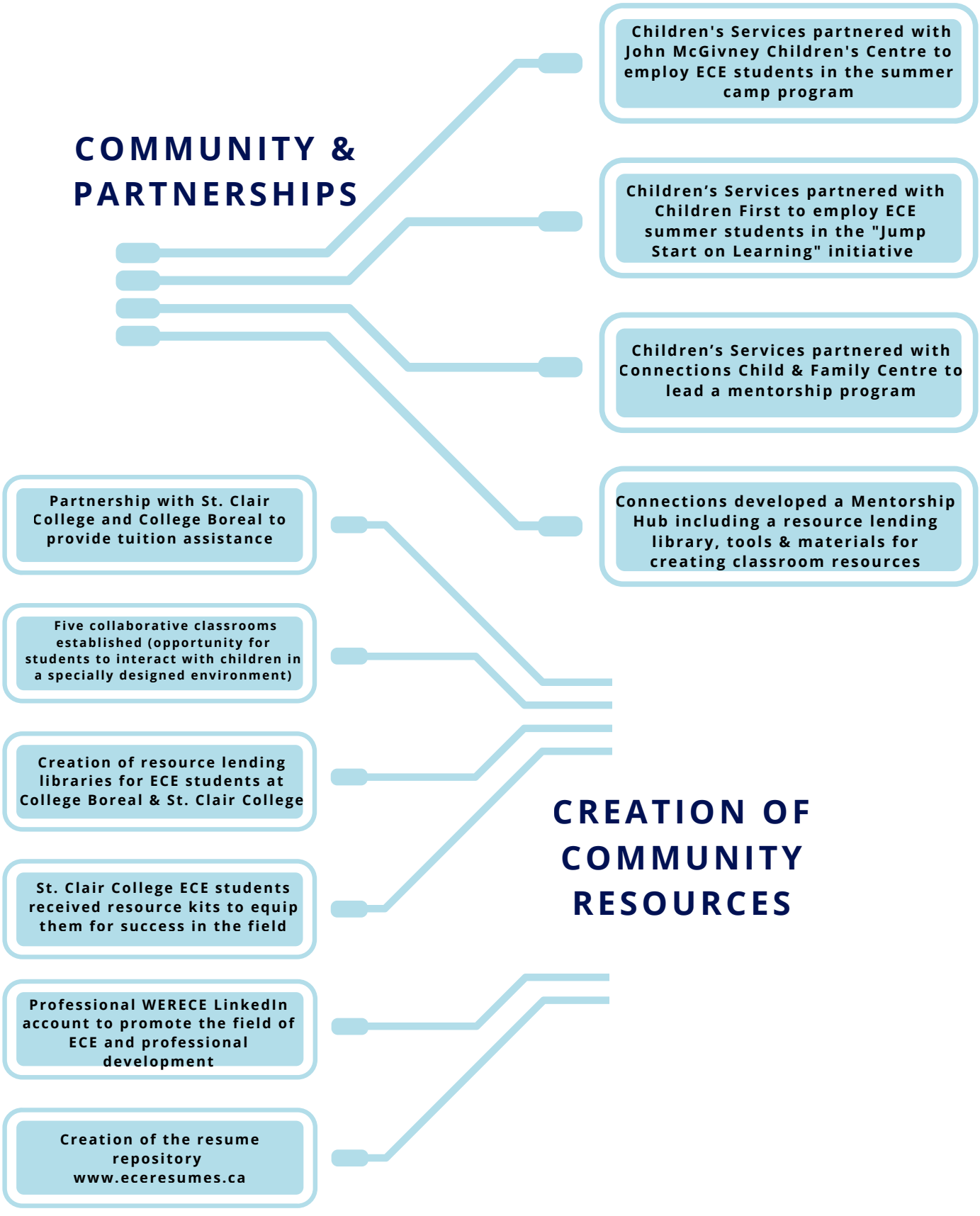
http://

Over **15,000** views since the launch of the **werecewindsoressex.ca**

PROFESSIONAL LEARNING

- **Creation of community awards in Child Care and Early Years given out annually for ECE Appreciation Day**
- **All Child Care & EarlyON CFC's received funding to invest in technology to support ongoing professional learning opportunities**
- **Paid professional learning opportunities for early learning professionals**
- **Children First led Circle of Security sessions across Windsor-Essex as a form of mentorship and professional development**

WORKFORCE: RECRUITMENT & RETENTION



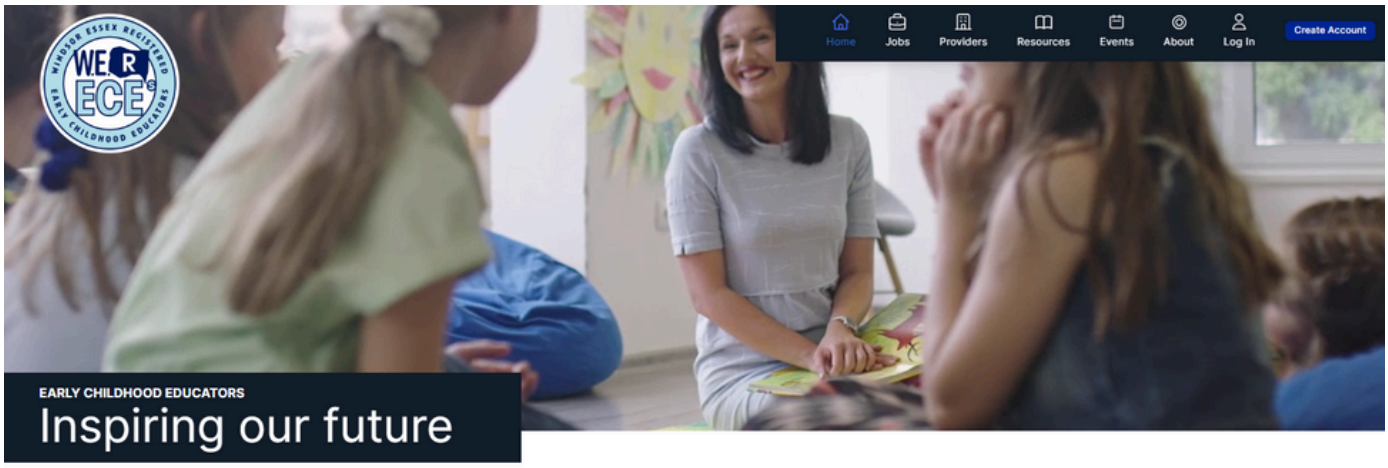
WORKING FOR YOU... RESUME REPOSITORY

ECERESUMES.CA

Our new website, **eceresumes.ca** has been launched that highlights a resume repository!

This website will assist Registered Early Childhood Educators and others looking to enter the child care and early years workforce in Windsor-Essex.

The resume repository allows individuals to create an account profile and upload their resume. Individuals can make their resume/profile visible to child care and early years program operators to be considered for available positions. Individual profiles contain detailed information about each candidate, such as qualifications, experience, specialization, hours of availability and more. The website not only contains job postings but also includes resources such as a resume builder tool and tips for interviewing. There are also linkages for ongoing education and professional development to enhance an individuals ECE portfolio.





KON: KNOWING OUR NUMBERS 2023

The City of Windsor, Children's Services is one of many CMSM's that are participating in KON "Knowing our Numbers"- A community approach to understanding the ECE workforce, which is a project facilitated by the University of Toronto, Atkinson Centre. This initiative will provide a provisional overview and also identify key issues/concerns voiced from the ECE's in our community, Windsor-Essex.

Atkinson Centre for Society and Child Development strives to mobilize the best available evidence to strengthen the quality of early childhood practice and inform public policy and discourse. In partnership with George Brown College's School of Early Childhood, the Centre provides training in policy research to undergraduate and graduate students. The Centre is guided by an understanding of the reciprocal nature of research, policy and practice and works in collaboration with advocates and researchers across Canada. Researchers with the Atkinson Centre at the University of Toronto are conducting a study of staff (supervisors, directors, RECEs, DECEs, non-ECEs, ECAs, and special needs support staff) in licensed child care centres, after-school programs, Full Day Kindergarten, early years programs, EarlyON, and staff and providers in licensed home child care. The study is being conducted for Children's Service Managers in 43 regional governments and the College of Early Childhood Educators (CECE), with support from the Ontario Municipal Social Services Association (OMSSA). Atkinson Centre plans to explore the feasibility of creating a sustainable, regional-level child care and early years workforce data collection process, whose findings could also be rolled up to provide a province- wide picture.

Data from the survey will help inform the development of a workforce strategy to support the advancement of a diverse, trained and thriving workforce that delivers high-quality programs to meet the needs of all children and their families. The information will be used to identify trends in educator recruitment and retention, provide information about working conditions and work satisfaction, and allow for the sharing of promising practices.

Knowing our Numbers is a province wide collection system with a local lens. Findings will allow for community comparators, highlight common trends, identify staffing gaps and workforce deserts, track year-by-year trends and regional strengths, and pinpoint priority areas.

Atkinson Centre
UNIVERSITY OF TORONTO OISE | ONTARIO INSTITUTE FOR STUDIES IN EDUCATION

Phase 1: Achieving Success

- An overview of data currently being collected by each Municipal Service Managers (CMSM)
- Identification of data gaps across the province
- Partners will be identified to support ongoing data collection and analysis

Phase 2: Achieving Quality

- Review wages of professions with similar qualifications/experience as Early Childhood Educators
- Design a survey tool for collection to examine wages, staff turnover, recruitment challenges, job satisfaction
- Review of current living wages
- Data collection, analysis and reporting



INFORMING THE PLAN

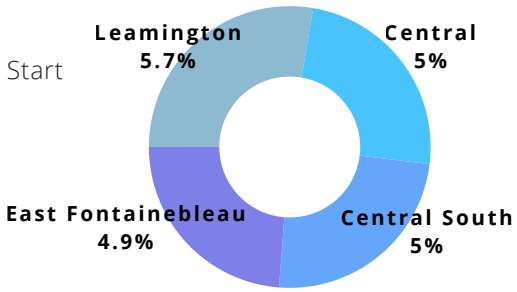
- **STATISTICS CANADA, CENSUS 2021**
- **SPECIAL NEEDS RESOURCING**

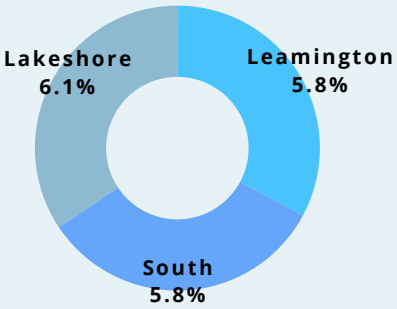
STATISTICS CANADA, CENSUS 2021

Population by Age 0-4 Years

According to Statistics Canada Census 2021 data, the highest Best Start Neighbourhoods with children ages 0-4 years are:

- **Leamington**
- **Central**
- **Central South**
- **East Fontainebleau**





Population by Age 5-9 Years

According to Statistics Canada Census 2021 data, the highest Best Start Neighbourhoods with children ages 5-9 years are:

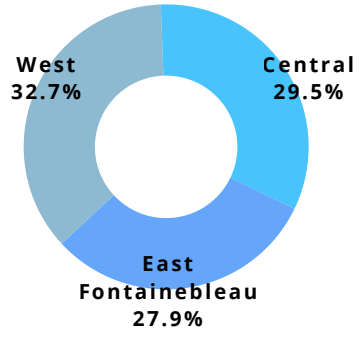
- **Lakeshore**
- **Leamington**
- **South**

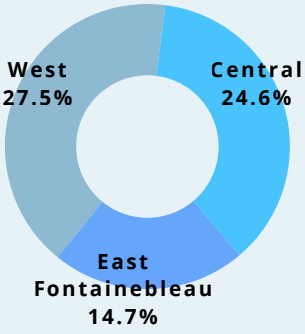
Lone-Parent Families

Lone-parent family is defined as one parent living with at least one child, living in the same dwelling.

According to Statistics Canada Census 2021 data, the highest Best Start Neighbourhoods with lone-parent families are:

- **West**
- **Central**
- **East Fontainebleau**





Prevalence of Low Income Measure (LIM-AT)

The prevalence of low income is the proportion or percentage of units whose income falls below a specified low income line.

