



The Golden and Area A Child Care Action Plan (2020–2030)

Prepared for the Town of Golden
By Golden Community Social Services Coop

Introduction to the Project



This project was funded by the UBCM Child Care Planning Program through the Town of Golden. The project covers child care planning for the Town of Golden and Columbia Shuswap Regional District (CSRD) Area A.

The purpose of the project is to understand community needs and create an action plan for child care space creation in Golden and CSRD Area A. While analyzing the space creation needs, it became apparent that to create more child care spaces in the community, strategic steps need to be taken to address the underlying challenges and barriers that exist in the Early Childhood Education (ECE) sector.

By expanding the action plan to include recommendations around addressing the complex ECE challenges and opportunities, it is intended that child care space creation will be possible in the short and long term.

This plan offers steps to guide the community in creating a vibrant and accessible child care landscape where new spaces are created and all child care centres flourish.

Intent

This report is written in a condensed format that allows for a wider audience to review and interpret the content.

This is a community-driven project and requires the community to be able to read and understand the action plan in order to participate in the implementation.

The action plan is a living document and should be reviewed and amended as necessary.





Executive Summary

Golden and Area A lacks 121 child care spaces for children from birth to 36 months. While there is a desire to create more spaces as quickly as possible, a lack of qualified Early Childhood Educators poses the most significant challenge to opening spaces. Through months of community engagement, several other challenges have been identified along with solutions to improve child care across the community.

The Golden and Area A Child Care Action Plan provides a road map to address community needs.

Summary of the child care action plan's recommendations:

1. Quality Community-Wide Child Care
2. Shared Intake and Waitlist Platform
3. Local ECE Recruitment and Retention – Sector Development Plan
4. Early Childhood Education Learning Hub
5. Shared Early Childhood Educator Sub-Pool
6. Spaces Offering Flexible and Non-Traditional Hours
7. French and Bilingual Child Care Spaces
8. Culturally Enriching Indigenous Child Care Spaces



Introduction

GOLDEN AND COLUMBIA SHUSWAP REGIONAL DISTRICT AREA A

Incorporated in 1957, the Town of Golden is home to approximately 3,700 residents with the Columbia Shuswap Regional District (CSRD) Area A having a population of about 3,605 residents (2016 Census).

The area experiences fluctuations in population due to the seasonality of employment opportunities and non-permanent residents' preferences for recreation and leisure time.

Area A is comprised of the rural communities of Parson, Field, Nicholson, Habart, Blaeberry, and Donald along with the rural areas of McMurdo, Beaverfoot, Willowbank, Moberley, and the North Bench. Area A is the largest Electoral Area in the Columbia Shuswap Regional District and has a faster growing population than the Town of Golden (2016 Census).

Home-Based Family Child Care Centres

Golden Has 5 Home-Based Family Child Care Centres:



Cheryl's Family
Day Care



Tracey's Family
Day Care



Beate's
Playcorner



Jenn's
Play House



Kellie's Family
Day Care

And one home-based License not Required Operator. Most of the home-based child care providers have been operating for many years and have proven to be sustainable child care options for the community.



Golden Child Daycare

Opened in 2014, Golden Child Daycare is privately operated by the Tetrault family. Golden Child Daycare is open year-round and typically operates Monday to Friday 8:00 am to 5:00 pm. Golden Child Daycare is connected to indoor gym space, which the children use during inclement weather and offers an organic vegetable learning garden, which provides seasonal snacks to the program. The centre includes a games area with concrete pad for wheeled toys and over 7500 square feet of outdoor play space.

Mountain Child Early Learning + Care Centre

Mountain Child ELCC opened in May 2015 and is a licensed child care centre offering infant and toddler care, group child care (30 months to school age), and half day preschool and afterschool care. The preschool was developed in response to a community need for more licensed child care opportunities.

Many funders and community partners were involved with the start up of Mountain Child Early Learning + Care Centre: Columbia Basin Trust, Columbia Valley Credit Union, Columbia Shuswap Regional District, Golden Community Resources Society, Ministry of Children and Family Development and Rocky Mountain School District No. 6.



Informal and Private Child Care

Informal and private child care back-fills the glaring lack of licensed spaces in Golden and Area A. Parents come up with a lot of creative child care solutions. Private nannies, friends, grandparents and child care swapping are some of the more mainstream arrangements. It is difficult to quantify the number of child care spaces being served through unlicensed arrangements as it occurs through informal networks.

What has been frequently expressed anecdotally is that a lot of local parents with very young children are using private child care arrangements. Stats Canada General Social Survey (2011) supports this trend with its findings.

Private and informal arrangements are absolutely necessary to help meet the demands for child care in the community. Not all parents feel that unlicensed arrangements are what is best for their children, but they use them because they have no other child care options. Other parents actually prefer private arrangements and see them as the perfect fit for their family situation.

Variety and options are key to meeting the community's needs.

