

**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
INFORMATION NOTE**

DATE: October 15, 2019
CLIFF#: 245296

DATE OF PREVIOUS NOTE: N/A
PREVIOUS CLIFF #: N/A

PREPARED FOR: Honourable Katrine Conroy, Minister of Children and Family Development
Honourable Katrina Chen, Minister of State for Child Care

ISSUE: Parent Engagement on Child Care BC implementation

BACKGROUND:

- Child Care B.C. (CCBC) is a key component in government's commitment to make life more affordable for British Columbians. Government is halfway through its first three years of the CCBC commitment and is implementing changes and improvements to the new programs.
- The Child Care plan is built on three pillars: affordability, accessibility and quality.
- CCBC was introduced with a commitment to invest \$1.3B over the first three years of the plan.
- MCFD has limited information on the level of awareness parents have about the CCBC programs. However, from September 2018 to August 2019, approximately 38,000 families have received support through the ACCB, representing a 77% increase in the number of families receiving support under the previous child care subsidy.
- On September 17, 2019, Ministers expressed interest in engaging parents to find their level of awareness of CCBC initiatives and to inform program and service improvements. Ministers requested information on what improvements can be anticipated from the data and more detail on engagement options to meet the following objectives:

Awareness and Communications:

- 1) Understand parent's familiarity with government's Child Care Plan and investments;
- 2) Understand how parents, including Indigenous and new immigrants, find out about and secure child care;
- 3) Find out if recent changes have made a difference to parents and families;

Improving Programs and Service Delivery

- 4) Inform the development of programs that have not yet been implemented, such as s.13

DISCUSSION:

- In considering parent engagement, government may choose approaches that use only staff resources and expertise or external contracted resources for all or part of the engagement function.
- Further, consideration needs to be given to the unique engagement needs when working with Indigenous families. As learned through work of MCFD staff, in-person engagements are often most valued by Indigenous families, particularly with the sensitive subject matter of MCFD portfolios.
- A variety of internally or externally led options are available to meet the five engagement objectives and may be combined to satisfy requirements of cost efficiency, effectiveness, and

culturally respectful processes. Detailed considerations of each approach are outlined in Appendix A.

- As government is exercising expenditure management measures to find savings for non-essential work through the end of fiscal 2019/20, engagement should be limited to approaches that can be executed by staff and subjects that are needed for immediate program improvement.
- This would meet the most critical need of ensuring that government's commitment and investment s.13 s.13
- Broader engagement that may be desired to better understand the impacts of the first three years of CCBC and inform future planning could be revisited in fiscal 2020/21, with timing to line up with the development of CCBC year four through seven commitments.

RECOMMENDATION

- Proceed with Parent Survey and Indigenous Circles to help inform s.13 s.13
- Determine the need for and approach to broader engagement in fiscal 2020/21 to more fully understand impacts of CCBC programs and services and align with shaping future improvements.

	2019/20	2020/21
Engagement Approach	<ul style="list-style-type: none"> • Internally-delivered parent survey • Indigenous Circles 	<ul style="list-style-type: none"> • Determine need for and approach to broader engagement to meet other CCBC planning needs. • Present 2020/21 engagement plan to Ministers
Engagement Focus	<ul style="list-style-type: none"> • High level CCBC awareness s.13 • 	

Attachments:

Appendix A: Engagement Matrix

Appendix B: Draft Survey Questions

Contact

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Early Years and Inclusion

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Alternate Contact

for content:

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Appendix A: Engagement Matrix

	1. Public Online Engagement (web site and survey promoted through campaign)	2. Opinion Research	3. Face to Face meetings organized through CCRRs	4. Parent Survey (promoted on Ministry site and internally through channels)	5. Virtual Town Halls	6. Indigenous Circles
Achieves Objectives	Achieves all objectives.	Achieves all objectives	May not achieve second objective with respect to specific parent populations	Achieves all objectives but the hard work will be ensuring all target audiences participate.	May not achieve second objective with respect to specific parent populations	Achieves all objectives with respect to Indigenous families
Resource Type	Mix of internal and external Internal/GDX – set up site and survey, marketing, promotion Contractor – Analysis and Summary Report	Mix of internal and external Internal/GDX – contract management External/Contractor – execute survey, do analysis and prepare Summary Report	Mix of internal and external External/CCRRS - Organize sessions Internal/MCFD - Gather feedback, prepare a summary of What We Heard	Internal/ GDX/MCFD GDX – set up survey Ministers and MCFD – promotion and outreach MCFD – Analysis and Summary Report	Internal/GDX Set up townhall Promote and advertise Registration Summarize feedback Prepare a What We Heard Report.	Internal/MCFD Organize sessions, gather feedback, prepare a summary of What We Heard
Reach	Estimated reach: >100, 000 parents	Estimated reach: 500-600 pre-selected respondents	Estimated reach: <100 based on 10-15 parents/roundtable at 5-8 provincial locations	Estimated reach: 3,000-5,000	Estimated reach: 400-600 based on 200 people per town hall; 3-4 sessions includes 1 Indigenous session	Estimated reach: 20-30 based on two circles
Cost	Approximately \$50K (\$15K for site/ survey and \$25K for analysis and a What We Heard Report)	Approximately \$22K.	Approximately \$10,500 for 6 sessions. (including travel, accommodation, meals and honorarium/incentives)	Approximately \$10K Lowest cost	Approximately \$45-60K (based on 3 to 4 sessions with one specifically for Indigenous families)	Approximately \$3500 for 2 sessions. (including travel, accommodation, meals and honorarium/incentives)
Risk	Risk of criticism for using public funds on engagement during a time of restraint.	Low risk associated as this is feedback opportunity is not a publicly advertised engagement.	Risk is high of poor turnout due to reliance of third-party coordination.	Risks are associated with ability for the Ministry to reach parents with their internal processes and	Risk of criticism for using public funds on engagement during a time of restraint.	Low risk associated with this type of engagement for this group. May be criticized for too few sessions

Appendix A: Engagement Matrix

				do analysis and prepare a report.		
Quality	Ability to gather significant quantitative data to inform improvement to service	Scientific approach. Ability to gather statistical data to inform improvement to service.	Quantitative data will be limited but qualitative story telling, and ideas will be more robust.	Ability to gather significant data to inform improvement to service.	Quantity of data likely to be high, and qualitative in nature. Attributing it to specific respondent groups may be difficult, making service improvements more ambiguous. Will provide more qualitative data	Data likely to be rich and informative for a niche and important portion of the family population
Culturally Appropriate	Survey alone is not a culturally appropriate engagement.	Can be inclusive of Indigenous families through segmentation. Opportunity to pair with Circles	Not likely to meet a standard of cultural appropriateness due to reliance on third-party coordination.	Survey alone is not a culturally appropriate engagement.	Requires specific technology capability and may be viewed as an inappropriate way to engage with Indigenous families.	Most culturally appropriate approach for Indigenous families but not sufficient as a stand-alone
Estimated Time to Execute	5-6 months. Timelines will be shorter by using external analytical resources.	4-6 weeks. Fastest approach	4-6 months. Dependant on the schedules of CCRRs and ability to do analysis and prepare a summary.	2-3 months	2-3 months. Timelines may be shortened using external analytical resources.	3-4 month
Leverages Campaign	Yes	No	No	No	No	No

	Represents little concern or a good to better standing
	Represents some concerns or limitations
	Represents significant concerns and not an advised option in this area