According to Statistics Canada Census 2021 data, the highest Best Start Neighbourhoods with prevalence of low income are:

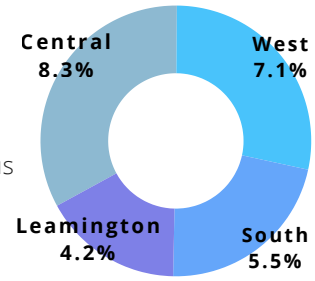
- **West**
- **Central**
- **East Fontainebleau**

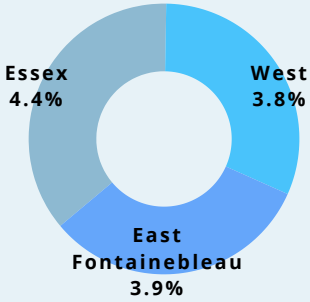
STATISTICS CANADA, CENSUS 2021

Immigration Status and Period of Immigration 2016-2021:

'Immigrant status' refers to whether the person is a non-immigrant, an immigrant or a non-permanent resident. 'Period of immigration' refers to the period in which the immigrant first obtained landed immigrant or permanent resident status. According to Statistics Canada Census 2021 data, the highest Best Start Neighbourhoods with population of individuals with immigrant status and period of immigration for the population in private house holds are:

- **Central**
- **West**
- **South**
- **Leamington**





Aboriginal Identity

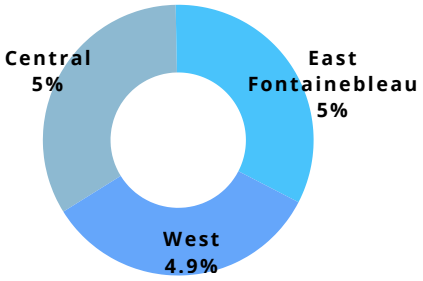
According to Statistics Canada Census 2021 data, the highest Best Start Neighbourhoods are:

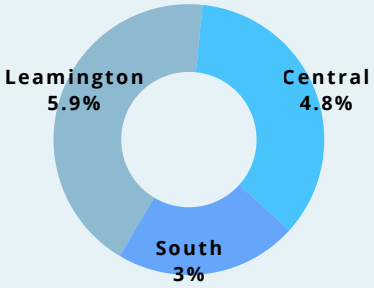
- **Essex**
- **West**
- **East Fontainebleau**

Unemployment Rate

The unemployment rate is the number of unemployed persons expressed as a percentage of the labour force. According to Statistics Canada Census 2021 data, the highest Best Start Neighbourhoods are:

- **Central**
- **East Fontainebleau**
- **West**





Neither English or French

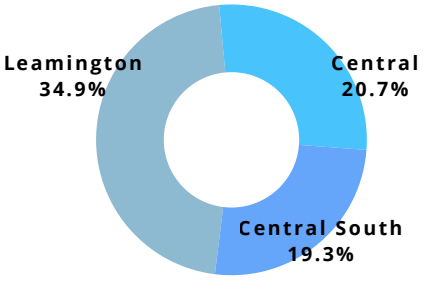
According to Statistics Canada Census 2021 data, the highest Best Start Neighbourhoods with a population that neither speak English or French are:

- **Leamington**
- **Central**
- **South**

Educational Attainment: No Certificate, diploma or degree

According to Statistics Canada Census 2021 data, the highest Best Start Neighbourhoods with a population that have no certificate, diploma or degree are:

- **Leamington**
- **Central**
- **Central South**



Statistics Canada, 2021 Census Data

SOCIAL DETERMINANTS OF HEALTH & 0-3 INTERRAI EARLY YEARS

This Social Determinants of Health Report was compiled by Children First and is a representation of children and families involved with the agency locally (2017-2020).

InterRAI Early Years is a comprehensive assessment instrument specifically for evaluating the needs, strengths and preferences for infants, toddlers and preschoolers ages zero to 47 months with developmental, social, behavioural or emotional concerns as well as physical and intellectual delays or disabilities.

According to the World Health Organization, the social determinants of health (SDH) are the non-medical factors that influence health outcomes. They are the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life. These forces and systems include economic policies and systems, development agendas, social norms, social policies and political systems.

17 Social Determinants of Health

EARLY CHILDHOOD DEVELOPMENT		
Income and Distribution	Gender	Food Insecurity
Unemployment and Job Security	Education	Social Safety Net
Employment and Working Conditions	Immigration	Social Exclusion
Housing	Geography & Globalization	Indigenous Ancestry
Health Services	Disability	Race

Through the Social Determinants of Health report, the key areas of need are:

8% - **Central**

7.5% - **Amherstburg / Essex / Kingsville**

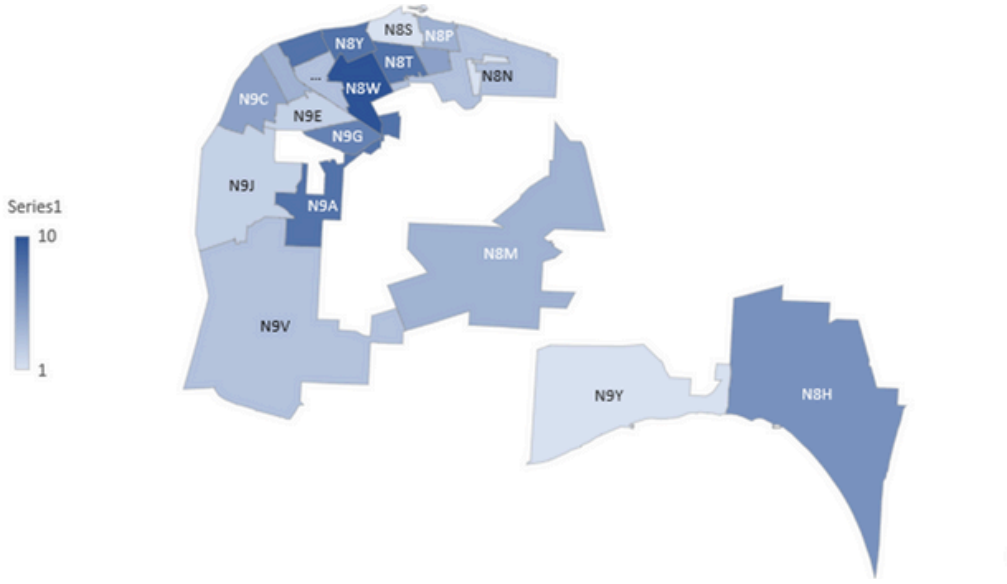
7.5% - **East/ Fontainebleau**

Children First

SPECIAL NEEDS RESOURCING: QUERIES OF AUTISM

Children First data shows a sample of 100 children diagnosed with autism by postal code in 2019-2021:

- 70% of children require substantial support (moderate to severe)
- 4 years- Average age at time of diagnosis
- 50/104 (48%) diagnosed prior to school entry with average age being 3 years.
- 57/104 (55%) received dual diagnosis. Most Common = Language Impairment and Global Developmental Delays
- 31/49 (63%) of those younger than school age received a dual diagnosis.



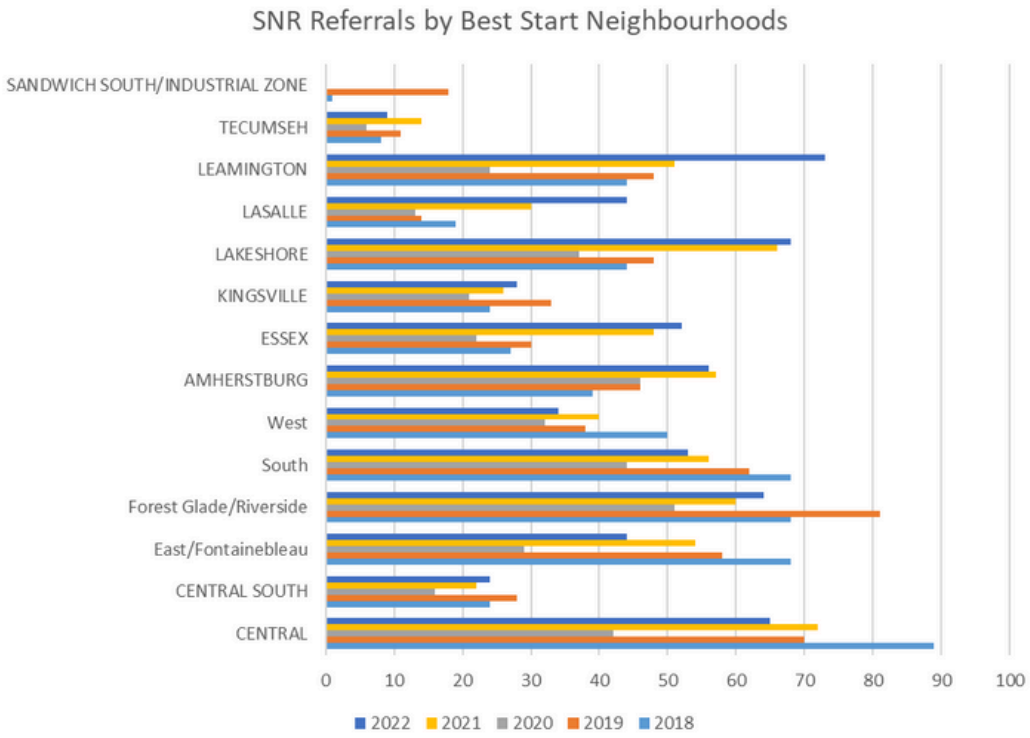
The table below identifies the highest neighbourhoods of children diagnosed with autism in a sample of 100 children (2019-2021):

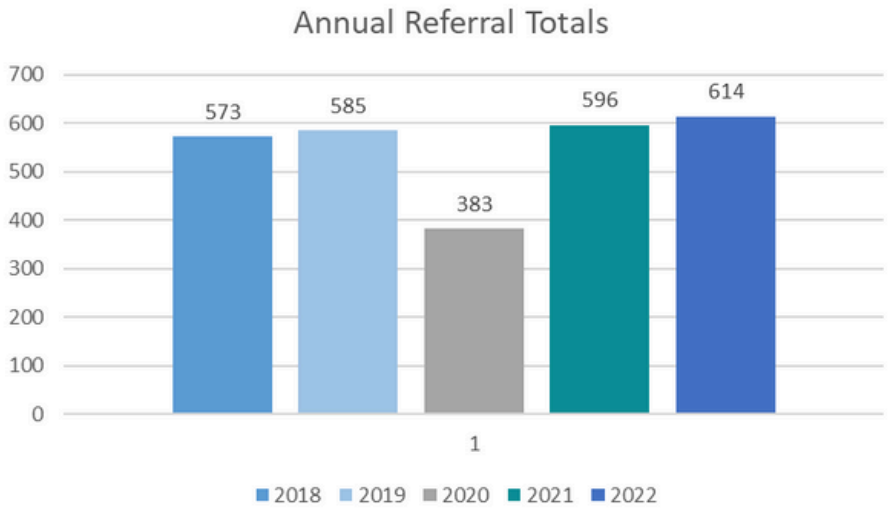
N0R	Amherstburg/ Essex/ Kingsville
N8W	Central/ Central South/ East/ Fontainebleau
N8T	East/ Fontainebleau
N8Y	Central - East/ Fontainebleau
N9A	Central

SPECIAL NEEDS RESOURCING: REFERRALS*

The data provided by Children First, shows children/families *referred for special needs resourcing annually (2018-2022). Based on the data shown in 2022, the highest priority neighbourhoods are:

Leamington, Lakeshore, Central and Forest Glade/Riverside







WHERE ARE THE NEEDS IN OUR COMMUNITY?

- **CHILD CARE EXPANSION SURVEY**
- **CHILD CARE MAPPING**

WINDSOR-ESSEX CHILD CARE EXPANSION SURVEY

Ontario's Vision for the Canada-Wide Early Learning and Child Care (CWELCC) system is that more families in Ontario have access to high quality, affordable, flexible, and inclusive early learning and child care no matter where they live. As the CMSM, Children's Services conducted a survey to review the needs in Windsor-Essex. The data was provided and reviewed with the child care community. This data helped inform system planning and to determine opportunities to support services.