Methodology

Data Collection

We reviewed relevant literature including, but not limited to:

- Various 2016 Census Reports
- Stats Canada General Social Survey 2011, Child Care in Canada
- BC Stats, including 10-year projected population by age group and other reports
- Various data and reports from Interior Health Authority
- Data provided through the local Health Unit
- MCFD Early Years Performance Indicators
- Child care and early learning reports, needs and demand studies, and child care strategies from other communities
- Province of BC Early Care and Learning Recruitment and Retention Strategy
- Data sharing with neighbouring communities' CCRRs
- Local child care vacancy rates and waitlists

Anecdotal data collection:

- An online survey in September and October 2019 that targeted parents and guardians
- Interviewed all licensed and license not required child care providers in the community
- Interviewed Early Childhood Educators in Golden
- Convened two focus groups (13 people total)
- In person and phone interviews with key informants
- Semi-structured interviews with 50+ parents and guardians
- 2 open house style events at the Early Years Centre

Methodology

Trustworthiness

- Participants reviewed field notes for accuracy
- Recommendations were reviewed by participants for further feedback
- A draft of the strategy was shared with participants for review and feedback

All data and sources used were meant to draw a general picture of trends and conclusions based on a variety of sources. Limitations include the age of the data and suppression. Data and findings were cross referenced with similar communities to provide a reasonable sense of accuracy for projections. Interpretation and understanding are contextually bound by the local application; in this case Golden and CSRD Area A.

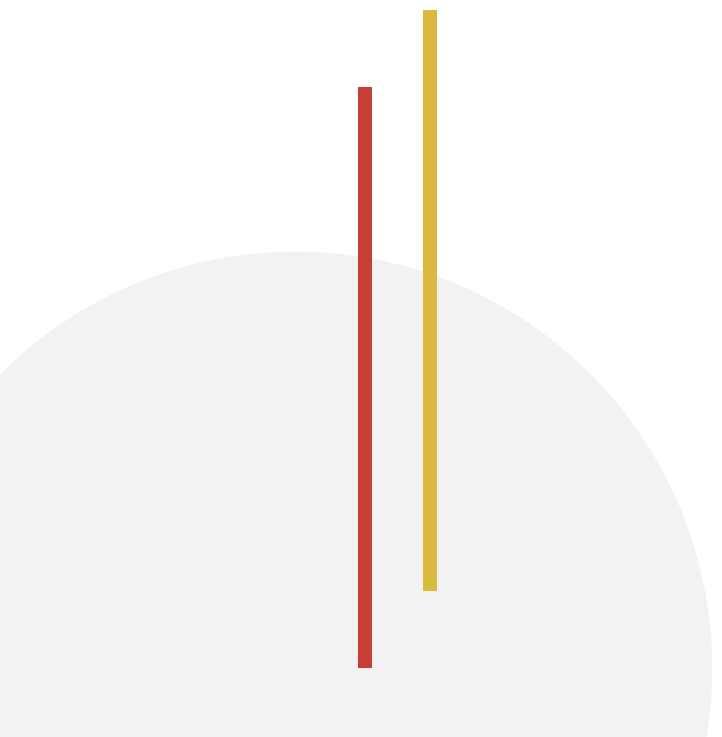
Summary of Findings

Communities in the Interior of BC and across the province have similar child care challenges to Golden and Area A.

There is a shortage of qualified ECE staff creating enormous barriers to sustaining current spaces let alone opening new child care spaces to serve the community.

As of early 2020, there are 264 children under the age of 3 in the community. There are currently 27 licensed and operational child care spaces to serve those 264 children. Golden is meeting the child care needs of 10.2% of this demographic, birth to 36 months. For perspective, Stats Canada General Social Survey (2011) indicates that the average rate of child care usage for children in this age group is 54%.

Creating more spaces for children birth to 36 months is the biggest priority for Golden and Area A.

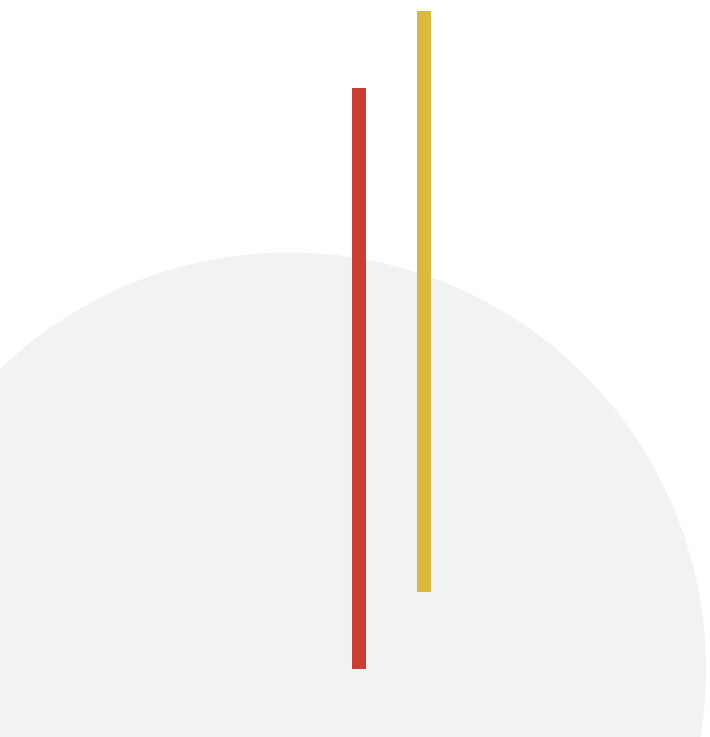


Summary of Findings

The limitations created by the current licensing ratios came up a lot with home-based family child care providers. The current ratios are based on predetermined age restrictions rather than on a child care centre's preference for age groups or the actual dynamics of the children in the centre. The age ratios put strict parameters on any sort of flexibility a centre may want to be able to offer families.