Appendix B – Draft Parent Survey Questions – October 17, 2019

Objectives and outcomes	Sample types of Questions
<p><u>What is your awareness about government's childcare plan?</u></p> <p>Understand parent's familiarity with government's Child Care Plan and investments.</p>	<p>How would you rank your level of awareness around changes in childcare in British Columbia over the last two years?</p> <p>Overall, how do you feel about the changes made to Child Care over the last two years?</p> <p>What could government do to ensure more people find out about these changes and investments in Child Care?</p>
<p><u>What is your level of engagement with the new initiatives?</u></p> <p>Find out if recent changes have made a difference to parents and families</p>	<p>Which of the following resources have you used to learn about or secure Child Care in B.C.?</p> <p>What is your overall feeling about government's commitment to these new initiatives?</p> <p>What other suggestions do you have for improving access to things like xxxxxx related to child care in BC?</p>
<p><u>Access to services</u></p> <p>Understand any impediments</p>	<p>How difficult has it been to access Child Care services in your community?</p> <p>From the list below (to be developed), what has been the top challenge with accessing child care services in your community?</p> <p>What information or tools can government provide to better assist you in accessing child care services?</p>

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**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
INFORMATION NOTE**

DATE: October 24, 2019
CLIFF#: 245438

DATE OF PREVIOUS NOTE (if applicable): N/A
PREVIOUS CLIFF # (if applicable): N/A

PREPARED FOR: Honourable Katrina Chen, Minister of State for Child Care

ISSUE: Request for information on the total investments into the municipality through ACCB and CCFRI and the number of child care spaces the ministry has created in Mission to date.

RESPONSE:

CCFRI

	2018/19 (April 2018 to March 2019)			2019/20 Year to Date as of October 16, 2019		
Community	CCFRI Expenditures	# of Facilities that have received a CCFRI Payment	# of CCFRI Spaces	CCFRI Expenditures	# of Facilities that have received a CCFRI Payment	# of CCFRI Spaces
MISSION	\$750,109	27	465	\$534,186	26	446

- Facility and space counts reflect facilities and spaces that have received CCFRI at any point in the time period (last fiscal and this fiscal year to date).

ECE WE

	2018/19 (September 2018 to March 2019)			2019/20 YTD (April 2019 to July 2019)		
Community	ECE WE Expenditures	# of Facilities that have received an ECE WE Payment	# of ECE's with verified reported hours	ECE WE Expenditures	# of Facilities that have received an ECE WE Payment	# of ECE's with verified reported hours
MISSION	\$47,896	16	57	\$28,407	17	54

- Facility and early childhood educator counts reflect facilities and ECEs that have received the ECE Wage Enhancement at any point in the time period (September 2019 to March 2019 and this fiscal year to date).

CCOF

Community	2018/19 Expenditures (April 2018 - March 2019)	2019/20 YTD Facilities	2019/20 YTD CCOF Spaces	2019/20 YTD Expenditures (April 2019 - October 2019)
MISSION	\$812,558	44	948	\$459,972

- Facility and space counts reflect facilities and spaces that have a CCOF contract at any point this fiscal year to date.

ACCB/CCS - Mission

Community	Fiscal Year 2018/19		Fiscal Year 2019/20 YTD (September 2019)	
	# of Families	Total ACCB/CCS Expenditures	# of Families	Total ACCB Expenditures
Mission	465	\$1,743,766	462	\$1,051,555

- Family counts reflect families that have received CCS/ACCB at any point in the time period (last fiscal and this fiscal year to date).

Major Capital Program/New Spaces Fund

- In 2014/15 – 1 project approved for \$21,000 for the creation of 25 group 30 months to school age child care spaces. This project was completed July 2017.
- No other approved projects in Mission in the Major Capital Program since 2014/15 nor New Spaces Fund over 2018/19 or 2019/20 YTD

Start-Up Grants

- In 2018/19 – 4 applications approved for \$16,500 total, for the creation of 8 In Home Multi-Age child care spaces and 21 family child care spaces. 3 applicants are now licensed (21 child care spaces).
- No other approved projects in Mission for 2019/20 (YTD)

Contact

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Prepared by:

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**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
INFORMATION NOTE**

DATE: October 4, 2019
CLIFF#: 244847

DATE OF PREVIOUS NOTE (if applicable):
PREVIOUS CLIFF # (if applicable):

PREPARED FOR: Honourable Katrine Conroy, Minister

ISSUE: Amendments to the *Youth Criminal Justice Act* (YCJA) related to Bill C-75 and Bill C-59

BACKGROUND:

On June 21, 2019, Bills C-59 and C-75 received Royal Assent by the federal government. As a result, substantial changes related to the *Youth Criminal Justice Act* (YCJA) are to be in effect on December 18, 2019. Minor changes to the YCJA came into force on June 21 and September 19, 2019.

Bill C-59 includes minor amendments to the YCJA. Bill C-75 includes more substantive amendments to the YCJA and the *Criminal Code* (CC) with expected impacts to:

- initial police contact;
- youth criminal justice proceedings;
- response to court procedures;
- administration of justice offences; and
- the administration of youth sentences.

In response, an inter-ministry working group and associated subcommittees have been tasked with coordinating BC's justice system response to Bill C-75 amendments. Public Safety and Solicitor General Corporate Policy and Planning Office are the lead for the inter-ministry working group. Other members include participants from MCFD Specialized Intervention and Youth Justice (SIYJ), BC Corrections, BC Prosecution Service, Justice Services Branch, Court Services Branch, Victim Services and Crime Prevention, and Police Services.

Additionally, an action plan is in development within MCFD via SIYJ to address the anticipated impacts of the YCJA amendments on Youth Justice Services (YJS) within MCFD and beyond. A phased project approach will be utilized to ensure all requirements over the short and long term to policy and practice will be met to support YJS within the Province.

DISCUSSION:

Youth Justice Services in BC are organized within the Service Delivery Division (SDD) via the Specialized Intervention and Youth Justice Branch which provides program support and oversight to the following areas: Youth Custody Services, Youth Forensic Psychiatric Services and Youth Justice Program Support. Community Youth Justice Supervision is organized within the 13 SDAs and operates within SDD. SIYJ provides program support to practice and policy to all SDAs and provincial practice for Youth Justice (YJ) to support consistency across the Province and to manage the various inter-ministry and federal reporting requirements related to YJ cost

sharing. Canada funds \$17 million of BC's YJ services annually across both the community and custody areas.

With the forthcoming amendments to the YJCA, the key shifts that may impact current services are highlighted:

1. Changes in ability to access bail to support the increased ability to qualify for bail options:
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2. The decrease of youth remanded or sentenced for Administration of Justice Offences (AOJ's):
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3. The increased utilization of extrajudicial measures as an alternative to more formal court dispositions:
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4. Other impacts will be related to Prosecutions having the inability to lift publication bans on youth records that could have been previously accessed if there was a serious violent history of offending:
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5. A change to the requirements around the obligation for BC Prosecution Services to seek an adult sentence for youth involved in violent offences:
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ATTACHMENTS (if applicable): NA

Contact

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**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
INFORMATION NOTE**

DATE: October 22, 2019

CLIFF #: 245075

PREPARED FOR: Minister Katrine Conroy and Minister of State Katrina Chen

ISSUE: Childcare BC New Spaces Fund Engagement

BACKGROUND:

As part of government's commitment to create 22,000 new child care spaces over 3 years, the Ministry of Children and Family Development hired two staff dedicated to engagement with communities to promote the creation of child care spaces. These two staff have directly engaged with close to 600 stakeholders or stakeholder groups all across B.C. to promote the creation of new licensed child care spaces, with a particular focus on public and non-profit organizations:

- 76 Municipalities and Regional Districts
- 80 First Nations, Tribal Councils and Indigenous Organizations
- 38 School Districts
- 13 Post-secondary institutions

Refer to the attached list for details on all organizations.