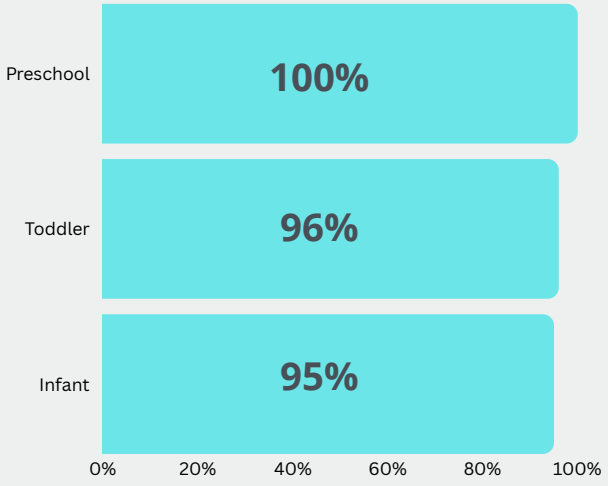
The Child Care Expansion survey was conducted in January 2023. Out of 156 child care centres, **113 responses were provided:**

- 43% of these child care centres are stand alone sites in the community
- 55% of these child care centres are within a school
- 14% are for profit child care centres
- 86% are not for profit child care centres
- 82% of child care centres reported that they are not at full licensed capacity

CHILD CARE WAITLIST

93%

Of the 43 centres that responded to the question, ***do you have a waitlist?*** **93%** said **yes**, resulting in the following pressures by age group:



INCREASING CAPACITY



112 centres responded: **64%** are interested in increasing operating capacity to full licensed capacity

SPECIAL NEEDS RESOURCING

- 107 centres responded to the question, ***do you currently have children with special needs attending your centre?*** **66%** said **yes** while **34%** said **no**
- 111 centres responded to the question, ***has your centre ever turned away children with special needs?*** **9%** responded with **yes**

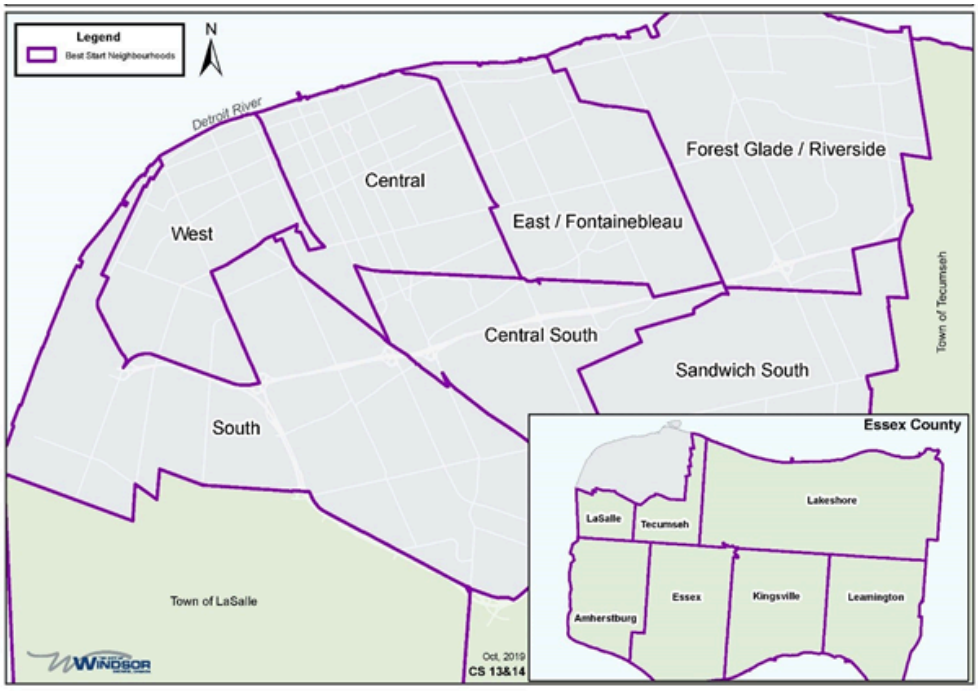
BEST START NEIGHBOURHOODS

Best Start Neighbourhoods (BSN) were established in partnership with the former Best Start Network (now the CYPC) in 2006. Understanding that consistent usage of boundaries is critical in making comparisons of data over periods of time, between neighbourhoods or other geographies, BSN were developed. BSNs are geographical areas in Windsor-Essex used by the City of Windsor, Children's Services for planning purposes.

Aligning with the Ministry of Education vision of "Schools First" concept, the opportunity for the creation of a hub including a child care and Early Years program was developed. These services would be accessible to children and families living in Windsor-Essex prior to utilizing the school system.

A total of seven (7) best start neighbourhoods have been established for the City of Windsor and seven (7) best start neighbourhoods have been established for Essex County.

Best Start Neighbourhoods	
City of Windsor	**Essex County**
Forest Glade/Riverside	Amherstburg
East Windsor/Fontainebleau	LaSalle
West	Lakeshore
Central	Essex
Central – South	Leamington
Sandwich South & Industrial Area	Kingsville
South	Tecumseh

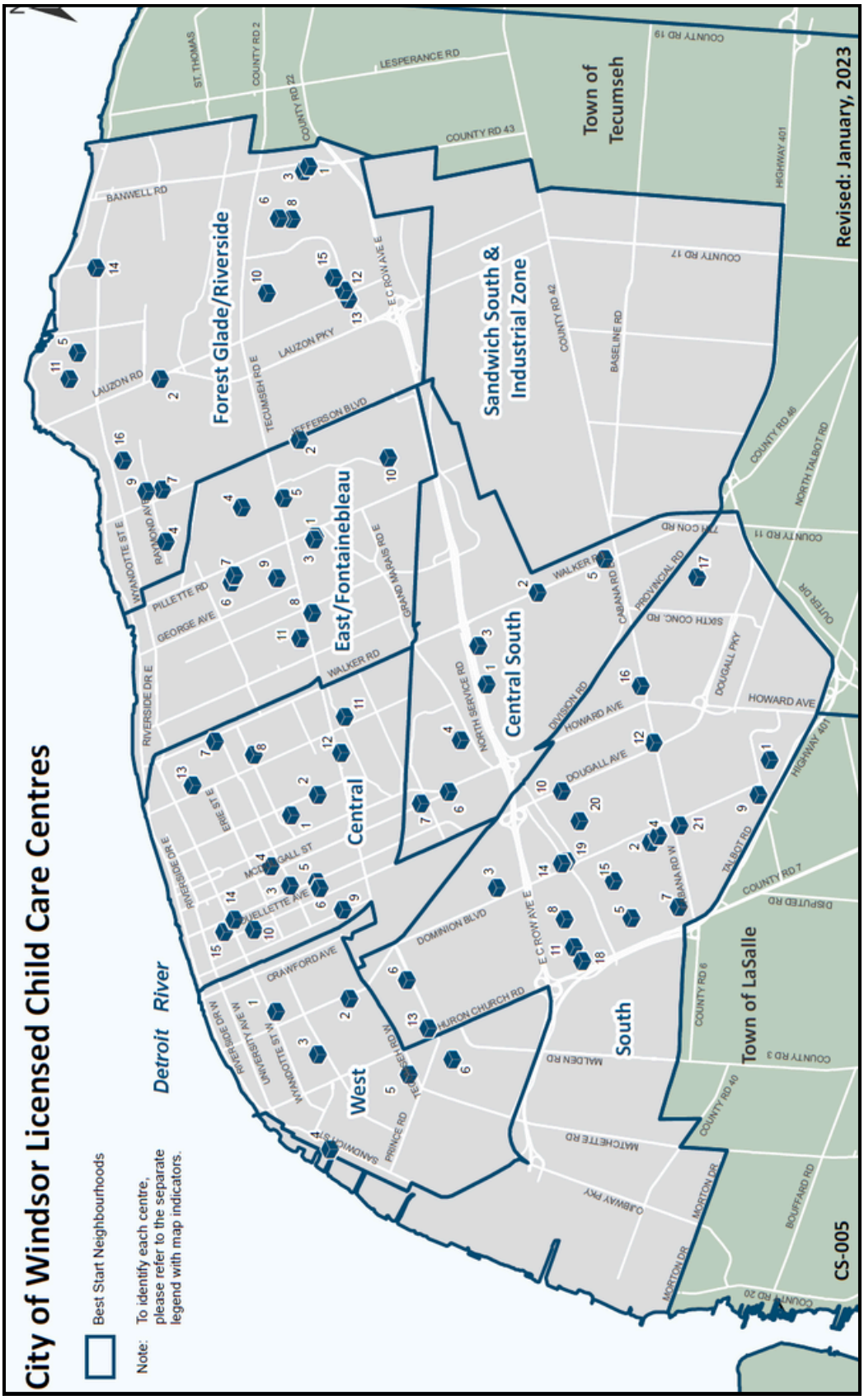


WINDSOR-ESSEX CHILD CARE MAPPING: CITY

Map No	Centre	Address	PC	Best Start Neighbourhood	French
1	A Place to Grow - Ellis	816 Ellis Street East	N8X2H7	Central	
2	ABC Day Nursery of Windsor - Hanna	888 Hanna Street East	N8X2N9	Central	
3	Cosmopolitan Kids Inc.	42 Giles Boulevard East	N9A4B4	Central	
4	Delta Chi Beta - James Dunn Campus	1167 Mercer St	N9A1N8	Central	
5	Delta Chi Early Childhood Centre - Ouellette	1385 Ouellette Avenue	N8X1J6	Central	
6	Delta Chi Early Childhood Centre - Queen Victoria School	1376 Victoria Ave.	N8X1P1	Central	
7	Delta Chi Early Education Centre - St. Anne School	1140 Monmouth Rd.	N8Y3L8	Central	
8	La Garderie Les Petites Mains (Windsor) Inc. - L'Envolee School	1799 Ottawa Street	N8Y1R4	Central	Yes
9	Sakeena Child Care Centre	1480 Janette Avenue	N8X1Z4	Central	
10	Sundowners Day Care & Resource Centre - Dougall School	811 Dougall Avenue	N9A4R2	Central	
11	Sundowners Day Care & Resource Centre - Hugh Beaton School	2229 Chilver Road	N8W2V4	Central	
12	Sundowners Day Care & Resource Centre - John Campbell School	1255 Tecumseh Rd. E.	N8W1B7	Central	
13	Sundowners Day Care & Resource Centre - King Edward School	853 Chilver Road	N8Y2K5	Central	
14	Women's Enterprise Skills Training of Windsor- West	201- 647 Ouellette Ave	N9A4J4	Central	
15	YMCA of Windsor and Essex County - Frank W Begley	1093 Assumption	N9A 3C5	Central	
16	YMCA of Windsor and Essex County - Victoria Site	500 Victoria Ave.	N9A4M8	Central	
1	A Place to Grow - St. Christopher School	1213 EC Row Ave E.	N8W1Y6	Central South	
2	Kinder Academy	3511 Walker Rd.	N8W3S6	Central South	
3	Latch Key Day Care & Learning Centre - John McWilliam School	1901 E.C. Row Ave. E.	N8W1Y6	Central South	
4	A Place to Grow - Our Lady of Perpetual Help School	775 Capitol Street	N8X5E3	Central South	
5	The Toy Box Early Childhood Education Centre - Walker	3966 Walker Rd	N8W3T3	Central South	
6	The Toy Box Early Childhood Education Centre Inc. - Howard Site	2665 Howard Avenue - Unit 3	N8X4Z3	Central South	
7	The Toy Box Early Education Centre - McDougall Site	2550 McDougall Avenue	N8X3P1	Central South	
1	ABC Day Nursery of Windsor - Arthur	2495 Arthur Road	N8W4V8	East/Fontainebleau	
2	ABC Day Nursery of Windsor - Jefferson	2605 Jefferson Blvd	N8T3E7	East/Fontainebleau	
3	ABC Day Nursery of Windsor - Somme	4540 Somme Avenue	N8W1V5	East/Fontainebleau	
4	Delta Chi Early Childhood Centre - Coronation School	5400 Coronation	N8T1B1	East/Fontainebleau	
5	Franco-Sol - Ste. Therese School	5305 Tecumseh Road East	N8T1C5	East/Fontainebleau	
6	Ska:Na Family Learning Centre - David Maxwell School	1648 Francois	N8Y4L9	East/Fontainebleau	
7	Ska:Na Family Learning Centre - Home Based Child Care	1684 Ellrose Avenue	N8Y3X7	East/Fontainebleau	
7	Ska:Na Family Learning Centre - Ellrose	1684 Ellrose Avenue	N8Y3X7	East/Fontainebleau	
8	The School House Academy Inc.	3450 Ypres Ave	N8W5K9	East/Fontainebleau	
9	The Toy Box Early Education Centre - Herman	1905 Bernard Street	N8W0A8	East/Fontainebleau	
10	The Toy Box Early Education Centre - W. J. Langlois	3110 Rivard	N8T2J2	East/Fontainebleau	
11	YMCA of Western Ontario - St. Teresa of Calcutta	1860 Chandler Road	N8W4E1	East/Fontainebleau	
1	ABC Day Nursery of Windsor - Banwell	3335 Banwell Rd E., Unit 500	N8N0B4	Forest Glade/Riverside	
2	ABC Day Nursery of Windsor - Lauzon	1225 Lauzon Road	N8S3M9	Forest Glade/Riverside	
3	Alexander's Day Care Centre Limited	3990 Wildwood Dr	N8R2L1	Forest Glade/Riverside	
4	Delta Chi Beta - Princess Elizabeth	5399 Raymond Ave	N8S1Z6	Forest Glade/Riverside	
5	Delta Chi Early Childhood Centre - Hetherington School	8800 Menard St.	N8S1W4	Forest Glade/Riverside	
6	Delta Chi Early Childhood Centre - L.A. Demarais School	10715 Eastcourt Dr.	N8R1E5	Forest Glade/Riverside	
7	Franco-Sol - George P Vanier School	6200 Edgar Street	N8S2A6	Forest Glade/Riverside	
8	Sundowners Day Care & Resource Centre - Dr. David Suzuki School	6320 Raymond	N8S1Z9	Forest Glade/Riverside	
9	Sundowners Day Care & Resource Centre - Forest Glade Public School	9367 Esplanade	N8R1J3	Forest Glade/Riverside	
10	Sundowners Day Care & Resource Centre - St. John Vianney School	8405 Cedarview Street	N8S1K9	Forest Glade/Riverside	
11	Sundowners Day Care and Resource Centre - Eastview	3555 Forest Glade Dr.	N8R1X8	Forest Glade/Riverside	
12	The Learning Corner	3199 Lauzon Road	N8T2Z7	Forest Glade/Riverside	
13	Windsor East Day Care Services Inc. - Home Care	10273 Paulina Court	N8P1H6	Forest Glade/Riverside	
14	YMCA of Windsor and Essex County - H.J. Lassaline	3145 Wildwood Drive	N8R1Y1	Forest Glade/Riverside	
15	YMCA of Windsor and Essex County - St. Rose School	871 St Rose Ave	N8S1X4	Forest Glade/Riverside	
1	Academie Ste. Cecile Child Enrichment Centre	926 Cousineau Rd	N9G1V8	South	
2	Best Friends Learning Centre of Windsor - St. Gabriel School	1400 Roselawn Drive	N9E1L8	South	
3	Delta Chi Beta - Northwood School	1100 Northwood Street	N9E1A3	South	
4	Delta Chi Early Childhood Centre - Curry	3600 Curry Street	N9E2T6	South	
5	Franco-Sol - Monseigneur Jean Noel School	3225 California Ave.	N9E3K5	South	
6	Franco-Sol - St. Edmond School	1880 Totten Street	N9B1X3	South	
7	La Garderie Les Petites Mains- Louise-Charron	2520 Cabana Rd W.	N9G1E5	South	
8	Latch Key Day Care & Learning Centre - Notre Dame School	2751 Partington Avenue	N9E3A9	South	
9	Latch Key Day Care & Learning Centre - Our Lady of Mount Carmel School	1400 Cousineau Road	N9G1V9	South	
10	Little Stars	3139 Dougall	N9E1S5	South	
11	Montessori School of Windsor - Bellewood	2500 Labelle Street	N9E1B6	South	
12	Olivia DiMaio - Cabana	315 Cabana Rd W	N9G1B1	South	
13	Ska:Na Family Learning Centre Northway	1699 Northway Ave	N9B3L8	South	
14	YMCA of Windsor and Essex County - Christ The King School	1200 Grand Marais Road Wes	N9E1C9	South	
15	Sundowners Day Care & Resource Centre - Glenwood School	1601 Norfolk Street	N9E1H6	South	
16	Sundowners Day Care & Resource Centre - Roseland School	620 Cabana Road East	N9G1A4	South	
17	Sundowners Day Care & Resource Centre - Talbot Trail School	4000 Ducharme Street	N9G0A1	South	
18	The Children's House Montessori Bright Path Kids - Windsor	2611 Labelle Street	N9E4G4	South	
19	The School House Early Learning Centre	1235 Grand Marais West	N9E1E1	South	
20	YMCA of Windsor and Essex County - Central School	700 Norfolk St.	N9E1H4	South	
21	YMCA of Windsor and Essex County - Southwood School	1355 Cabana Road West	N9G1C3	South	
1	Delta Chi Beta - West Campus	1585 Wyandotte St W.	N9B1H6	West	
2	Delta Chi Early Childhood Centre - Westgate School	1275 Campbell Ave.	N9B3M7	West	
3	Great Beginnings Child Centred Co-operative Inc. - Home Care	820 California Avenue	N9B3T3	West	
3	Great Beginnings Child Centred Co-operative Inc. - University & Home Care	820 California Avenue	N9B3T3	West	
4	Sundowners Day Care & Resource Centre - General Brock School	3312 Sandwich Street	N9C1B1	West	
5	YMCA Child Care Centre - Marlborough	3557 Melbourne Rd	N9C1Y6	West	
6	YMCA Child Care Centre - St James	1601 St. James Street	N9C3P6	West	