Parents trying to return to work when their child is about a year old is one of the most critical pressure points. That is when the ratios for licensed child care spaces are the most rigid and there is the most demand.

One way to create more child care spaces for the birth to 36 months demographic is to adjust the age ratios in family child care centres. This is not something the community can do on its own. Formal advocacy work would be necessary to communicate with Interior Health and the Ministry of Child and Family Development. An adjustment in the age ratios would at a minimum take time, further study, capacity and resource development, and more frequent visits by the licensing officers. An adjustment would create a small yet incremental increase in child care spaces for birth to 36 months.

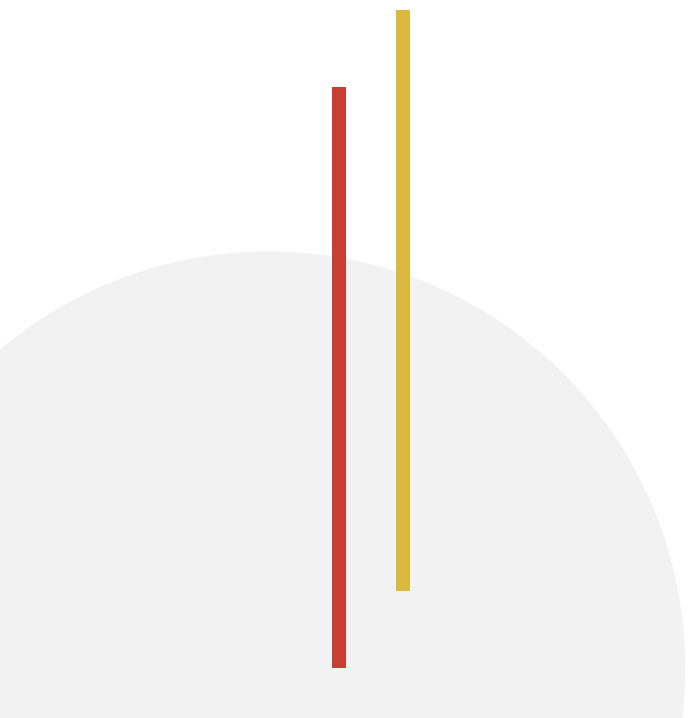


Summary of Findings

Group child care centres fill a need for parents who want their children in a larger more social setting. These centres are positioned to continue to grow and expand their offerings and target the priority age groups by adding the appropriate **space and staffing requirements**. It may also be possible for the operators to use additional locations to offer more child care spaces.

When asked about where Golden should look at adding more child care spaces, the vast majority of participants in the action plan development process were in favor of more home-based family child care centres because they felt it would be faster to open more home-based centres than it would be to start a new larger group care centre.

The drawback to developing home-based centers is the limitation of the licensing age ratios to create more than 3 spaces for children under 36 months at each home-based centre.



Summary of Findings

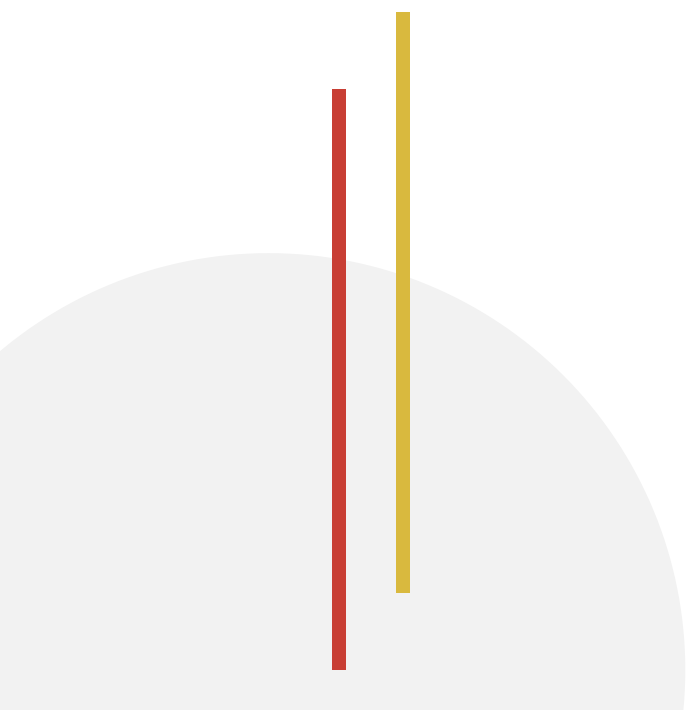
Families appreciate a variety of child care centres and they dream of more spaces and diverse offerings.