DISCUSSION:

Having dedicated staff to promote the development of child care spaces has led to an increase in the number of quality applications being submitted to the New Spaces Fund. Direct engagement has also contributed to the ministry's knowledge about the barriers to the creation of child care spaces and informed program enhancements.

ATTACHMENTS (if applicable):

245075 - Communities and Organizations currently working with the Partnership and Engagement Managers – as of September 30, 2019

Contact

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Stakeholder	Municipality	Organization Type	Contact	Title/Role
Aboriginal Housing Society of Prince George	Prince George	Indigenous Organization	David Irwin	Business and Building Development Advisor
Ahousaht First Nation	Maaquatusiis	First Nation	Mena Duncan	Ahousaht Education
Alberni Valley Regional District	Port Alberni	Municipality	Tracy Smyth	Consultant
Aqantnam Housing Society	Cranbrook	Non-profit	Austin Parisien	Executive Director
Archway Community Services	Abbotsford	Non-profit	Maria Cargnelli	Manager of Early Years and Family Supports
Atira Women's Resource Centre	Vancouver	Non-profit	Daneeka Abellard	Project Manager, Construction
BC Family Hearing Resource Society	Surrey	Non-profit	Noreen Simmons	Executive Director
Blueberry Creek Community School	Castlegar	Non-profit	Rebecca Mc Donnell	Executive Director
Buddings and Storybook Daycares	Vancouver	For-profit	Talia Erickson	Operator
Candice Smith	Chase	Child care	Candice Smith	ECE
Capital Regional District	Salt Spring	Regional District	Gary Holman	Director
Child Care Options Resource and Referral	Surrey	CCRR	Sharlene Wedel	Program Manager
Children's Circle Daycare Society	Kamloops	Non-profit	Tyson McNeil-Hay	President of the Board
City of Burnaby	Burnaby	Municipality	Margaret Manifold	Social Planner
City of Coquitlam	Coquitlam	Municipality	Paul Penner	Social Planner
City of Coquitlam	Coquitlam	Municipality	Chris Wilson	Councillor
City of Cranbrook	Cranbrook	Municipality	Mike Peabody	Councillor
City of Cranbrook	Cranbrook	Municipality	Tina Babuin	Administrative Manager, CAO Office
City of Delta	Delta	Municipality	Gillian McLeod	Corporate Social Planner
City of Duncan	Duncan	Municipality	Michelle Staples	Councillor
City of Fernie	Fernie	Municipality	Dennis Schafer	Councillor
City of Maple Ridge	Maple Ridge	Municipality	Keirsten Duncan	Councillor, City of Maple Ridge
City of Nanaimo	Nanaimo	Municipality	John Horn	Social Planner
City of New Westminster	New Westminster	Municipality	John Stark	Senior Social Planner
City of Parksville	Parksville	Municipality	Adam Kras	Councillor
City of Penticton	Penticton	Municipality	Blake Laven	Planning Manager
City of Powell River	Powell River	Municipality	CaroleAnn Leishman	Councillor, Regional District Director
City of Powell River	Powell River	Municipality	Cindy Elliott	Councillor
City of Powell River	Powell River	Municipality	Meriko Kubota	Social Planner
City of Prince George	Prince George	Municipality	Chris Bone	Manager of Social Planning
City of Richmond	Richmond	Municipality	Chris Duggan	Program Manager, Child Care
City of Salmon Arm	Salmon Arm	Municipality	Chad Eliason	Councillor
City of Surrey	Surrey	Municipality	Daljit Gill-Badesha	Healthy Communities and Middle Childhood Manager
City of Surrey	Surrey	Municipality	Vera LeFranc	Councillor
City of Vernon	Vernon	Municipality	Shayne Wright	Manager, Recreation Programs
City of Victoria Child Care Solutions Working Group	Victoria	Municipality	Lisa Helps	Mayor
City of Williams Lake	Williams Lake	Municipality	Beth Veenkamp	Economic Development Officer
Coast Mountain College	Smithers	Post-secondary institution	Titi Kunkel	College Dean
Columbia-Shuswap Regional District	Salmon Arm	Regional District	Rhona Martin	Director
Contact Women's Group Society	Williams Lake	Non-profit	Irene Willisie	Executive Director
Dahelh and Quesnel Community Housing Society	Quesnel	Non-profit	Luanne Ruotsalainen	Executive Director
District of Sicamous	Sicamous	Municipality	Evan Parliament	Chief Administrative Officer
District of Squamish	Squamish	Municipality	Sarah McLannet	Planner
District of Summerland	Summerland	Municipality	Erin Carlson	Councillor
District of Tofino	Tofino	Municipality	Karla Tompkins	Recreation Programmer
District of Tumbler Ridge	Tumbler Ridge	Municipality	Joanne Kirby	Councillor
Dixon Transition Society	Burnaby	Non-profit	Pantea (Pany) Aghili	Executive Director
Doxa Development Ltd.	Richmond	For-profit	Ben Mui	Executive Assistant
Esk'etemc Nation	Williams Lake	First Nation	Jenessa Loewen	Principal and head of Education
Esquimalt First Nation	Esquimalt	First Nation	Mercedes Braun	Project Manager
Esquimalt First Nation	Esquimalt	First Nation	Trisha Chestnutt	Health Director
Fingerprints Early Learning Centre	Prince George	Non-profit	Sonya Lally	Operator
Gitwangak Education Society	Kitwangek (Village)	First Nation	Lesley Morgan	Daycare Manager
Gitwangak Education Society	Kitwangek (Village)	First Nation	Elizabeth (Liz) Williams	School Principal
Gwa Sala Nakwaxda'xw First Nation	Port Hardy	First Nation	Reed Allen	ECE Coordinator
Haisla Nation	Kitimat	First Nation	Angie Maitland	
Hulitan Family and Community Society Services	Victoria	Indigenous Organization	Kendra Gage	Executive Director
Huu-ay-aht First Nation	Anacla	First Nation	Kathy Waddell	Associate Executive Director
Interior Health	Kamloops	Public sector organization	Doug Levell	Facilities
Island Health	Tofino	Public sector organization	Karyn Bernard	Health Nurse
Jewish Community Centre of Greater Vancouver	Vancouver	Non-profit	Eldad Goldfarb	Executive Director
Kackaamin Family Development Centre	Port Alberni	Non-profit	John Swift	Executive Director
Kamloops Child Development Centre	Kamloops	Non-profit	Cindy McKinnon	
Kermod Friendship Centre	Terrace	Friendship Centre	Cal Albright	Executive Director
Kitimat Community Development Centre Child Care	Kitimat	Non-profit	Sarina Germuth	Child Care Program Manager
Lheidli T'enneh First Nation	Prince George	First Nation	Vincent Joseph and Syed Ahmed	
Lil'wat Nation	Mount Currie	First Nation	Dawn Johnson	Community Project Coordinator and Grant Writer
Little Quest Daycare	Sooke	For-profit	Tracy Migneault	Owner/Operator
Lulu's Kids Corporation	Sidney	For-profit	Alanna Holroyd	RealHomes Management Corporation
M'akola Development Services	Langford	Indigenous Organization	Kaela Schramm	Director of Projects and Planning