In School
Stand Alone
Home Child Care

WINDSOR-ESSEX CHILD CARE: CITY

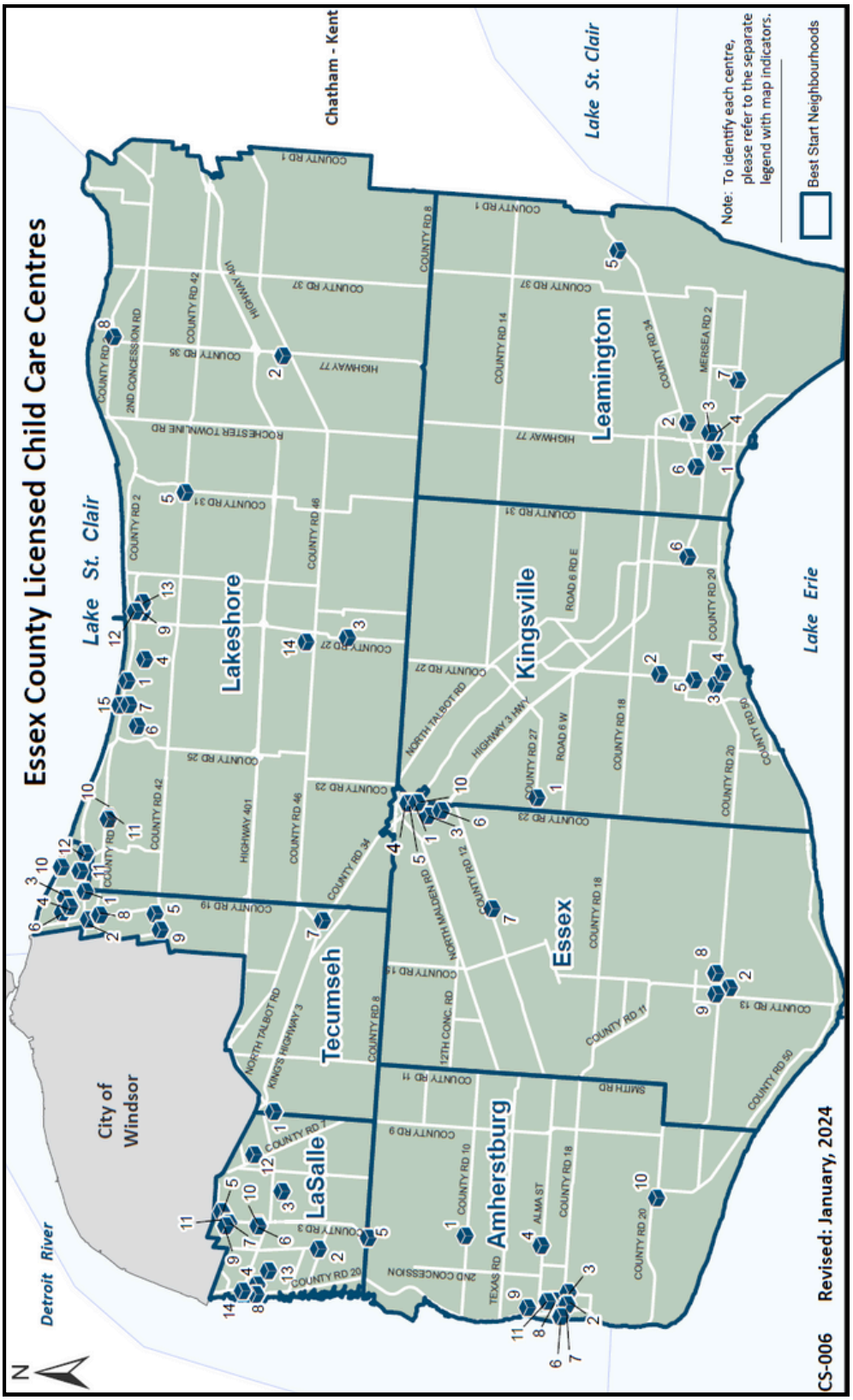


WINDSOR-ESSEX CHILD CARE MAPPING : COUNTY

In School
Stand Alone
Home Child Care

Map No	Centre	Address	PC	Best Start Neighbourhood	FRENCH
1	Anderdon Child Care Inc	3170 Middle Side Rd	N9V2Y9	Amherstburg	
2	Bright Child Montessori Inc.	236 Cherrylawn Cres.	N9V1P8	Amherstburg	
3	Franco-Sol - St. Jean Baptiste School	365 Fryer Street	N9V0C3	Amherstburg	Yes
4	Good Shepherd Lutheran Christian Day Care	11 Concession 3 North	N9V2Y9	Amherstburg	
5	Latch Key Day Care & Learning Centre - St. Joseph School	9381 Townline Road	N9J2W6	Amherstburg	
6	Little Buddies Preschool Inc (Schoolage)	287 Dalhousie St	N9V2H4	Amherstburg	
7	Little Buddies Preschool Inc.	193 Simcoe St.	N9V1M3	Amherstburg	
8	The Creative Child - Murray Street	260 Murray Street	N9V3R1	Amherstburg	
9	The Creative Child Learning Centre Inc. - Stella Marais School	140 Girard St.	N9V2X3	Amherstburg	
10	The Toy Box Early Childhood Education Centre Inc. - Malden Central Schoo	5620 County Rd. 20	N9V2Y8	Amherstburg	
11	YMCA of Windsor and Essex County - Amherstburg Public School	252 Hamilton Dr.	N9V1E1	Amherstburg	
1	First Steps Child Care Centre - Essex	169 Irwin Avenue	N8M2T4	Essex	
2	Harrow Day Care	243 McAffee Street - Unit 12	N0R1G0	Essex	
3	Once Upon A Time - Holy Name Separate School	200 Fairview Avenue West	N8M1Y1	Essex	
4	Story Book Early Learning Centre	70 Brien Avenue East	N8M2N8	Essex	
5	Story Book Early Learning Centre - Essex Public School	72 Brien Avenue East	N8M2N8	Essex	
6	Wee Watch Enriched Home Child Care (LaSalle Day Care Services)	185 Oak Dr.	N8M3C6	Essex	
7	YMCA Child Care - Colchester North Site	2651 County Road 12	N8M2X6	Essex	
8	YMCA of Windsor and Essex County - Harrow Sr. Elementary School	400 Centre St. E.	N0R1G0	Essex	
9	Discovery School-Based Child Care Program - St. Anthony School	166 Centre St	N0R1G0	Essex	
10	First Steps Child Care Centre- Maedel Community Centre	25 Gosfield Townline W	N8M0A1	Essex	
1	Discovery School-Based Child Care Program - Gosfield North	302 County Road 27	N0R1B0	Kingsville	
2	Discovery School-Based Child Care Program - Jack Miner School	79 Road #3 East, R.R.#2	N9Y2E5	Kingsville	
3	Discovery School-Based Child Care Program - Kingsville Public School	36 Water Street	N9Y1J3	Kingsville	
4	Discovery School-Based Child Care Program - St. John de Brebeuf School	43 Spruce Street South	N9Y1T8	Kingsville	
5	Division Road Preschool (Kingsville) Inc.	1723 Division Road North	N9Y2H1	Kingsville	
6	Ruthven Montessori Academy	1695 Elgin Street	N0P2G0	Kingsville	
1	Alexander's Daycare Centre	197 Auburn Ave.	N0R1A0	Lakeshore	
2	Audrey's Clubhouse - Centennial Central Public School	6420 Taylor Street	N0P1J0	Lakeshore	
3	Bella's Busy Bee Childcare Inc.	2548 County Road 27	N0R1V0	Lakeshore	
4	Franco-Sol - Pavillon des Jeunes School	RR #3 Rourke Line Road	N0R1A0	Lakeshore	Yes
5	Franco-Sol - St. Ambroise	2716 County Road 42	N0R1S0	Lakeshore	Yes
6	Lakeshore Township Community Day Care - Discovery School	376 I.C. Roy Drive	N0R1A0	Lakeshore	
7	Lakeshore Township Community Day Care - St. Williams School	1217 Faith Drive	N0R1C0	Lakeshore	
8	Lakeview Montessori	13797 Riverside Drive East	N8N1B5	Lakeshore	
9	Latch Key Day Care & Learning Centre - Our Lady of Annunciation School	7343 Tecumseh Road East	N0R1N0	Lakeshore	
10	Latch Key Day Care & Learning Centre - St. Andre School	13765 St. Gregory Rd.	N8N1K3	Lakeshore	
11	Latch Key Day Care & Learning Centre - St. John the Baptist School	494 St. Peter Street	N0R1A0	Lakeshore	
12	Montessori by Bright Path - Lakeshore	444 Advance Boulevard	N8N5G8	Lakeshore	
13	Olivia DiMaio Inc. - Lakeshore	430 Advance Blvd	N8N5G8	Lakeshore	
14	Sunflower Academy	220 Dupuis St.	N0R1A0	Lakeshore	
15	YMCA of Western Ontario - Belle River Public School	370 St. Peter St.	N0R1A0	Lakeshore	
16	YMCA of Windsor and Essex County - D.M. Eagle School	14194 Tecumseh Road East	N8N1M7	Lakeshore	
17	YMCA of Windsor and Essex County - St. John the Evangelist School	1757 Oriole Park Dr.	N0R1V0	Lakeshore	
18	Your Wooden Treehouse - Emeryville Site	1204 County Road #22	N0R1C0	Lakeshore	
1	Al Hijra Mosque and School	5100 Howard	N9A6Z6	LaSalle	
2	Franco-Sol - Monseigneur Caron School	8200 Matchette Road	N9J3P1	LaSalle	Yes
4	Latch Key Day Care & Learning Centre - Sacred Heart School	200 Kenwood Boulevard	N9J2Z9	LaSalle	
5	Latch Key Day Care & Learning Centre - Sandwich West School	2055 Wyoming Avenue	N9H1P6	LaSalle	
3	Latch Key Day Care & Learning Centre- Legacy Oak Trail	2648 Leptis Magna Drive	N9J0E4	LaSalle	
6	Montessori - Bright Path, LaSalle	6555 Malden Road - Units 2 &	N9H1T5	LaSalle	
7	Montessori Academy of Windsor	1775 Sprucewood Avenue - Ur	N9J1X7	LaSalle	
8	Montessori Early Years	1550 Front Road W	N9J2B6	LaSalle	
9	Olivia DiMaio Early Childhood Education Centre	1700 Sprucewood	N9J1X6	LaSalle	
10	Olivia DiMaio Inc. - Malden	6535 Malden Road - Unit 3	N9H1T5	LaSalle	
11	Serendipity Childcare Centre	5844 Malden Road - Unit 1	N9H1S4	LaSalle	
12	Sundowners Day Care & Resource Centre - Holy Cross School	2555 Sandwich West Parkway	N9H2P7	LaSalle	
13	Sundowners Day Care & Resource Centre - LaSalle Public School	1600 Mayfair Avenue	N9J3K6	LaSalle	
14	The Sunshine Academy Daycare Inc	805 Front Rd	N9J2A4	LaSalle	
1	Audrey's Clubhouse - Margaret D. Bennie Public School	259 Sherk Street	N8H3K8	Leamington	
2	Audrey's Clubhouse - St. Louis School	176 Talbot St. E.	N8H1M2	Leamington	
3	Discovery School-Based Child Care Program - Queen Elizabeth School	4 Maxon Drive	N8H2E2	Leamington	
4	Franco-Sol - St. Michel School	33 Sherman Street	N8H5H6	Leamington	Yes
5	Latch Key Day Care & Learning Centre - East Mersea School	547 County Rd. 21	N0P2P0	Leamington	
6	The Toy Box Early Childhood Education Centre Inc.	197 Talbot Street W.	N8H1N8	Leamington	
7	Discovery School-Based Child Care Program – Gore Hill Public School	1135 Mersea Rd 1	N8H3V7	Leamington	
1	First Steps Child Care Centre - Tecumseh	13291 Tecumseh Road East	N8N3T4	Tecumseh	
2	Franco-Sol - St. Antoine School	1317 Lesperance Road	N8N1X6	Tecumseh	Yes
3	Franco-Sol - Ste. Marguerite d'Youville School	13025 St. Thomas Road	N8N3P3	Tecumseh	Yes
4	Latch Key Day Care & Learning Centre - A.V. Graham School	815 Brenda Cres.	N8N2G5	Tecumseh	
5	Latch Key Day Care & Learning Centre - St. Peter School	2451 St. Alphonse Street	N8N2X2	Tecumseh	
6	Latch Key Day Care & Learning Centre - St. Pius School	644 Lacasse Avenue	N8N2C1	Tecumseh	
7	Once Upon A Time - St. Mary's Separate School	12096 County Rd #34	N0R1K0	Tecumseh	
8	Playful Steps Daycare Centre Inc.	12315 Westlake Road	N8N4W3	Tecumseh	
9	Sundowners Day Care & Resource Centre - Tecumseh Vista Academy Scho	11665 Shields St.	N8N0C1	Tecumseh	