It is absolutely clear that Golden and Area A should continue to expand child care offerings with both group care facilities and family child care centres.

While urban centres may lean towards larger group child care centres, this rural resort community has proven the longevity of home-based family child care centres, and people are asking for more of them.

Expanding centres and creating new group care centres will allow for more child care spaces to be opened to target the under 3 priority demographic.

More home-based centres may provide options for greater flexibility and more diverse locations, especially in creating child care spaces in CSRD Area A.



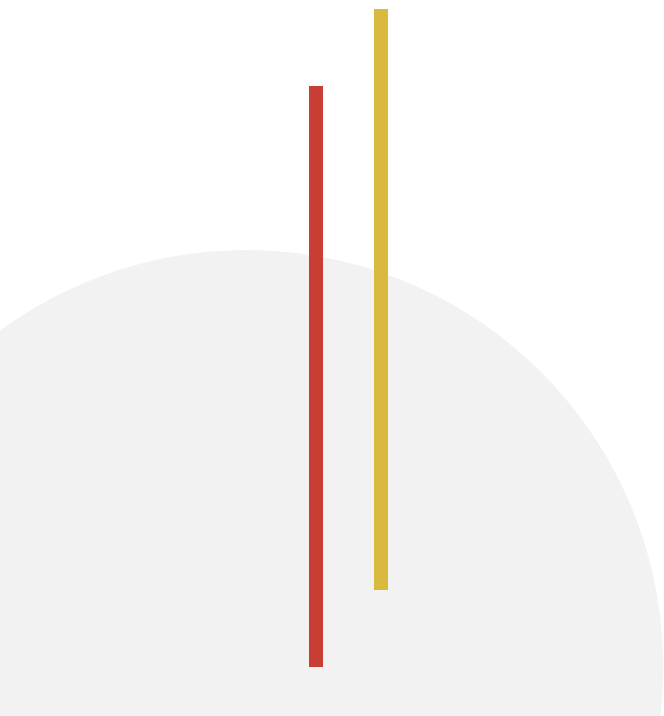
Summary of Findings

Other prevalent child care concerns in the community include limited operational hours, inflexible drop-off and pick-up times, and lack of part time and drop-in child care options. Golden needs child care options that accommodate shift work, evening and weekend work, and those with inconsistent schedules.

Personal connections in the community appear to increase the chances of a family finding a child care space. Having a child already in a centre often leads to additional siblings being able to eventually get a spot at the same facility over new families who have been on the wait list.

Golden and Area A is fortunate to have a Supported Child Development Program, but there is always room for additional supports and resources for children and their families.

Transportation has been identified as a significant barrier for families to get their children to appointments, programs, and other early learning opportunities.



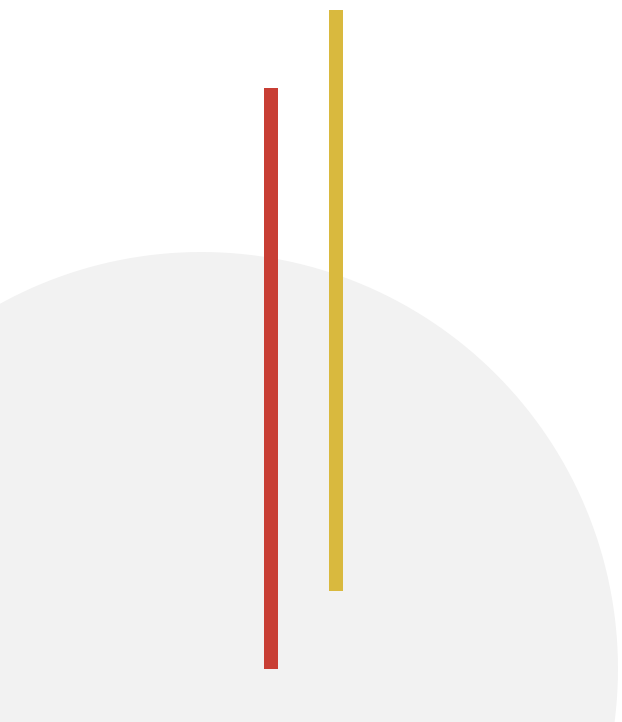
Summary of Findings

Affordability of child care is another underlying challenge. It is apparent from the findings of this report that families in middle income brackets are challenged the most by child care costs. Lower income families seem to have their financial needs reasonably met by government subsidy programs, and high-income earners are better able to cover the costs.

More attention needs to be given to financial programs that support affordable child care for all families.

Currently there is no publicly-owned child care in Golden or Area A. To date, child care providers are either not-for-profit societies or private businesses.

Further engagement between local municipal governments and their residents would need to be conducted to determine if local government should consider being responsible for operating child care spaces. In the interim, it is advisable that local government continues to be open to partnerships that foster space creation both in Golden and Area A.





"My dream for child care goes way back when... it's absolutely the most important thing we need to look after in our community." – participant

"My dream for child care would see that every little one has an opportunity to attend a place that they have the greatest day ever, feel cared for, and look forward to going back to" – participant

"My dream for child care focuses on sustainability and taking care of our ECEs. Paying them, appreciating them." – participant

The Golden and Area A Child Care Action Plan (2020–2030)

The effort to understand child care needs in Golden and Area A revealed many ideas and actions that cover a spectrum of priorities and possible solutions.