Metis Nation of British Columbia	Surrey	Indigenous Organization	Colleen Hodgson	Director of Education
Municipality of North Cowichan	North Cowichan	Municipality	Kate Marsh	Councillor
Neskonlith Nation	Chase	First Nation	Cathy Balatti	Child Care Director
North Island College	Tofino	Post-secondary institution	Theresa Gereluk	ECE Education Coordinator
Nzen'man' Child Care Programs	Lytton	Non-profit	Romona Baxter	Executive Director
Pacheedaht First Nation	Port Renfrew	First Nation	Liz Robins	Director of Education, Training and Youth Programs
Pacific Care	Tofino		Jan Rodgers	Coordinator
PacificCARE Family Enrichment Society	Port Alberni	Non-profit	Beth Currie	President
Pemberton Children's Centre	Pemberton	Non-profit	Maude Ash	Manager
Penticton Indian Band	Penticton	First Nation	Kathy Pierre	Director of Education
PICS Cloverdale	Surrey	Non-profit	Devinder Chattha	Director, Social Programs
Port Alberni Friendship Centre	Port Alberni	Friendship Centre	Cyndi Stevens	Executive Director
Prince George Native Friendship Centre	Prince George	Indigenous Organization	Kim Chernenkoff	Director of Early Childhood Services
Regional District of Nanaimo	Nanaimo	Regional District	Stuart McLean	Director
Revelstoke Child Care Society	Revelstoke	Non-profit	Linda Chell	CCRR Coordinator/Revelstoke Child Care Society Executive Director
Robson Valley Community Services	McBride	Non-profit	Lina Thompson	Executive Director
School District 20 - Kootenay-Columbia	Trail	School District	Heather Simm	Director of Operations
School District 22 Vernon	Vernon	School District	Adrian Johnson	Assistant Secretary-Treasurer
School District 27 Cariboo-Chilcotin	Williams Lake	School District	Chris van der Mark	Superintendent
School District 34 Abbotsford	Abbotsford	School District	Andrea Senft	Manager of Community Partnerships
School District 35 Langley	Langley	School District	Rod Hull	Manager, Purchasing and Supply Solutions
School District 36 Surrey	Surrey	School District	Liane Ricou	Manager, Business Development
School District 36 Surrey	Surrey	School District	Patti Dundas	Secretary Treasurer
School District 37 Delta	Delta	School District	Brad Bauman	Assistant Superintendent
School District 38 Richmond	Richmond	School District	Frank Geyer	Executive Director, Planning & Development
School District 38 Richmond	Richmond	School District	Roy Uyeno	Secretary-Treasurer / CFO
School District 39 Vancouver	Vancouver	School District	Liam Coughlan	Rentals and Leases Supervisor
School District 40 New Westminster	New Westminster	School District	Kim Morris	Secretary-Treasurer
School District 40 New Westminster	New Westminster	School District	Quirina Gamblen	Director of Instruction, Programs & Planning
School District 41 Burnaby	Burnaby	School District	Kevin Brandt	Director of Instruction, Continuing Education
School District 41 Burnaby	Burnaby	School District	Russell Horswill	Secretary Treasurer
School District 42 Maple Ridge-Pitt Meadows	Maple Ridge	School District	Flavia Coughlan	Secretary-Treasurer
School District 42 Maple Ridge-Pitt Meadows	Maple Ridge	School District	Rick Delorme	Facilities Manager
School District 43 Coquitlam	Coquitlam	School District	Sharon Thompson	
School District 46 Sunshine Coast	Gibsons	School District		
School District 46 Sunshine Coast	Sechelt	School District	Nicholas Weswick	Secretary Treasurer
School District 47 Powell River	Powell River	School District	Steve Hopkins	Secretary Treasurer
School District 48 Squamish	Squamish	School District	Ian Currie	Director of Operations
School District 49 Central Coast	Hagensborg	School District	Steve Dishkin	Superintendent
School District 5 Southeast Kootenay	Cranbrook	School District	Alan Rice	Secretary Treasurer
School District 52 Prince Rupert	Prince Rupert	School District	Kate Tove	Child Care Planning Contractor/ Vice-Chair Board
School District 52 Prince Rupert	Prince Rupert	School District	Irene Lapierre	Superintendent
School District 52 Prince Rupert	Prince Rupert	School District	Cam McIntyre	Secretary-Treasurer
School District 52 Prince Rupert	Prince Rupert	School District	Irene LaPierre	Superintendent
School District 52 Prince Rupert	Prince Rupert	School District	Robert Edzerza	Indigenous Early Years Coordinator
School District 53 Okanagan Similkameen	Osoyoos	School District	Debby Sansome	Director of Facilities & Planning
School District 53 Okanagan Similkameen	Osoyoos	School District	Subra Pallappa	Secretary Treasurer
School District 54 Bulkley Valley	Smithers	School District	Dave Margem	Secretary-Treasurer
School District 54 Bulkley Valley	Smithers	School District	Jennifer Williams	Board Chair
School District 54 Bulkley Valley	Smithers	School District	Les Kearns	Vice-Chair
School District 54 Bulkley Valley	Smithers	School District	Frank Farrell	Trustee
School District 54 Bulkley Valley	Smithers	School District	Priscilla Michell	Trustee
School District 54 Bulkley Valley	Smithers	School District	Edward Quinlan	Trustee
School District 54 Bulkley Valley	Smithers	School District	Jason Krauskopf	Trustee
School District 54 Bulkley Valley	Smithers	School District	Floyd Krishan	Trustee
School District 54 Bulkley Valley	Smithers	School District	Matthew Monkman	Assistant Superintendent, SD54 (Early Childhood Lead)
School District 57 Prince George	Prince George	School District	Cindy Heitman	Assistant Superintendent
School District 60 Peace River North	Fort St. John	School District	Brenda Hooker	Secretary Treasurer
School District 61 Greater Victoria	Victoria	School District	Mark Walsh	Secretary-Treasurer
School District 63 Saanich	Saanich	School District	Jason Reid	Secretary Treasurer
School District 64 Gulf Islands	Salt Spring	School District	Jesse Guy	Secretary Treasurer
School District 67 Okanagan Skaha	Penticton	School District	Wendy Hyer	Superintendent
School District 68 Nanaimo Ladysmith	Nanaimo	School District	Carrie McVeigh	Secretary Treasurer
School District 69 Qualicum Beach	Qualicum Beach	School District	Ron Amos	Secretary-Treasurer
School District 70 Alberni	Port Alberni	School District	Lindsay Cheetham	Secretary-Treasurer
School District 70 Alberni	Port Alberni	School District	Greg Smyth	Superintendent
School District 71 Comox Thompson	Comox	School District	Nicole Bittante	Secretary Treasurer
School District 73 Kamloops Thompson	Kamloops/Chase	School District	Rob Schoen	Assistant Superintendent
School District 79 Cowichan Valley	Ladysmith	School District	Rob Hutchins	Trustee
School District 79 Cowichan Valley	Duncan	School District	Candace Spillsbury	Chair School Board
School District 79 Cowichan Valley	Duncan	School District	Sheryl Koers	Associate Superintendent
School District 79 Cowichan Valley	Duncan	School District	Jason Sandquist	Secretary-Treasurer
School District 82 Coast Mountains	Terrace	School District	Raymond McDonald	Secretary Treasurer
Scw'xmx Tribal Council	Merritt	Tribal Council	Jim Adams	
Sea to Sky Community Services	Squamish	Non-profit	Susie Soman	Director of Early Child Development Services
SKR Consultants	Smithers	Consultant	Regina Saimoto	SKR Consultants