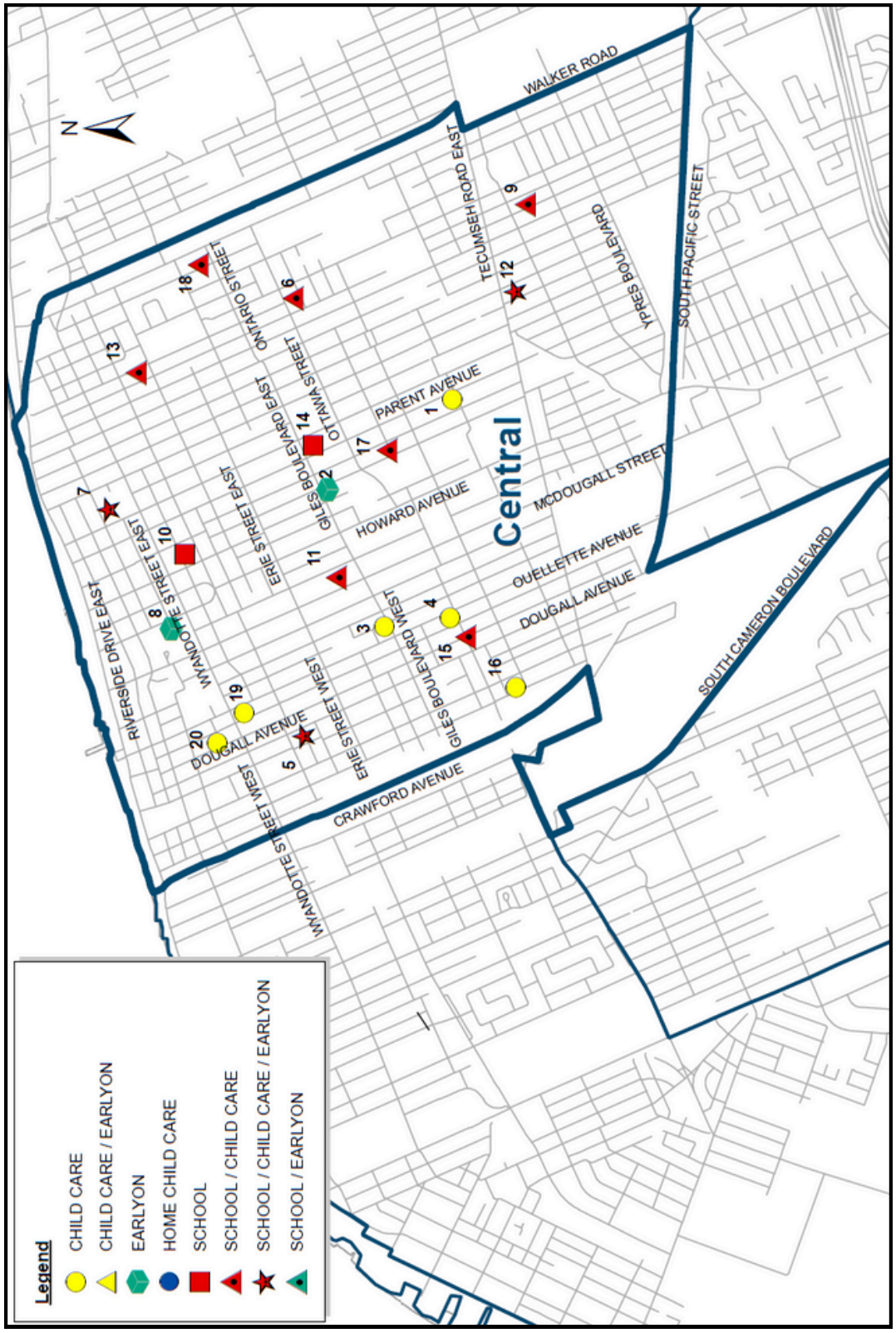
WINDSOR-ESSEX CHILD CARE: COUNTY



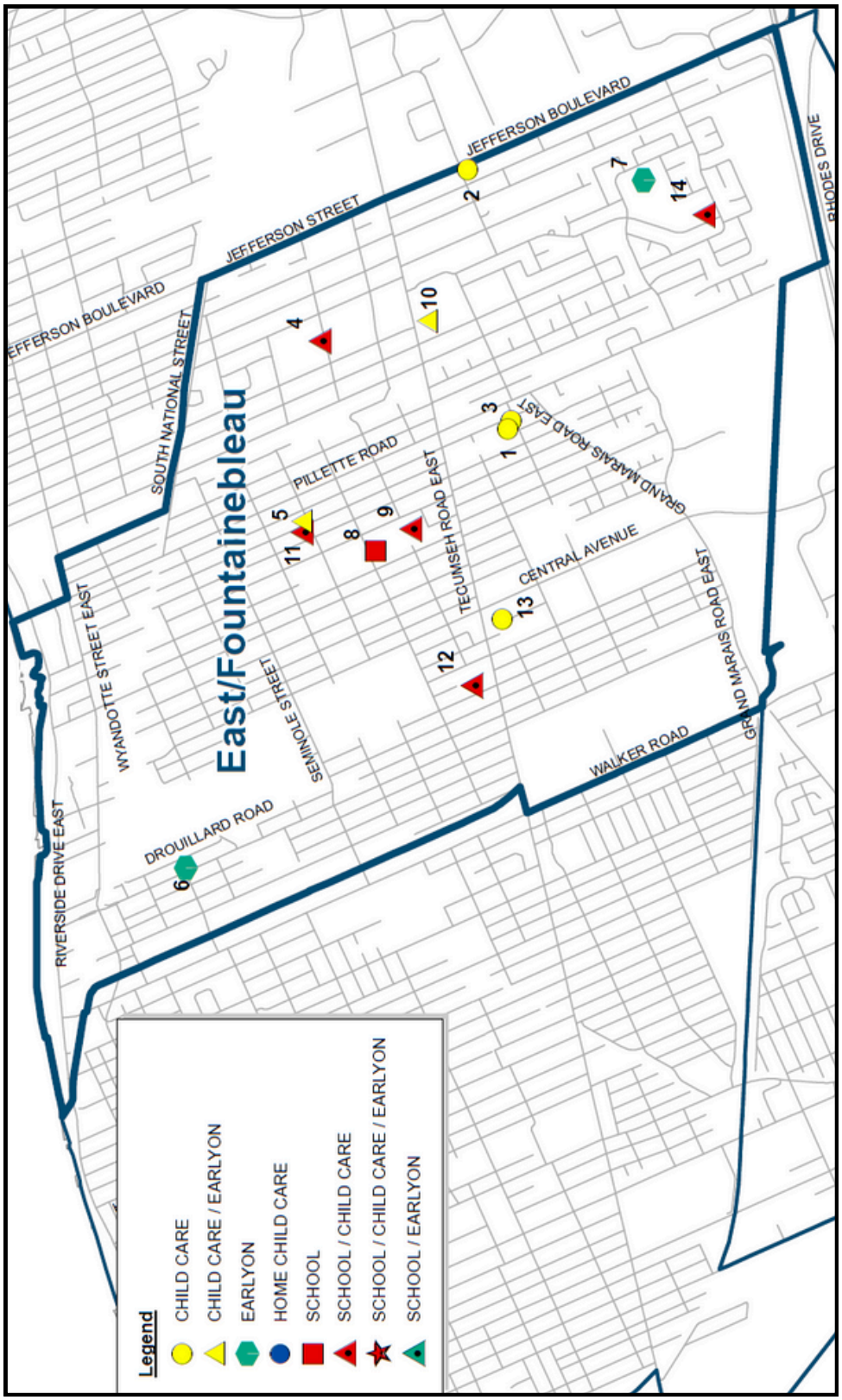


PRIORITY NEIGHBOURHOODS

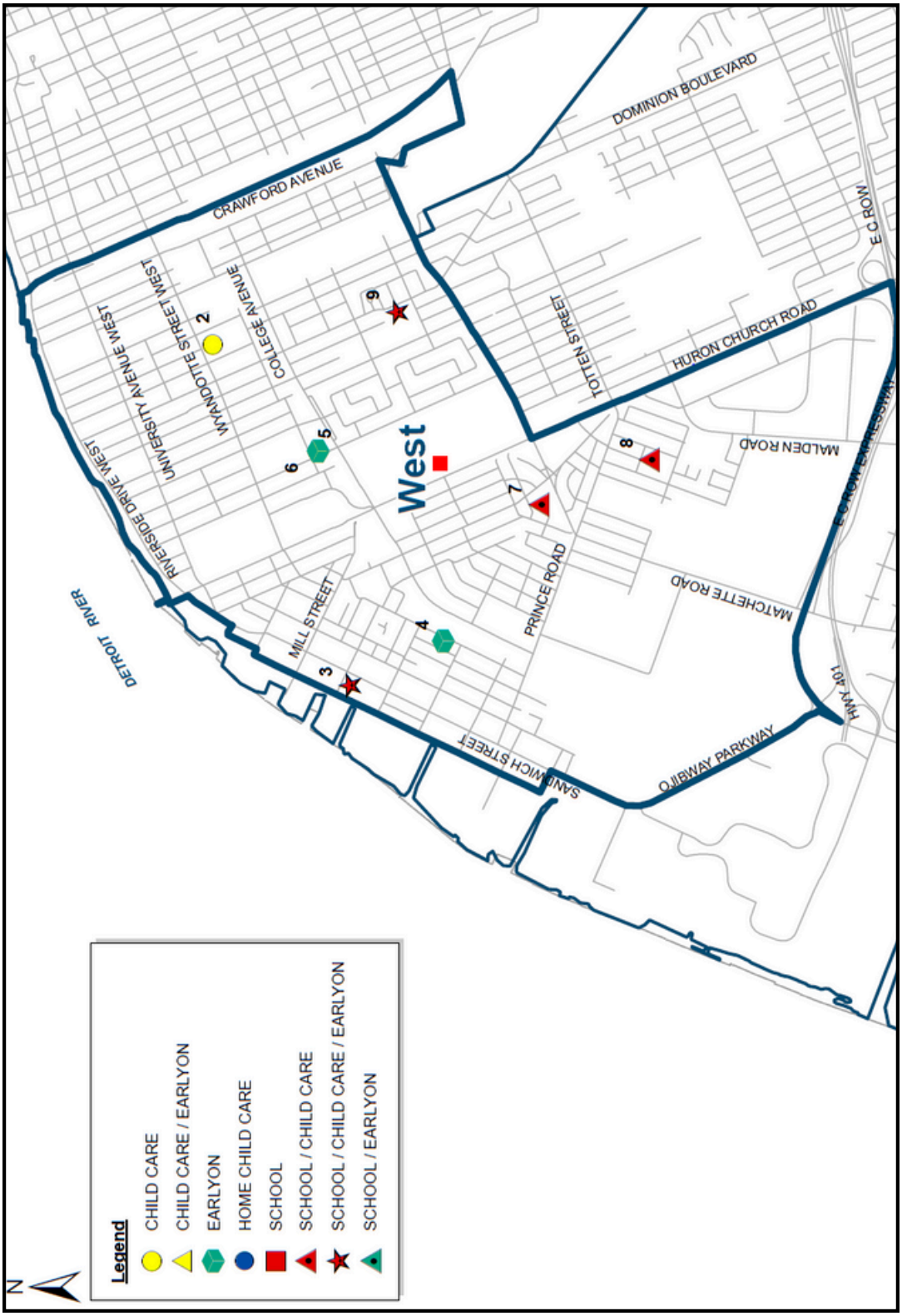
CHILD CARE IN PRIORITY- BSN: CENTRAL



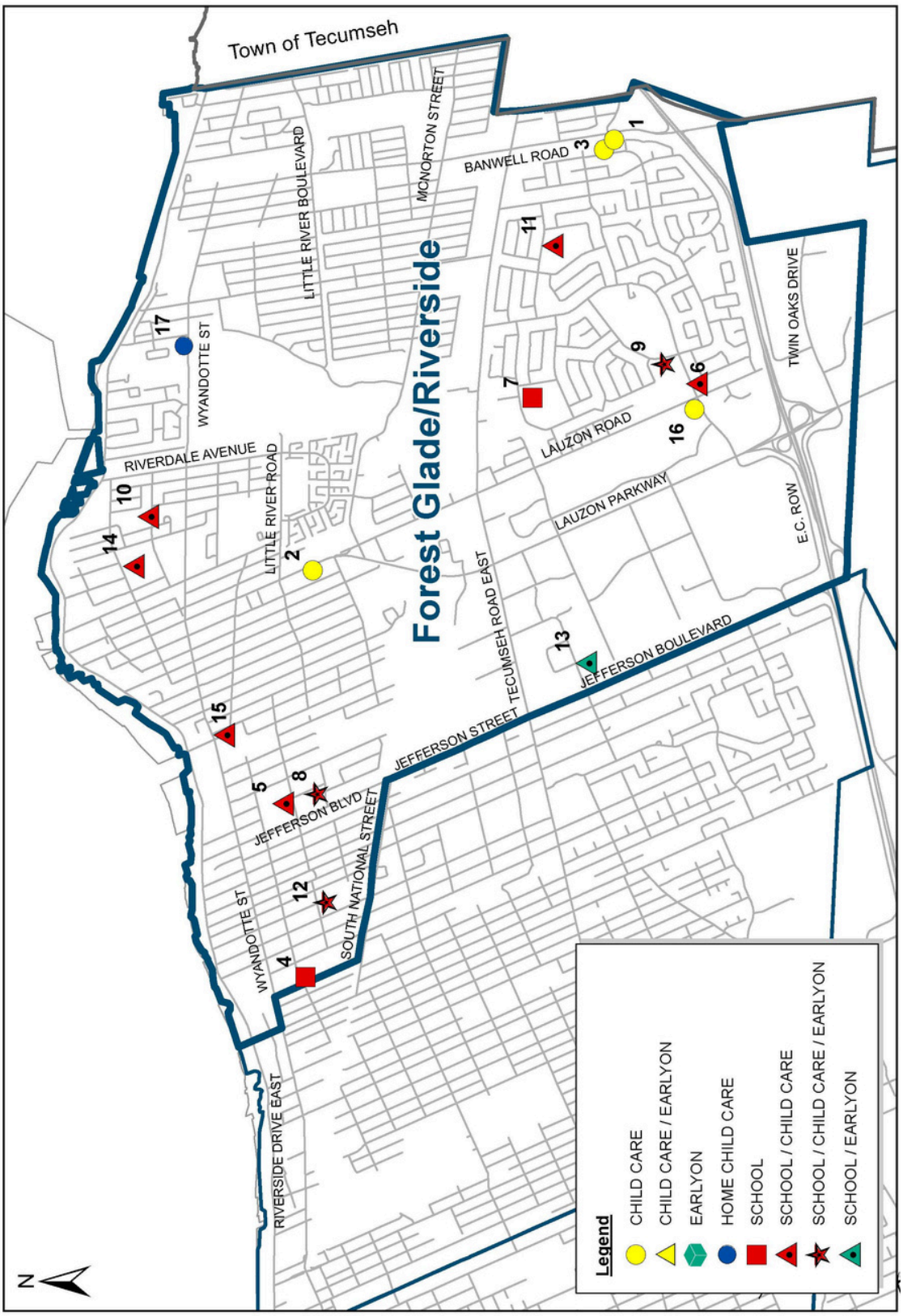
CHILD CARE IN PRIORITY- BSN: EAST FONTAINEBLEAU