Many of the recommendations in the action plan support and enhance subsequent actions creating a healthy and vibrant early learning landscape for children in Golden and Area A for years to come.



Action 1:

QUALITY COMMUNITY-WIDE CHILD CARE

Regardless of the location, size, or operator of a child care centre, Golden families and children deserve consistent, professional, and enriching early learning child care spaces. It is felt that all licensed child care providers should have access to funding, training and benefits regardless of the size of centre they operate or work at.

All centres should offer quality programs that are transparent to the families, building trust and connection between providers and parents.

Outdoor play and connecting with nature emerged as a significant priority of many parents and stakeholders. They noted that there is a difference between “time outside” and actual outdoor programming and there is a perceived opportunity to add more nature-oriented programming to local child care centres.

Ensure all child care in the community is good quality child care.

Increase outdoor play and nature-based learning for all children, not just those in child care.

Encourage new centres to explore providing immersive outdoor-learning programming as their focus.

How to Action Quality Community-Wide Child Care

Advocate to early learning decision makers around the need for equity and consistency in how early learning funding and supports are distributed.

Nature and outdoor play could be a topic area of professional development provided to local child care providers. This could be led by the Child Care Resource and Referral in the form of a project with the resulting resources made available indefinitely.

Play spaces around the community could be developed to provide nature and outdoor based early learning for all children. Parks and informal outdoor locations could be identified and utilized by both licensed child care providers, families, and children on their own time. The Town of Golden and CSRD Area A could support this action through the planning of their park spaces and land base to promote outdoor play and learning. Partnerships between community stakeholders, parents, and municipal government could lead to funding opportunities to realize additional outdoor learning spaces for the community.

Some families are interested in completely immersive nature based child care. Many models for this type of early learning exist and extend into school aged children. Offering an outdoor natured based child care would be a great opportunity for a new centre(s) to explore.

Action 2:

EARLY CHILDHOOD EDUCATION SHARED INTAKE AND WAITLIST PLATFORM

The child care waitlists for Golden are complicated. Waitlists in Golden range from 12 families at some child care centres to 60 families at others. While these numbers may evoke a significant sense of need, in reality, families seeking child care spaces are typically on multiple if not all of the waitlists. Sometimes children are in a space at one child care centre and continue to be on waitlists for others. With this type of overlap, it is difficult for child care providers or any other stakeholder to gain an accurate snapshot of the true waitlists and needs.

Parents frequently mentioned that child care centres don't return their calls and emails, that they never know where they are on a waiting list, and that they don't feel like there is sufficient communication about the realities of the child care waitlists.

In order to support a consistent real time understanding of child care needs, Golden and Area A should develop a centralized community-wide child care intake process for licensed spaces.

The intake process should include a database that would allow families to input their needs and child care providers to see what the families are seeking and make their offerings accordingly.

How to Action an Early Childhood Education Shared Intake and Waitlist Platform

This action could be led by the Child Care Resource and Referral (CCRR) or another entity that has longevity in the community and ECE sector.

The centralized intake action could start as a project for the initial planning, training, and role-out. The project could easily be supported by grant funding.

It is not anticipated that the long-term costs to maintain and support the intake and waitlist program would be a barrier to its success. Eventually a small application fee could be administered to cover the costs, or another mechanism could be employed to sustain the service.

Action 3:

LOCAL ECE RECRUITMENT AND RETENTION STRATEGY ECE SECTOR DEVELOPMENT PLAN

The vast majority of conversations around child care challenges in Golden and Area A centred on a lack of early childhood educators. Qualified ECEs are the lynchpin to creating new child care spaces.

Without the trained professionals in the rooms, the spaces will never exist.

Golden and Area A should develop a local ECE recruitment and retention strategy that encompasses a development plan for the entire ECE sector but is focused locally.

The Plan would be a multi-year project. It would tackle challenges such as making ECE a living wage occupation, social perceptions of ECEs as critically important professionals in the community, attracting men and non-traditional gender roles to the sector, succession planning for existing licensed home based centres, and increased professional development for all child care providers, not just licensed operators.

How to Action a Local ECE Recruitment and Retention Strategy – ECE Sector Development Plan

This project would require community collaboration with organizations lending support in their respective areas of expertise. The group who leads the action could be an existing organization and/or an informal group of community stakeholders.

This is a complex multi-year project that requires engaged actors for the duration of the project and beyond. The Coop could coordinate developing the project framework and seek the required funding. Once funding is in place, a paid person(s) would need to be hired to develop and implement the plan.

Action 4:

EARLY CHILDHOOD EDUCATION LEARNING HUB

Coinciding with dialogue around the child care action plan, community stakeholders have started to discuss how the College of the Rockies can support Early Childhood Education in Golden and beyond. The College of the Rockies currently offers a semester-based ECE program but an online format that allows people to work and study concurrently is becoming the preferred delivery model, especially for working professionals.