Soda Creek First Nations (Xat'sull)	Williams Lake (near)	First Nation	Chief Sheri Sellars	Chief Councillor
Songhees Nation	Esquimalt	First Nation	Danny Henry and Jeannie Metivier	
Southern St'at'imx Health Society	Mount Currie	Indigenous Organization	Fran Hopkins	Project Manager
Splatsin Nation	Enderby	First Nation	Deanna Cook	Executive Director
Squamish Montessori School	Squamish	Non-profit	Michelle Graye	Administrator
St. George Malankara Orthodox Church	Surrey	Non-profit	Cherian Itty	
Stepping Stones Child Care	Port Alberni	Non-profit	Kelly Simister	Program Manager
SUCCESS	Burnaby	Non-profit	Queenie Choo	CEO
Tahltan Band Economic Development	Telegraph Creek and Dease Lake	First Nation	Feddie Louie	Capital Project Manager
The Exploration Place	Prince George	Non-profit	Tracy Calogheros	CEO
Tillicum Lelum Friendship Centre	Nanaimo	Friendship Centre	Grace	
Tla'amin Nation	Sliammon	First Nation	Marlane Christensen	Consultant and member of the Nation
Tla-o-qaht	Tofino	First Nation	Iris Frank	Education Coordinator
Town of Golden	Golden	Municipality	Ron Oszust	Mayor and Council
Town of Ladysmith	Ladysmith	Municipality	Clayton Postings and Sue Glenn	Director, Parks, Recreation and Culture
Town of Qualicum Beach	Qualicum Beach	Municipality	Adam Walker	Councillor
Township of Langley	Langley	Municipality	Angie Quaale	Councillor
Tsilhqot'in National Government	Williams Lake	Tribal Council	Helen Nemeth	Executive Administrator
University of British Columbia	Vancouver	Post-secondary institution	Darcelle Cottons	Director, Child Care Services
Village of Canal Flats	Canal Flats	Municipality	Adrian Bergles	Chief Administrative Officer
Village of Fraser Lake	Fraser Lake	Municipality	Sarah Story	Mayor
Village of Pemberton	Pemberton	Municipality	Jill Brooksbank	Senior Communications and Grants Coordinator
Village of Sayward	Sayward	Municipality	Wes Cragg	Councillor
Village of Tahsis	Tahsis	Municipality	Lynda Llewellyn	Councillor
Wachiy Friendship Centre Society	Courtney	Friendship Centre	Michael Colclough	Executive Director
West Moberly First Nations	Moberly Lake	First Nation	Kim Slack	Dakii Yadze Centre Supervisor
Westbank First Nation	Kelowna	First Nation	Pat Fosbery	Director of Operations
Westshore Parks and Recreation	Langford	Public sector organization	Margaret Eli	Early Years
Westshore Parks and Recreation	Colwood	Public sector organization	Geoff Welham	Acting Program Manager
Westshore Parks and Recreation	Colwood	Public sector organization	Nicky Brown	Community Recreation Coordinator
Westshore Parks and Recreation	Colwood	Public sector organization	Sandy Clarke	Acting Administrator
Wet'suwet'en	Smithers	First Nation	Stewart (Stu) Dickson (MIRR)	MIRR Regional Negotiator
Willow Creek Child Care	Terrace	Child care	Jennifer Mailloux	Executive Director
Wwisten (Bridge River Band)	Lillooet	First Nation	Valerie Adrian	Education Coordinator
WMA of Northern BC	Prince George	Non-profit	Lynette Mikalishen	
WMA of Okanagan Association	Kelowna	Non-profit	Danielle Miranda	Senior Manager, Child Care Programs
WMA of Okanagan Association	Kelowna	Non-profit	Allyson Graf	Vice President, Community and Strategic Initiatives

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Withheld pursuant to/removed as

s.12; s.13

**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
INFORMATION NOTE**

DATE: October 17, 2019
CLIFF#: 245539

DATE OF PREVIOUS NOTE (if applicable): [Date]
PREVIOUS CLIFF # (if applicable): [CLIFF #]

PREPARED FOR: Honourable Minister Katrine Conroy, Minister of Children and Family Development

ISSUE: License suspension process for the adoption agency, CHOICES Adoption and Pregnancy Counselling

BACKGROUND:

CHOICES' former Board of Directors publicly announced on April 3, 2019 that the agency would close as of May 31, 2019. Following the announcement of CHOICES' closure, there was public support for CHOICES to remain open given CHOICES' long history in facilitating adoptions in B.C.

On April 24, 2019 a General Meeting was called by the Board of CHOICES to address concerns raised after the April 3, 2019 closure announcement. The membership voted in a new Board and a vote was called to rescind the Closure Notice provided by the outgoing Board.

On August 19th, 2019, the Provincial Director of Adoption issued a six-month license renewal with conditions to CHOICES. The Provincial Director of Adoption had been monitoring the situation on a month-to-month basis, including meeting monthly with the agency's Executive Director and Chairperson of the Board since June, offering support with expanding their country program areas and improving their business model.

On September 27, 2019 the Board sent email correspondence and a copy of their September 2019 Cursory Operational Audit to the Premier and the Minister of Children and Family Development. The correspondence was to inform both the Premier and the Minister that the agency is in financial crisis and had made the decision to significantly reduce operating costs.

The correspondence also included information that the Chairperson had resigned her position in mid-August and that two other Directors have also left their positions since the new Board was formed five months ago. There was no indication at an August meeting between the Executive Director of Choices, the Chairperson and the Provincial Director of Adoption that members of the new Board had left their positions.

On October 1, 2019 the Provincial Director of Adoption and the Acting Manager of Adoption Services-Intercountry met with CHOICES' Acting Chairperson and Secretary. The Acting Chairperson and Secretary shared the following information:

- Confirmed the agency is in financial peril with a debt of \$66,424.72 as of September 30, 2019;
- Confirmed that on September 30, 2019 the Board laid off the staff at CHOICES leaving two contractors and the Executive Director to manage agency operations;

- The Board of Directors are not anticipating receiving additional revenue;
- The Board of Directors does not have clarity regarding number of clients or type of adoption services that are currently being provided to clients; and
- The Board has not paid rent for October 2019.

DISCUSSION:

The Provincial Director of Adoption is proceeding with the suspension of the CHOICES' license pursuant to the Adoption Agency Regulations section 6. This is a unique situation and the Provincial Director of Adoption is working diligently to ensure the best interests of children and families.

The Provincial Director of Adoption and Acting Manager of Adoption Services-Intercountry Adoption attended an emergency Board of Directors meeting on October 2, 2019 where it was confirmed by the Board that they were in financial peril. The Board is trying to understand the scope of their liability and how best to move forward with minimal impact on the children and families involved with the agency. The Board expressed a lack of faith in the Executive Director.