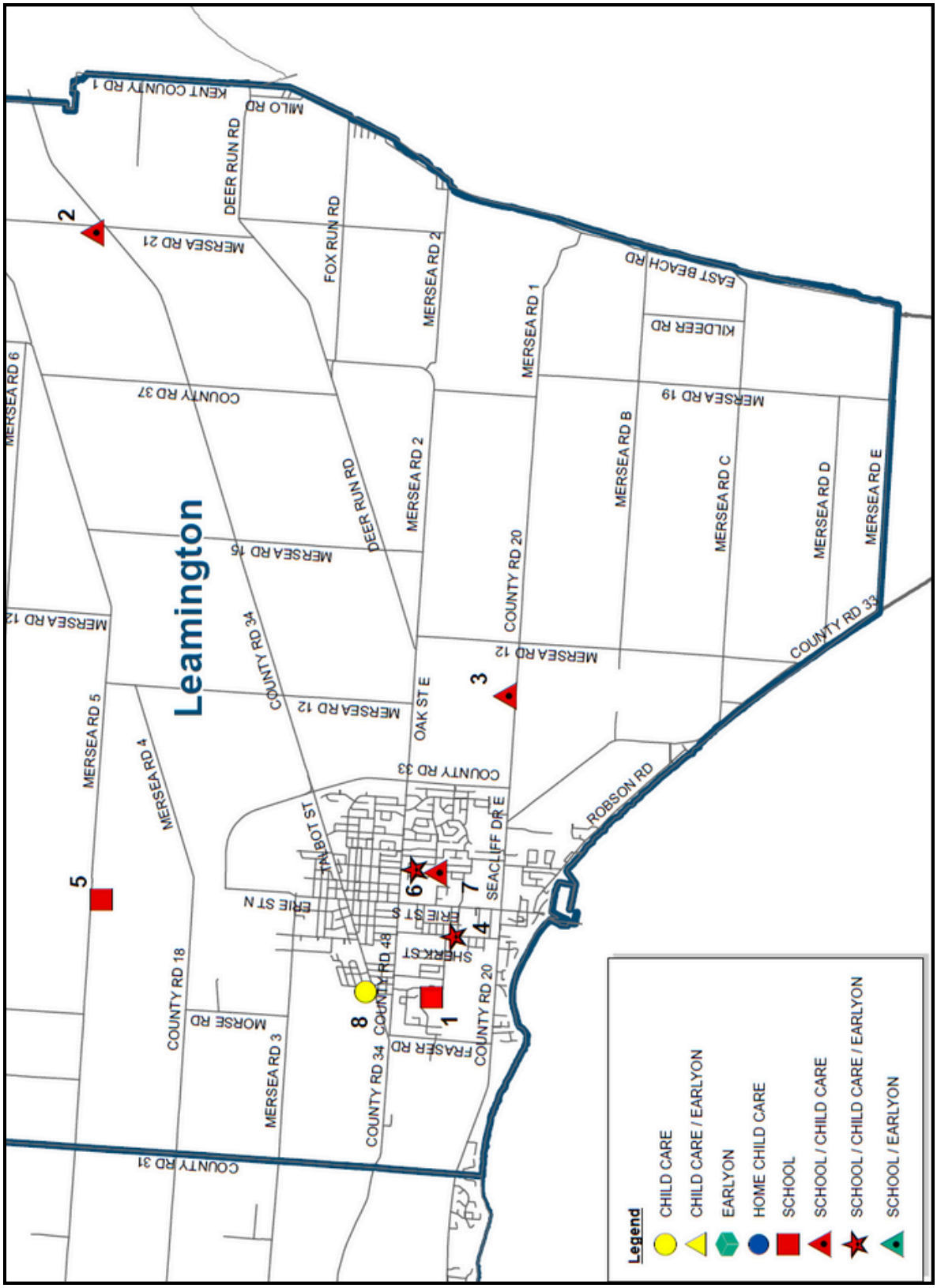
CHILD CARE IN PRIORITY- BSN: WEST



CHILD CARE IN PRIORITY- BSN: FOREST GLADE/ RIVERSIDE



CHILD CARE IN PRIORITY- BSN: LEAMINGTON



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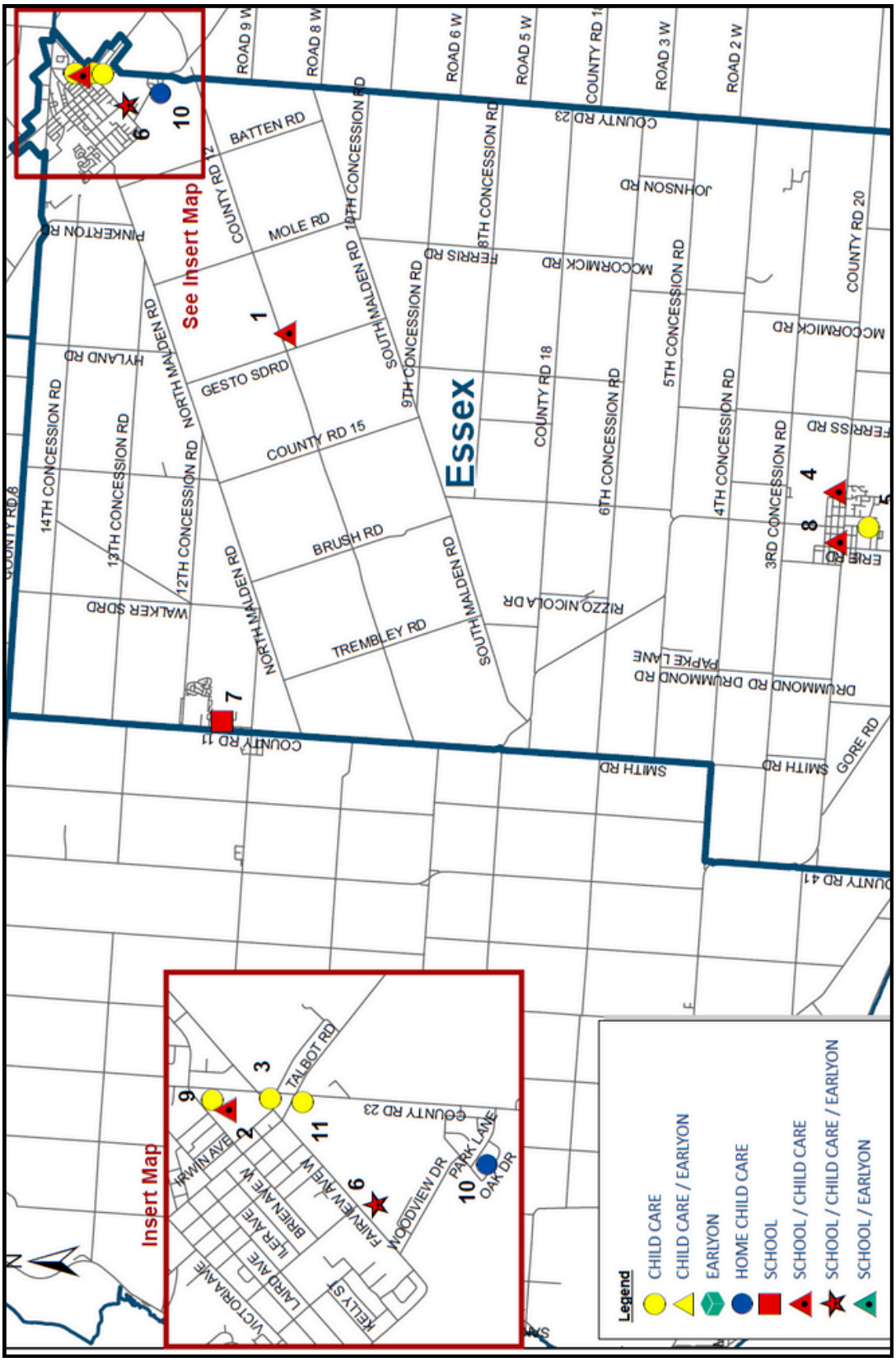
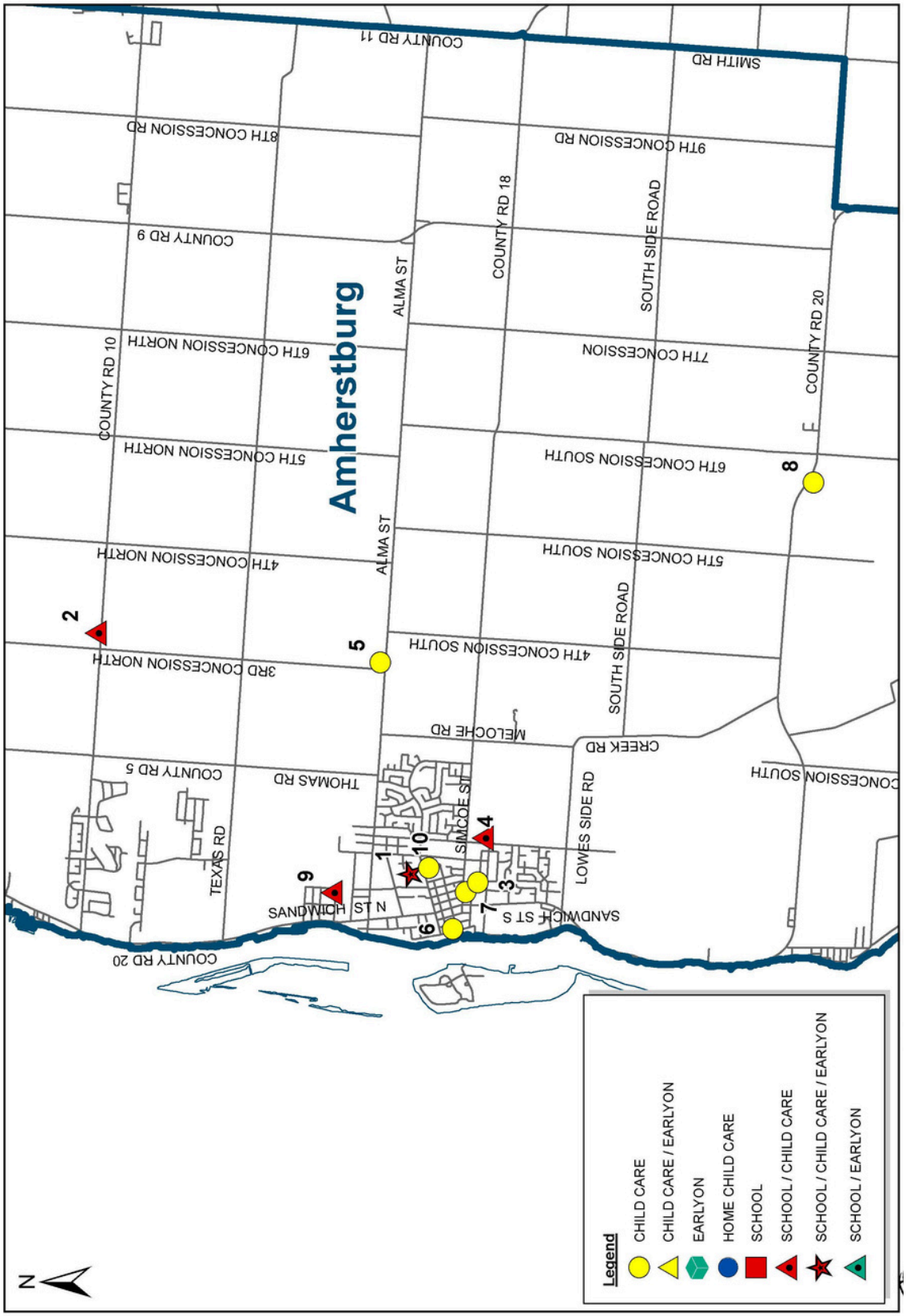


CHILD CARE IN PRIORITY- BSN: AMHERSTBURG





DIRECTED GROWTH: EXPANSION

- **WINDSOR-ESSEX DIRECTED GROWTH EXPANSION: SPACES**
- **4 P'S FOR CHILD CARE DIRECTED GROWTH**

WINDSOR-ESSEX DIRECTED GROWTH EXPANSION: SPACES 2022-2026

Funded through CWELCC, the Ministry of Education led the directed growth plan including the creation of 86,000 **(1,781 spaces allocated for Windsor-Essex)** new high-quality, affordable licensed child care spaces (relative to 2019 levels), predominantly through not-for-profit licensed child care.

TOTAL SPACE ALLOCATION (1,781)*	2024	2025	2026
School Based Spaces	386	195	0
Community Based Spaces	703	291	206
Total Spaces	**1089**	**486**	**206**

***Note that since the publication of this report, the space allocation by type and year for Windsor-Essex County has been updated as a result of a space target recalibration exercise completed by the Ministry of Education. The most recent space targets as of August 2025 are reflected in this table.**

According to the 2023 Canada-Wide Early Learning and Child Care (CWELCC) guidelines, there is a commitment to the protection of for-profit and non-profit child care spaces in the province. The proportion of not-for-profit licensed child care spaces for children age 0 to 5 years, must be maintained at 70% or increased by the end of the CWELCC agreement.

The 4P's for Directed Growth: Purpose, Planning, Priorities & Process



Moving forward, the City of Windsor, Children's Services identified the **4 Ps for Child Care Directed Growth: Purpose, Planning, Priorities and Process** to work towards a successful directed growth plan for the Windsor-Essex community.

4 P'S FOR CHILD CARE DIRECTED GROWTH: PURPOSE

Ontario's Vision for the Canada-Wide Early Learning and Child Care (CWELCC) system is that more families in Ontario have access to high quality, affordable, flexible and inclusive early learning and child care no matter where they live.

PURPOSE

As part of the CWELCC Directed Growth Plan, the Ministry of Education (MEDU) identifies the criteria for priority neighbourhoods as follows:

- Low-Income families
- Children with disabilities and children needing enhances or individual supports
- Francophone children
- Indigenous children
- Black children