There is an opportunity for the College of the Rockies and other community partners to create an ECE Learning Hub in Golden where ECE's come to study and participate in their practicums and may choose to stay in the community long-term.

Building on the ECE Sector development project (Action 3), community partners and the College of the Rockies could develop an innovative early learning education and practical experience program for the ECE sector (learning hub) with the intention of increasing the number of trained ECE professionals in Golden and across the province.

How to Action an Early Childhood Education Learning Hub

Participants in this action will vary. The last group convened to discuss the Learning Hub consisted of the Columbia Basin Alliance for Literacy, Work BC, College of the Rockies, Golden Community Coop, and the Child Care Resource and Referral. This group could be adjusted as necessary.

College of the Rockies could offer more online learning opportunities that pair with on campus course work and practicums in Golden. Matching the educational needs of working professionals and candidates new to the ECE profession will require creativity and flexibility from the College of the Rockies as well as dedicated participation by local child care centres to provide opportunities for practicums.

Action 5:

SHARED EARLY CHILDHOOD EDUCATOR SUB-POOL

Child care providers in Golden often find it difficult to cover their operational needs when someone is sick, needs vacation time, or even to get staff (or themselves) to professional development.

There are real constraints on the capacity of local child care centres to employ staff on a casual basis to cover these casual relief needs.

A recommendation that came from the ECE professionals themselves is that the community develops a mechanism to “share” a sub-pool of ECE professionals that are keen to work casually and rotate through centres on a need be basis.

How to Action a Shared Early Childhood Educator Sub-Pool

The Child Care Resource and Referral could lead this action or a private individual(s) may also be interested in making this into their own business.

It might take time for this action to become feasible due to the shortage of ECEs.

If Action 3 and 4 were to be successful, this action would easily fall into place.



Action 6:

CHILD CARE SPACES OFFERING FLEXIBILITY AND NON-TRADITIONAL HOURS

At the current time, all of the licensed child care spaces in Golden generally operate on a Monday through Friday basis.

In reality, the major employers in the community require shift work and schedules that are not always regular or known far in advance. Service sector and shift work employees require flexible child care coverage that includes evenings and weekends.

Flexible spaces and evening and weekend child care coverage is necessary to support the local economy.

A key child care priority for Golden and Area A should be opening up spaces that include evening and weekend coverage and offer reasonable flexibility for parents who don't have consistent schedules.

How to Action Child Care Spaces Offering Flexibility and Non-traditional Hours

Flexible spaces could be realized by an existing child care entity wishing to expand their current offerings or by a new entity that focuses strictly on providing this kind of child care service. Community child care stakeholders and/or the private sector should collaborate where necessary to prioritize bringing evening and weekend child care spaces online in the very near future.

Large employers such as Canadian Pacific, Louisiana Pacific, Interior Health, Province of BC, or any other interested businesses in the community could play a key supporting role in making this happen. Models from communities similar to Golden create partnerships with the larger employers in the community. These employers financially guarantee to cover the cost of a number of spaces that are reserved for their employees. If their employees take the spots, the employees pay for their own child care fees. If the spots are not filled by the employees of the company, the spots can be filled by any child in the community. If a spot still cannot be filled, the employer who guaranteed the space covers the cost until it's filled.

This model lowers the risk for the child care operator while supporting the creation of new child care spaces in the community and benefiting the entire local workforce.

How to Action Child Care Spaces Offering Flexibility and Non-traditional Hours – continued

Other models for flexible child care spots exist and there could be a combination of actions to realize this goal. A large company could offer their own child care on their own site.

Current child care providers may decide to adjust their hours or days of operation to accommodate evening and weekend needs, or early or later drop-off and pick up times rather than offer Monday through Friday "day shift" coverage.

A child care facility that is not used during the evening or weekends could possibly be leased to another operator to offer child care during the centre's "off hours".

A mixture of creativity and collaboration will lead Golden and Area A to solutions for flexible child care.

Action 7:

FRENCH AND BILINGUAL CHILD CARE SPACES

Golden has a vibrant Francophone community and just opened a new Francophone school, École La Confluence.

Parents from a diversity of backgrounds have expressed a keen interest in French and/or bilingual programming for their children.

The action plan recommends adding French programming as part of early learning opportunities and child care in Golden and Area A.

How to Action French and Bilingual Child Care Spaces

In order to have French or bilingual early learning opportunities, the community needs to have trained ECEs who fluently speak the language. This prerequisite could be covered in the ECE recruitment and retention strategy (Action 3).

Interested parents could partner with CFS, the Coop and GCRS to explore the possibility of adding francophone child care spaces at École La Confluence.

Francophone staff and spaces could also be added to existing child care centres.

Home-based family child care centres are also a good option to offer French and bilingual child care spaces. As the demand for early learning in other languages and cultures becomes more prevalent, home-based family child care centres are a good starting point in a small community to offer child care in a diversity of languages.

Action 8:

CULTURALLY ENRICHING INDIGENOUS CHILD CARE SPACES

Indigenous-led early learning with an angle on outdoor and nature-based education has been identified as a need in the community.