On October 4, 2019 the Provincial Director of Adoption and Acting Manager of Adoption Services-Intercountry Adoption met with the Secretary and the Executive Director at CHOICES. It was explained that it is essential that the Provincial Director of Adoption have clear knowledge of the work being done by the agency including the status of client files and the services that have been prepaid by clients.

On October 7, 2019 the Provincial Director of Adoption and Acting Manager of Adoption Services-Intercountry Adoption attended another Board meeting that included the Executive Director of CHOICES. The Treasurer reported that the agency is near bankrupt and could not meet their accounts payable obligations. The Provincial Director of Adoption informed the Board of Directors, that given their inability to meet the agency's financial obligations, effectively rendering the agency insolvent, it was in the best interests of their clients and public to suspend the agency adoption license.

On October 8, 2019 the Provincial Director of Adoption received a letter from the Acting Chairperson and Treasurer of the CHOICES' Board. This letter stated that the Board is in agreement with the suspension.

On October 9, 2019 the Provincial Director of Adoption, the Acting Manager of Adoption Services-Intercountry met with the Executive Director to ascertain the scope of adoption work being done and develop a transition plan.

On the evening of October 10, 2019, the Executive Director of CHOICES informed the Board of Directors that she will be on medical leave effective immediately. Contracted Registered Social Workers have not been informed of the agency's status and continue the work in progress on assigned homestudies. There are no CHOICES' staff monitoring emails, phones or answering the door at the CHOICES office.

The Provincial Director of Adoption will serve Notice of Suspension to the Acting Board Chair the week of October 15th, 2019 and the suspension goes into effect on October 18th, 2019.

NEXT STEPS:

Staff from the office of the Provincial Director of Adoption are working at CHOICES' office to box and ship client files to the Office of the Provincial Director of Adoption.

The Provincial Director of Adoption will have discussions with the two remaining licensed adoption agencies to determine the costs associated with transferring files to them and their capacity to take on additional clients.

Contact

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**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
INFORMATION NOTE**

DATE: October 18, 2019
CLIFF#: 245556

DATE OF PREVIOUS NOTE (if applicable): March 26, 2019
PREVIOUS CLIFF # (if applicable): 244270

PREPARED FOR: Minister Katrine Conroy

ISSUE: Information for an upcoming briefing on MCFD Action Plans in Response to RCY's Reports: *Room For Improvement: Toward Better Education outcomes for Children in Care*; and, *Time To Listen: Youth Voices On Substance Use* and an Update on the Status of Actions from Previous RCY Reports.

BACKGROUND:

The Minister of Children and Family Development has requested quarterly briefings on the status of implementation of Action Plans that respond to RCY report recommendations. The next meeting is scheduled for October 24, 2019. At this meeting the Minister will be briefed on the status of implementation of Action Plans and two action plans recently developed in response to two RCY reports.

On October 26, 2017, the Representative for Children and Youth (RCY) released the monitoring report, *Room for Improvement: Toward Better Education Outcomes for Children in Care*. The report examines education outcomes and supports for children and youth in care (CYIC). The report contained six recommendations, three of which involve MCFD.

On November 15, 2018, the RCY released the aggregate review report, *Time To Listen: Youth Voices on Substance Use*. The report reviews files of youth involved in 154 substance use related critical injuries and deaths that occurred in 2017, as well as focus groups and surveys across BC involving 100 youth. The report contains five recommendations, one of which is directed at MCFD in partnership with the Ministry of Health.

RCY has drafted a new process for developing and responding to recommendations. MCFD has provided feedback on this process to the RCY and a finalized process is expected in the coming months. The new draft process requests an update from public bodies annually on the status of implementation on the anniversary of a report release. It is anticipated that the RCY will publicly report on the status of implementation of the recommendations for the RCY reports, *Room for Improvement*, *Time To Listen* and *Alone and Afraid* in the coming months.

DISCUSSION:

1. New Action Plans

Action plans have been developed in response to both the *Room for Improvement* (Appendix A) and *Time To Listen* (Appendix B) reports. Both action plans were endorsed by the ministry's Policy and Practice committee on October 1, 2019.

- *Room for Improvement: Toward Better Education Outcomes for Children in Care* (2017): Total Recommendations to MCFD: 1 joint with Ministry of Education (MOE), 2 to MCFD.
 - Draft action plan was sent to RCY in May 2019. The RCY provided informal feedback on the deliverables in the action plan.
 - Feedback included measures RCY may use to assess implementation of stated deliverables.
 - There has been substantial progress on the implementation of all three recommendations. Completed work to date includes:
 - A draft Provincial Protocol on Information Sharing between MOE and MCFD has been developed and is being shared with school districts for feedback.
 - The Trauma Informed Practice guidelines have been developed and orientation to the guidelines is underway.
 - Regulation changes to allow caregivers to sign permission forms have been completed and fully implemented.

- *Time To Listen: Youth Voices on Substance Use* (2018):
Total Recommendations to MCFD: 1, in partnership with Ministry of Health.
- MCFD will meet with the RCY to obtain formal feedback on the final action plan.
- The deliverables for the recommendation are underway.

2. Status of the Development and Implementation of Actions Plans

In total, there are 18 action plans underway in response to RCY Reports.

Of these:

- Six are open/active (Appendix C):
 - One action plan is under development
 - Two action plans have recently been developed (see Appendix A & B),
 - One RCY report recommendation is directed to the Ministry of Mental Health and Additions and MCFD is collaborating on the response,
 - One action plan is being implemented and is almost complete and;
 - One report is a joint RCY/MCFD report on breastfeeding and there is no action plan as the report clearly outlines the actions to be taken which MCFD is implementing
- 12 are pending RCY assessment – action plans have been forwarded to the RCY as complete by MCFD and MCFD is awaiting the RCY response (Appendix D).

NEXT STEPS:

Room For Improvement and *Time To Listen* final action plans will be sent to RCY

ATTACHMENTS:

Appendix A: Room For Improvement Action Plan

Appendix B: Time To Listen Action Plan

Appendix C: List of Open MCFD Action Plans and Recommendations

Appendix D: List of Action Plans Pending RCY Assessment

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EDUC and MCFD Action Plan – Room for Improvement: Toward better education outcomes for children in care

October 2019

EDUC and MCFD Action Plan – Room for Improvement: Toward better education outcomes for children in care

**Government
Response**
Accepted
Nov 1, 2016

Recommendation # 1

That the Ministry of Education allocate specific funding to each school district based on the number of children and youth in care, funding that would be dedicated to support the learning of these students. This should be a priority of the ministry as it undertakes a review of the K to 12 education system's current funding formulas.

Desired Outcome for Children and Youth

Children and youth in care experience improved education outcomes.

Desired Service Quality

Children and youth in care receive more support in the K to 12 education system for their learning.