- Other racialized children
- New Immigrants

4 P'S FOR CHILD CARE DIRECTED GROWTH: PLANNING

PLANNING

The following data collection was compiled during the creation of the Service System Plan 2020-2025 and has been used as a resource with CWELCC Directed Growth:

- EDI: Early Development Instrument, Cycle 5 2017-2018
- Social Risk Index 2016
- The Journey Together, 2017 (Indigenous Led)
- The OEYCFC Initial Plan (Ontario Early Years Child and Family Centres), 2017
- Child Care Environmental Scan, 2017
- Special Needs Resourcing Funding Review, 2019

In addition to the above data listed, the **Service System Plan** identified the following concerns:

- In the County, child care centres are spread further apart, while supply is similar, access is less convenient
- Infant care appears to be lacking in some areas, particularly in Essex
- 40% of families (almost half) in Amherstburg and Essex reported that they had to use more than one location to meet their child care needs
- Many families with children who have special needs, have to use more than one child care provider
- Lack of extended hours is an issue
- Many parents reported having made employment decisions as a result of child care difficulties, particularly for parents in Forest Glade/Riverside, Amherstburg and Leamington
- Local challenges include lack of high-quality staff and associated staff turnover

Moving Forward...

Reports that have been analyzed to further identify the Priority Neighbourhoods:	Future reports to be analyzed to further identify the Priority Neighbourhoods:
• Knowing Our Numbers (KON), pg. 16 • Statistics Canada, Census 2021, pg. 18 & 19 • Social Determinants of Health, Children First, pg. 20 • Autism Reporting, Children First, pg. 21 • Special Needs Resourcing (SNR) Referrals, pg. 22 • Windsor Essex Child Care Expansion Survey, pg. 24 • Windsor Essex Child Care Mapping, pg. 26	• Knowing Our Numbers (KON) Results • Indigenous-Led Environmental Scan • EDI: Early Developmental Instrument, Cycle 6 2022-2023

4 P'S FOR CHILD CARE DIRECTED GROWTH: PRIORITIES

PRIORITIES

Priorities have been identified through the planning phase to determine expansion spaces/areas of need based on the best start neighbourhoods. The priority neighbourhoods are identified as:



- Central
- Leamington
- East/ Fontainebleau
- West
- Essex
- Amherstburg
- Forest Glade/ Riverside

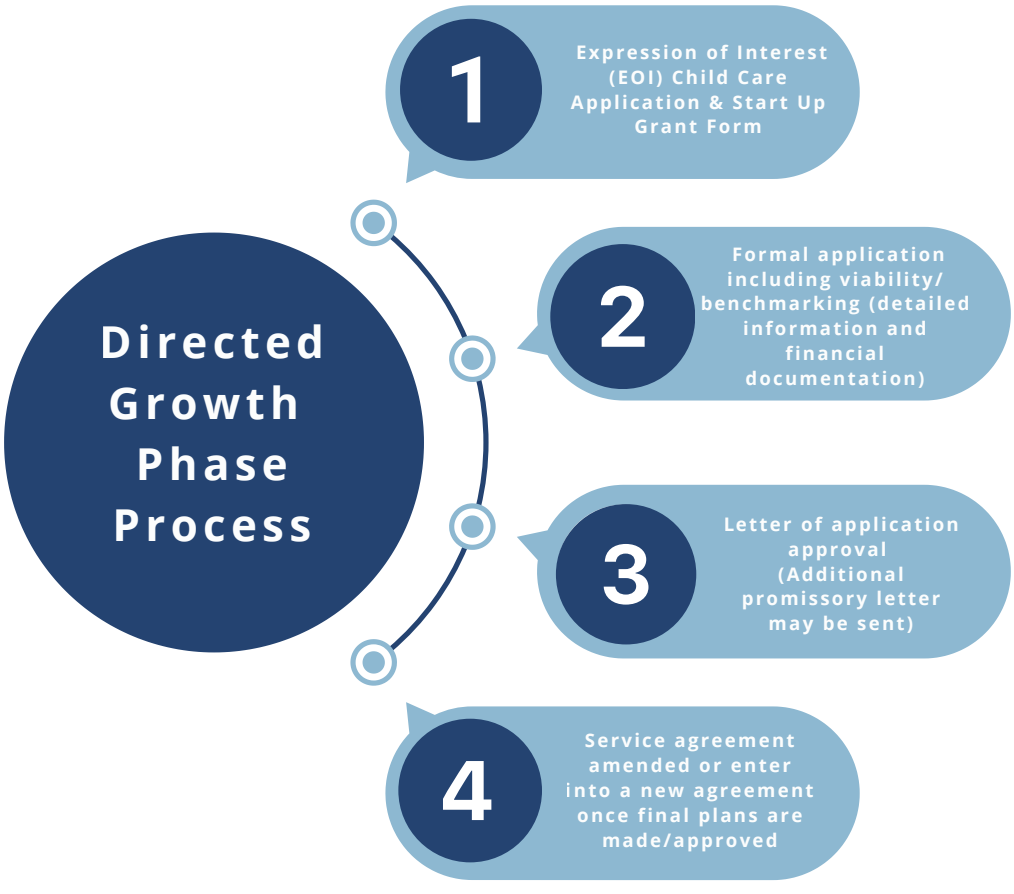
Dedicated age requirement is set at 0- 6 years; however, we continue to review the needs of school age child care spaces on a regular basis.