Métis Nation Columbia River supports the development of low barrier, culturally appropriate child care that fosters identity and enriches Métis culture for local children.

The action plan recommends collaboration between Métis Nation British Columbia, Métis Nation Columbia River Society, and other community stakeholders to foster the development of an Indigenous focused child care centre.

How to Action Culturally Enriching Indigenous Child Care Spaces

In order to initiate the development of Indigenous child care in the community, stakeholders could start with a family child care centre based out of a home while developing an operation that can accommodate more children.

Visions include co-locating a Métis-run child care with an office space for the local Métis Nation. There is funding available through a variety of sources, including Métis Nation BC, to support the training of Indigenous ECEs and the formation of Métis-focused child care. There is currently a pilot project in Windermere through the Akisqnuq First Nation that is training candidates to be Indigenous ECEs.

Partners on this action could include but aren't limited to; Métis Nation Columbia River, Métis Nation BC, Community Economic Development, College of the Rockies, and Child Care Resource and Referral.



"My dream for child care in our community includes a reality where parents feel confident dropping their children off at child care." – participant

"My dream for child care includes sorting through workforce issues and building greater capacity in the ECE community in Golden. Affordability needs to be addressed." – participant

"My dream for child care would allow us to go back to letting children be children, and stop being helicopters and limiting what they're allowed to do so they don't get hurt." – participant

Child Care Space Needs and Targets

Total Children Under 5 Years Old: 360

	Birth to 36 Months	30 Months to School Age	Licensed Preschool
Children in Age Group:	264	65	20-30
Licensed spaces in operation in the community:	27	57	20
Stats Can General Social Survey 2011 reported average usage rate for age group:	54%	46%	46%
Local Target % of child population to be served by licensed spaces:	54%	50%	50%
Actual % of child population currently being served by licensed spaces:	10.2%	87%	67%+
Number of new spaces required:	121	0	0

Year By Year Targets

	Number of New Spaces	Project Lead	Location	Space breakdown by age group
Year 1 (2020)	16	Golden Child Day Care	Expansion (in progress)	4 spaces: birth to 36 mths 12 spaces: 30 mths to school age
Year 1 (2020)	5	Mountain Child Early Learning	Open existing licensed spaces	5 spaces: 30 mths to school age 10 preschool spaces extended to full time
Year 2 (2021)	7	One new family child care centre *Possibly Métis-led	Operator's Home	3 spaces: birth to 36 mths 4 spaces: 30 mths to school age
Year 2 (2021)	20	Francophone parent group or society with support from community partners	École La Confluence Or other location(s)	12 spaces: birth to 36 mths 8 spaces: 30 mths to school age

Year By Year Targets

It is strongly encouraged that the action plan is evaluated & adjusted accordingly after year 3

	Number of New Spaces	Project Lead	Location	Space breakdown by age group
Year 3–5	28	Private entity or non-profit agency	Creation of a new facility	20 spaces: birth to 36 mths, 8 spaces: 30 mths to school age
Year 3–5	14	Two new family child care centres (home based)	Operators’ Home	6 spaces: birth to 36 mths 8 spaces: 30 mths to school age
Year 6–10	20	Private entity or non-profit agency	Expansion of existing facilities or creation of a new facility	12 spaces: birth to 36 mths 8 spaces: 30 mths to school age
Year 6–10	12	Private entity or non-profit agency	Expansion of existing facilities or creation of a new facility	12 spaces: birth to 36 mths

Total Spaces Created: 122

74 spaces birth to 36 months and 48 spaces 30 months to school age

Estimated ECE Workforce Requirements to Meet Space Creation Targets



7 New Infant Toddler Educators

9 New Early Childhood Educators

5 New Early Childhood Educators Assistants

3 New Family Child Care Centre Operators

Golden and Area A needs at least 24 more trained ECE professionals

A robust and successful ECE Recruitment & Retention Strategy & ECE Sector Development Plan is necessary to reach these targets

Specific Space Creation Actions for Local Government

Local government should continue to be open to supporting community child care initiatives on a project by project basis to meet the targets identified in the Action Plan.

Local government can support the targets identified for flexible child care by:

- ✓ Processing development applications and business licenses in a timely manner
- ✓ Considering and offering permissive tax exemptions when appropriate
- ✓ Being flexible on zoning for child care locations
- ✓ Including child care in all updates to the Official Community Plan
- ✓ Offering fair or low-cost space/land for child care spaces to be developed
- ✓ Guaranteeing spots for local government employees' children at centres that offer flexible child care options

Specific Space Creation Actions for Local Government

Local government can ensure that any new child care spaces in the community meet the needs of underserved populations in child care by:

- ✓ Supporting projects to develop Francophone and bilingual child care spaces
- ✓ Supporting projects to develop Indigenous-led child care spaces
- ✓ Supporting community partners that provide services to low-income families, young parents, and children and families from minority cultures and language groups

Specific Space Creation Actions for Local Government

Community partners local government may work with to meet the identified targets include, but are not limited to:

- ✓ Child Care Resource and Referral, Columbia Shuswap Regional District, Community Economic Development, Conseil Scolaire Francophone de la Colombie-Britannique, École La Confluence, Golden Community Coop, Golden Community Resources Society, Golden Family Center, Golden Women's Resource Center Society, Interior Health, Métis Nation Columbia River, Ministry of Child and Family Development, Rocky Mountain School District 6, Supported Child Development, Union of BC Municipalities
- ✓ Engaged parent groups, current child care providers and centres, and private entities interested in local child care opportunities

Specific Space Creation Actions for Local Government

Local government could increase the number of child care spaces co-located with organizations offering other services benefiting children and their families by:

- ✓ Exploring options to add child care to the Mount 7 Rec Plex or Golden and District Centennial Arena by adding an addition and leasing the space to an operator.
- ✓ Exploring the idea of a major renovation and expansion of Town Hall, or the South Administrative Building and adding a child care facility

These co-location options would be expensive projects that would require financial support from sources external to the community. The Province of British Columbia would have to be a key financial contributor to a project of this magnitude.

In order to participate in implementing the Golden and Area A Child Care Action Plan, local government would require additional capacity including:

- Additional staff time, and corresponding funding
- Capital funding from external organizations, including the BC Government, to achieve the space creation targets

Locations for New Child Care Spaces

While many opinions in the community point to in town Golden as the best location for child care spaces, some consideration should be given to home-based family child care centres in rural CSRD Area A. Home based family day care centres would be of benefit in any neighbourhood and the majority of participants in this strategy development process recommended supporting family child care centres in diverse locations across the community.

Time and trends will impact community needs and it is intended that through the recommendations noted in the Action Plan, such as a shared central intake and waitlist platform (Action 2), that Golden and area will be well positioned to continually understand the community's child care needs and open or adjust spaces as necessary.

Through the strategy development process, we have identified several locations that could be suitable for future child care spaces:

- École La Confluence
- College of the Rockies, Golden Campus
- Property adjacent to Vista Lofts development (11th Ave South)
- Old Parson School
- Field (Home-based or at the school)
- More partnerships with Rocky Mountain School District 6 to co-locate spaces
- Canadian Pacific Bunkhouse property
- COTR House (owned by Town of Golden)
- Nicholson School (Friday afternoons & school holidays)

Locations for New Child Care Spaces

Continued

- Property around the Old Court House Building (if it coincided with new development on the property)
- Town Hall or South Administrative Building (if it coincided with a major renovation and expansion)
- Mount 7 Rec Plex (addition)
- Golden & District Centennial Arena (addition)
- Library / Lion's Den Space
- Keith King Memorial Sports Field
- Co-locating childcare at any new multi-family residential housing development



Appendices

STAKEHOLDERS
AND PARTICIPANTS

GLOSSARY OF TERMS

Stakeholders and Participants

We wish to express our greatest appreciation for the parents and guardians, child care providers, interested citizens, and all the child care stakeholders that contributed to this action plan.

With deep gratitude to:

Beate Sutter: Beate's Playcorner

Ben Smith: Family Support Worker, Golden Family Center Society

Brittany Verbeek: ECE at Golden Child and Kicking Horse Mountain Resort

Caren Nagao: Métis Nation Columbia River

Carol Miller: LNR Child Care Provider

Cheryl Gottler: Cheryl's Family Daycare

Connie Barlow: Operator – Mountain Child Early Learning + Care Centre,
ED Golden Community Resources Society

Jennifer Issac: Jenn's Play House

Jill Dewtie: Director, Community Economic Development, ED Golden Community Coop

Karen Cathcart: Golden Campus Manager College of the Rockies, CSRD Area A Director

Kathleen Holton: Administrator – Mountain Child Early Learning + Care Centre

With deep gratitude to:

Katie Jewitt: Infant Development Program, Supported Child Development Consultant

Kellie Gulliford: Kellie's Family Day Care

Kerri Wall: Healthy Communities, Population Health, Interior Health

Kim Weatherall: CCRR Consultant and Community Action Program for Children Coordinator

Linley McLean: ED Golden Women's Resource Centre, Stopping the Violence Outreach

Lorraine Daley: ECE, Strong Start, Noon Hour Supervisor, After School Program, Foster Parent,
Respite, Roots of Empathy

Ministry of Child and Family Development (Golden Office): Staff

Pamela Tetrault: ECE, Owner & Operator of Golden Child Daycare

Renee Quanstrom: Program Coordinator Golden CCRR

Tracey Balas: Tracey's Family Day Care

And to all the parents and families that shared their experiences and ideas with us, thank you!

Glossary of Terms

CAPC – Community Action Program for Children

CCRR – Child Care Resource and Referral

CFS – Conseil Scolaire Francophone de la Colombie-Britannique

Community Economic Development – Golden Community Coop

Coop – Golden Community Coop

CSRD Area A – Columbia Shuswap Regional District Area A

ECE – Early Childhood Education/Early Childhood Educator

ECEA – Early Childhood Educator Assistant

GCRS – Golden Community Resources Society

IH – Interior Health

ITE – Infant Toddler Educator

LNR – License not required

RLNR – Registered license not required

SCD – Supported Child Development

UBCM – Union of BC Municipalities

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