Plan for Achieving Desired Outcome

#1	Develop mutually-agreed upon principles for the new funding model	Resource Management Division	October 31, 2017	Complete	<i>As co-governors of BC's Education system, the Minister of Education and the BC School Trustees Association (BCSTA) developed a mutually agreed upon set of principles to guide the new Funding Model and the work of a panel of K-12 sector representatives and independent experts who made recommendations to the Minister of Education on a new funding model.</i>
#2	Draft a discussion paper summarizing current state and outlining potential options to consider for a new model	Resource Management Division	February 28, 2018	Complete	<i>The Ministry of Education completed initial fact-finding and research, gathered stakeholder opinions and perspectives on the current state of the funding model and identified key concerns. The Independent Panel for the Funding Model Review used this discussion paper as a conversation starter during their regional working sessions with Board Chairs, Superintendents and Secretary-Treasurers. The results of this engagement were summarised in a "What We Heard" paper, released to the sector in May 2018.</i>
#3	Report of the Funding Model Review Panel to Minister of Education	Resource Management Division	July 31, 2018	Complete	<i>The Independent Panel for the Funding Model Review completed a report for the Minister: Improving Equity and Accountability: Report of the Funding Model Review Panel. This report contained 22 recommendations focused on equity, diverse student populations, and system efficiencies. Recommendation #6, to create a new inclusive education supplement, includes a recommendation to take into account</i>

					<i>the numbers of children and youth in care in each district when allocating funding.</i>
#4	Establish Funding Model Working Groups to review the recommendations of the Independent Panel and provide information to the Minister on the implications of implementing the recommendations.	Resource Management Division	January 31, 2019 to August 31, 2019	On track	<i>The Inclusive Education Working Group, made up of representatives from all education sector partners and Indigenous rights-holders, is currently meeting monthly to discuss the implementation implications of Recommendation #6 and will provide an interal report for consideration by the end of August 2019.</i>
#5	Develop the new Funding Manual; and Implementation and transition materials	Resource Management Division	February 1, 2020	On Track	<i>To follow final decisions above</i>
#6	New operating grant manual and tables for 2020/21 school year; Transition information for stakeholders; and Monitoring and evaluation plan for Ministry	Resource Management Division	March 15, 2020	On Track	<i>To follow final decisions above</i>

Strengths to Build On

- The K-12 education system currently includes funding for school districts to meet the needs of students through a model of inclusive education that benefits students requiring additional learning supports, such as students with special needs designations. It provides targeted funding to support the learning needs of Indigenous students.
- The goal of the review is to find a better way to provide equitable and predictable funding to boards of education, reducing inequities in student opportunities and enhancing student success. A new funding model will recognize the needs of a broader range of vulnerable students, including children in care, children with a wider range of health issues, and Indigenous students, as well as rural and remote school districts, and those with fast-growing student populations.
- Existing initiatives – including the provincial Framework for Enhancing Student Learning and the revision and dissemination of the cross-ministry guidelines Joint Educational Planning and Support for Children and Youth in Care – recognize the importance of improving outcomes and supports for children and youth in care.

EDUC and MCFD Action Plan – Room for Improvement: Toward better education outcomes for children in care

Recommendation # 2

That the Ministry of Education strengthen its accountability to improve and monitor supports for children and youth in care across the province, as well as tracking and reporting out on educational outcomes for these students.


**Government
Response**
Accepted
Nov 1, 2017

Desired Outcome for Children and Youth

Children and youth in care experience improved education outcomes.

Desired Service Quality

All children and youth in care in B.C. receive high quality support for K to 12 education outcomes

Plan for Achieving Desired Outcome					
	Deliverable/Milestone	Lead	Target Date	Status	Notes/Comments
#1	Draft a provincial accountability and reporting framework to create a system-wide focus on continuously improving educational outcomes for all students, with a specific focus on improving equity of outcomes for all students, with a specific focus on Indigenous students, children in care and students with diverse abilities or disabilities.	Governance & Analytics Division	May 31, 2018	Delayed	<p><i>The Ministry of Education (Ministry) will establish and publish broad, system-wide provincial goals and performance measures that are specific, meaningful, measurable, and evidence-based. Boards of Education (Boards) will also develop and publish their own multi-year district and school strategic plans that align with the provincial goals and measures. Each year, the Ministry and Boards will publicly report the annual results of the performance measures, and continuously work towards addressing equities and improving educational outcomes for all students.</i></p> <p><i>PowerPoint attached to the email, and here:</i></p> <div> FESL_Consult Presentation_May_2</div>
#2	Draft report on educational outcomes of children and youth in care	Governance & Analytics Division	June 30, 2018	Complete	<p><i>The Ministry is already reporting on some outcomes of</i></p>

Plan for Achieving Desired Outcome					
	Deliverable/Milestone	Lead	Target Date	Status	Notes/Comments
					<i>CCO students in its How Are We Doing? Report on Aboriginal students. The ministry has drafted a comprehensive report on CYIC that includes additional measures and extends to other categories of care.</i>
#3	Publish annual reports on educational outcomes of children and youth in care	Governance & Analytics Division	September 30, 2018	Complete	<i>The Ministry currently reports on some outcomes for CCO students in its How Are We Doing? Report on Aboriginal students. The ministry has drafted a comprehensive report on CYIC that includes additional measures and extends to other categories of care beyond CCO</i>

Strengths to Build On

- Pockets of strong and innovative practice for supporting education outcomes of children and youth in care exist in and between B.C.'s K to 12 education and child welfare systems. Collaboration on the revision of the cross ministry guidelines has improved communication between MCFD and the Ministry of Education regarding supports for children and youth in care, and dissemination regarding the guidelines is planned for fall 2017.
- The draft Framework for Enhancing Student Learning, which was developed collaboratively with partner organizations in the K to12 system, calls for planning, action and reporting on efforts to improve education outcomes of all students, with a specific focus on children and youth in care. With the introduction of this new Framework, districts are focussing on and identifying new ways to understand the outcomes and learning needs of children in care, including the application of a Children in Care code in MyEducation BC.
- The Ministry of Education has created a new position, Coordinator Children and Youth in Care, in its Inclusive Education division, and has developed a plan for supporting students who are children and youth in care.
- The Ministry of Education has created an easy-to-understand, system-performance reporting tool where key provincial data are available by district on a number of measures for all students and for Indigenous students.

EDUC and MCFD Action Plan – Room for Improvement: Toward better education outcomes for children in care

Government
Response
Accepted
Nov 1, 2017

Recommendation # 3


That the Ministry of Education implement the Auditor General’s 2015 recommendation that the ministry “collaborate with boards of education, superintendents, and Aboriginal leaders and communities to develop a shared, system-wide strategy with accountabilities to close the gaps between Aboriginal and non-Aboriginal student outcomes,” and that this strategy includes specific actions to improve education outcomes of Indigenous children and youth in care.

Desired Outcome for Children and Youth

Not provided by RCY

Desired Service Quality

Not provided by RCY

Plan for Achieving Desired Outcome					
	Deliverable/Milestone	Lead	Target Date	Status	Notes/Comments
#1	Position paper <i>Meaningful Reconciliation</i>	Learning Division/Governance & Analytics Division	December 31, 2018	Complete	<p><i>The Ministry developed a position paper outlining a vision to support Indigenous student outcomes. Paper attached to the email and here:</i></p> <div> NEW Final Ministry Format Indigenous</div>
#2	BCTEA Implementation	Learning Division	On-going	On Track	<p><i>Ongoing work with First Nations Education Steering Committee on the new Tripartite Education Agreement (signed June 2018). Currently in active implementation of key items related to transportation plans, Local Education Agreements and Education Outcome Improvement Teams.</i></p>

Strengths to Build On

- The Ministry reports on some outcomes of CCO students in the How Are We Doing? Report on Aboriginal Students.
- The second Tripartite Education Framework Agreement (TEFA) was successfully negotiated and completed in June 2018 and will provide new opportunities for collaboration and joint accountability measures.