4 P'S FOR CHILD CARE DIRECTED GROWTH: PROCESS

PROCESS

The City of Windsor, Children's Services has taken on a phased process for directed growth child care expansion of current child care locations. Priority will be based on child care centres within Windsor-Essex in the priority neighbourhoods.

- **Phase 1:** Note their interest- Expression of interest application and start up grant application is sent
- **Phase 2:** Formal application including detailed information and financial documentation
- **Phase 3:** Letter of application approval sent, additional promissory letter may be sent
- **Phase 4:** Once finalized between parties, service agreement amended or enter into a new agreement once final plans are made/approved



PRIORITY NEIGHBOURHOODS WITHIN THE CITY

Priority neighbourhoods were determined utilizing the compiled data outlined previously in this document. The top neighbourhoods within the City listed by BSN are identified as: *Central (10), East/Fontainebleau (7), West (6) and Forest Glade/ Riverside (2)*

Central (10)

- **Prevalence of low income (LIM-AT)**
- **SNR Data**
- **Unemployment Rate**
- **% Neither English or French**
- **Lone Parent Families**
- **EDI Cycle 5**
- **% No certificate, diploma or degree**
- **High Population 0-4 years**
- **% Immigrating 2016-2021**
- **SNR Referrals**

East/ Fontainebleau (7)

- **Prevalence of low income (LIM-AT)**
- **Unemployment Rate**
- **Aboriginal Identity- Census 2021**
- **High Population 0-4 years**
- **Lone Parent Families**
- **SNR Referrals**
- **SNR Data**

West (6)

- **Prevalence of low income (LIM-AT)**
- **Unemployment Rate**
- **Aboriginal Identity- Census 2021**
- **Lone Parent Families**
- **EDI Cycle 5**
- **% Immigrating 2016-2021**

Forest Glade/ Riverside (2)

- **Service System Plan (2020-2025)**
- **SNR Referral**

PRIORITY NEIGHBOURHOODS WITHIN THE COUNTY

Compiled data summary to determine expansion spaces / areas of need based on the best start neighbourhoods. The top county neighbourhoods are identified as:
Leamington (8), Essex (4) and *Amherstburg (3)*

Leamington (8)

- **Prevalence of low income (LIM-AT)**
- **Highest Population 0-4 years**
- **High Population 5-9 years**
- **Service System Plan (2020-2025)**
- **SNR Referral**
- **EDI Cycle 5**
- **% Neither English or French**
- **% No certificate, diploma or degree**

Essex (4)

- **Aboriginal Identity- Census 2021**
- **Child Care flexibility/lack of infant spaces**
- **Service System Plan (2020-2025)**
- **SNR Data**

Amherstburg (3)

- **Aboriginal Identity- Census 2021**
- **Service System Plan (2020-2025)**
- **SNR Data**

REFERENCES

- Ontario' s Renewed Early Years and Child Care Policy Framework, 2017
- CWELCC Guidelines , June 2023
- Ontario' s Access and Inclusion Framework , 2023
- Ontario Child Care Management System (OCCMS) Reporting, 2023
- The Early Childhood Workforce Agreement, 2021
- University of Toronto, Atkinson Centre, Knowing Our Numbers 2023
- Statistics Canada, 2021 Census Data
- Social Determinants of Health, Children First
- Special Needs Resourcing: Queries of Autism, Children First 2019
- Special Needs Resourcing: Referrals, Children First 2022

APPENDIX

A- CYPC Terms of Reference & Membership

WINDSOR-ESSEX COUNTY CHILDREN AND YOUTH PLANNING COMMITTEE: TERMS OF REFERENCE

The Windsor-Essex County Children and Youth Planning Committee is working to build an effective integrated system of services that supports children and youth, ages birth to 12 years and their families. The committee provides leadership for this process in the form of input, advice and recommendations. This serves to inform the broader system planning as well as planning done by individual agencies/sectors in an effort to integrate services into a system and create a seamless service experience for children, youth and their families.

Vision: All children, youth and families are healthy and valued.
Mission Statement: Through a collaborative, integrated approach, we plan, lead and implement strategies to achieve the best outcomes for children, youth and families in Windsor-Essex County.

Guiding Principles: The following principles guide the work of the Children and Youth Planning Committee:

Family Centred	Children, youth and families are our priority. They are engaged in decisions made and plans developed.
Respect	We value each other's knowledge and input and commit to treating each other with integrity and respect.
Accountable	We accomplish our work in a professional and transparent manner and are accountable to families, communities and other planning groups.
Strength Based	We plan together for an integrated service system that builds on strengths of children, youth, families and our community.
Responsive	We aspire to create an integrated service system that is responsive to the changing needs of children, youth and families.
Inclusive	We plan for an integrated service system that is uniquely designed to meet the needs of all children, youth and families and celebrates differences to foster a sense of belonging.
Evidence Based	We plan together for an integrated service system that is evidence based and outcome focused.

Outcome

We will achieve the following outcomes for all children, youth and their families:

- Improved quality of life
- Increased integration of services
- Improved access to services and supports
- Increased quality of services and supports
- Increased engagement of stakeholders in service planning

Structure and Membership

The Windsor-Essex County Children and Youth Planning Committee is comprised of representatives from a diverse cross sector of agencies that reflect the unique composition of our community. Individuals representing agencies at the planning table reflect the mandate of their organization and those individuals representing sectors reflect the views of the sector.

It is the expectation that additional members will join the table as gaps in representation of services for children and youth are identified. The planning table is comprised of (but not limited to) representatives from the following organizations/sectors:

- The City of Windsor, Manager of Children's Services (Chair)
- Parent Representatives
- Data Analysis Coordinator
- Community Engagement Coordinator
- EarlyON Child and Family Centres (City of Windsor and Agency Led)
- Local School Boards (Greater Essex County District School Board, Windsor-Essex Catholic District School Board, Conseil Scolaire de District du Centre-Sud-Ouest, Conseil Scolaire de District des Ecoles Catholiques du Sud-Ouest, John McGivney Children's Centre School Authority)
- Windsor-Essex County Health Unit
- Children First
- John McGivney Children's Centre
- Preschool Speech and Language/Infant Hearing Program (Talk 2 Me)
- Blind Low Vision Program (CNIB)
- Building Blocks for Better Babies
- Ready Set Go
- St. Clair College Early Childhood Education Program Faculty
- United Way Centraide/Windsor-Essex County
- Windsor Public Library
- Essex County Public Library
- City of Windsor Recreation
- Ska:na Family Learning Centre (Indigenous-led Child Care and EarlyON CFC)
- Caldwell First Nation
- Franco-sol (Francophone Child care and EarlyON CFC)
- CAN AM Indian Friendship Centre of Windsor
- Windsor-Essex Children's Aid Society
- City School-Based Child Care Operators
- City Non-School Based Child Care Operator
- County School-Based Child Care Operators
- County Centre-Based Child Care Operator
- Licensed Home Child Care
- Pathway to Potential
- Family Respite Services
- Building Blocks for Better Babies
- Windsor Regional Children's Centre
- The Summit Centre
- Erie St. Clair LHIN
- Multicultural Council of Windsor and Essex County
- Essex Community Care Access Centre
- Workforce Windsor Essex
- Windsor Essex Local Immigration Partnership
- Ministry of Education

In order to maintain equity in representation, one representative will be identified for each agency/sector, except in cases where an agency has multi-program delivery which requires program specific representation. When unable to attend meetings, the member may name a replacement representative. Sector representation such as child care and EarlyON Child and Family Centre satellites have a two year term and the call for membership goes out to the sector on a bi-annual basis to ensure an inclusive approach.

This committee is chaired by the City of Windsor, Manager of Children's Services.

The Children and Youth Planning Committee has five Networks which report to the main committee. The five Networks include (see organizational chart below):

Network	Purpose
Inclusion Network	The purpose of the Inclusion Network is to give input/advice to the City of Windsor as Consolidated Municipal Service Manager (CMSM) for child care in Windsor/Essex County. This advice will serve to assist in service system management responsibilities for the planning and implementation of services for children with special needs ages 0 – 12 years with a focus on children ages 0 to 5 years, including the transition to services with the Boards of Education.
EarlyON Child and Family Centre Network	The purpose of the EarlyON Child & Family Centre Network is to give input/advice to the City of Windsor as the Consolidated Municipal Service Manager (CMSM) with respect to identifying gaps and overlaps of early years services for families with children 0 – 6 years and to integrate parenting programs into the early learning and care hubs.
Professional Development Network	The purpose of the Professional Development Network is to give input/advice to the City of Windsor as Consolidated Municipal Service Manager (CMSM) for training opportunities to early childhood educators/caregivers working with children ages 0 to 12 years of age in early learning programs in Windsor/Essex County. Through the CMSM, this committee will also provide advice to the Ministry of Education (MEDU) on issues relative to the needs of early childhood educators/ caregivers providing services to children and their families in our community.
Urban Indigenous Early Child Development Network	The purpose of the Urban Indigenous Early Child Development Network will be to give input/advice to the City of Windsor as Consolidated Municipal Service Manager (CMSM) for planning purposes as it relates to child care, EarlyON Child and Family Centres and system integration for children and youth in Windsor/Essex County. Through the CMSM, this network will also provide advice to the Ministry of Education (MEDU) on issues relative to the needs of children and their families in our community.
Child Care Network	The purpose of the Child Care Network is to provide input/advice to the City of Windsor as Consolidated Municipal Service Manager (CMSM) for child care and as applicable to the Windsor-Essex County Children and Youth Planning Committee. This advice will serve to assist in service system management responsibilities for the planning and delivery child care funding and child care services. Through the CMSM, this committee will also provide input/advice to the Ministry of Education (MEDU) as applicable.

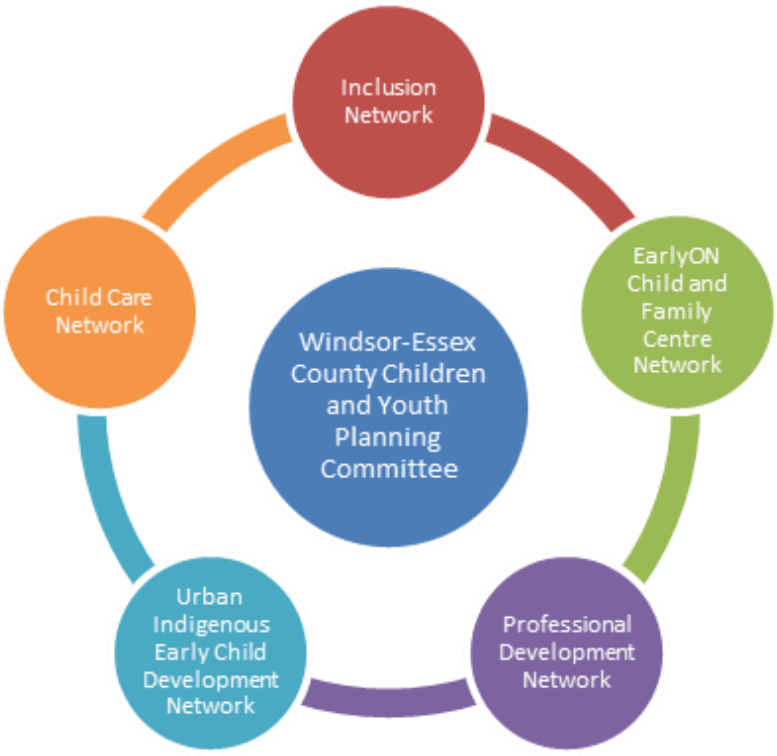
Each Network has its own Terms of Reference.

The chair/those with responsibility for the program area of each of the Networks sits on the Children and Youth Planning Committee. The agenda of the Children and Youth Planning Committee has a standing agenda item for Network reporting. Each of the chairs reports back on the work of the Networks. These updates are usually verbal in nature and they then appear in the minutes of the meeting for others to review. In some cases, the chair of the Network brings a recommendation for approval and/or a document for review and input.

On occasion, a working group or task group is established to work on a specific, time limited task.

Decision Making

It is a clear expectation that all committee members will work cooperatively and collaboratively in decision-making and implementation activities, with a primary focus on broad community needs and the needs of all children and families rather than individual agency interests. Due to this, a consensus decision making model is employed by the planning committee and its networks. If consensus can't be reached, the majority will rule.





THE CITY OF WINDSOR
ONTARIO, CANADA

CHILDREN'S SERVICES
Supporting Learning in the Early Years

Ontario