- The Equity in Action project allows school districts to access learning profiles that include district, school, and individual student data via the Ministry sharepoint site (confidential). The project provides school districts with the opportunity to access an Equity Scan which informs the district of ways to improve their practices and systems to support increased graduation rates of Indigenous students.
- New positions to support Indigenous student outcomes and systems change include Indigenous Education Lead and a Director, Indigenous analytics.
- Indigenous Language Learning policy development and provincial support for language programs (curriculum/resources).

EDUC and MCFD Action Plan – Room for Improvement: Toward better education outcomes for children in care

Recommendation # 4

That the Ministry of Education, school districts and MCFD work together to create positions dedicated to information-sharing, coordination and advocacy in support of education outcomes of children and youth in care.

**Government
Response**
Accepted
Nov 1, 2017

Desired Outcome for Children and Youth

Children and youth in care experience improved education outcomes.

Desired Service Quality

Children and youth in care benefit from supports enabled by appropriate, proactive coordination and advocacy within school districts as well as between school districts, MCFD and DAAs.

Plan for Achieving Desired Outcome					
	Deliverable/Milestone	Lead	Target Date	Status	Notes/Comments
#1	<p><u>High-level Agreement between Ministries:</u></p> <p>Specific roles and responsibilities for EDUC and MCFD at a high-level will be outlined in an agreement between ministries.</p>	MCFD- Provincial Lead EDUC-Learning Division	June 30, 2019	Complete	<p><i>Agreement between MCFD and EDUC could address:</i></p> <ul style="list-style-type: none"><i>• Having ministry provincial leads for collaboration</i><i>• Annual joint plan for supporting education outcomes of children and youth in care</i><i>• Monitoring and building capacity for collaboration between child welfare and K-12 education services</i><i>• Public reporting on education outcomes of CYIC</i><i>• Clarifying and supporting appropriate information sharing between the child welfare and education systems, in support of educational outcomes.</i><i>• Updating existing Educational Guidelines to include guidelines for information sharing between school districts and MCFD LSA’s</i>

Plan for Achieving Desired Outcome					
	Deliverable/Milestone	Lead	Target Date	Status	Notes/Comments
#2	<u>Delegated Aboriginal Agencies</u> MCFD to hold meetings with a working group of DAAs to identify the following in relation to improving information sharing, coordination and advocacy between DAAs and school districts.: <ul style="list-style-type: none"> • Roles for DAA leadership • Roles for school district leadership • Roles for MCFD • Roles for Ministry of Education • Approaches to engaging and supporting DAA leadership • A draft plan for further action 	MCFD-Interface/ASB Delegated Aboriginal Agencies	June 30, 2019	Complete	MCFD has approached the Executive Directors of the DAAs through the Partnership Forum, to learn about their best practices regarding information sharing, coordination and advocacy with school districts. MCFD has asked for guidance on how this work should move forward with the DAAs, and a small working group has been established. Two working group meetings have occurred. Third meeting in process of being scheduled.
#3	<u>Capacity building and information sharing</u> 3.1 List of Leads for MCFD and school districts will be updated and shared annually. 3.2 Capacity building will be promoted and supported through information sharing on actions such as: <ul style="list-style-type: none"> • Regional and provincial opportunities to share promising practices; • Joint training opportunities, such as information sharing regarding children and youth in care; • System changes (e.g. changes to permission forms); • Current literature and promising practices (for example: evidence-based coordination models); and 	MCFD- Provincial Practice Branch MCFD-Information and Privacy EDUC-Learning Division	December 31, 2019	Substantial Progress	Future capacity building and information sharing initiatives will be identified as per the agreement between MCFD and EDUC described in deliverable 1.

Strengths to Build On

- School districts have already identified a point person to support CYIC at the school level; In February, 2009, the RCY and the PHO issued a joint report entitled *Kids, Crime and Care* (Health and Well-Being of Children in Care: Youth Justice Experience and Outcomes). Recommendation 5 from that report stated: "...every school in British Columbia assign a single staff person to oversee education planning, monitoring and attainment of the children in care that attend their school. "
- In 2017, MCFD and EDUC updated the *Joint Educational Planning and Support for Children and Youth in Care: Cross-Ministry Guidelines* (2008) which contain clear roles and responsibilities to support CYIC.
- The revised cross-ministry guidelines and their dissemination provide useful information on the roles of adults involved in the education and child welfare systems, with a focus on those who work directly with children and youth in care.
- Some school districts and MCFD and/or DAAs are working well together to improve information sharing and collaboration in support of children and youth in care, and we can learn from the processes that have been established. For example, MCFD and the Sooke School District are implementing support for children and youth in care through school-based MCFD social workers.

EDUC and MCFD Action Plan – Room for Improvement: Toward better education outcomes for children in care

Government
Response
Accepted
Nov 1, 2017

Recommendation # 5

That MCFD ensure that an evidence-based approach is used to assess trauma-related needs for all children and youth coming into care and that, based on assessed needs, supports for recovery from trauma are implemented consistently across all care settings, including schools.

Desired Outcome for Children and Youth

Children and youth in care are supported in overcoming developmental challenges related to trauma so that they can engage and learn in the K to 12 education system to their potential.

Desired Service Quality

All children and youth coming into care receive trauma-focused developmental assessments and supports to address any impacts of trauma that are consistent across care settings, including school.

Plan for Achieving Desired Outcome					
	Deliverable/Milestone	Lead	Target Date	Status	Notes/Comments
#1	Implementation of Trauma Informed Practice Guidelines	ED, Provincial Practice Branch ED, Provincial Operations	March 31, 2020	On Track	<p><i>MCFD Manager of Trauma-Informed Practice and a Director of Trauma Informed Services have reviewed the Requests for Proposals for the development of orientation and implementation resources for ministry wide trauma informed practice. Planning between MCFD and the successful proponent will begin immediately.</i></p> <p><i>MCFD developed a Trauma Informed Practice Guide that will be implemented across all services. The guide Healing Families, Helping Systems is accessible online. Hard copies of the TIP Guide were distributed at 2 provincial forums that included MCFD child and youth mental health staff and partners from the ministries of Education, Health, Mental Health and Addictions, health authorities and non-governmental agencies.</i></p> <p><i>MCFD has hired a new Director of Trauma Informed Provincial Operations, who are responsible for the</i></p>

Plan for Achieving Desired Outcome					
	Deliverable/Milestone	Lead	Target Date	Status	Notes/Comments
					<i>implementation of trauma-informed practice. Currently, the new Director is reviewing Requests for Proposals to develop orientation and implementation resources.</i>
#2	Develop key actions to support mental wellness of children in care	ED, CYMH Policy ED, Child Welfare Policy Team	December 31, 2019	On Track	<i>Literature review expected to be completed end of February 2019. This literature review is a survey of literature and cross-jurisdictional information on best practices for supporting mental wellness of children in care. The survey includes information on evidence-based screening of trauma and other mental health issues. Consultation with First Nations Health Caucus participants related to CYMH Service Framework was completed in Fall 2017, and feedback will inform the guidelines. Additional consultation through Indigenous Social Policy and Innovation Branch, Delegated Aboriginal Agencies, First Nations Health Authority and other Indigenous agencies will be done through participation in a project working group.</i>
#3	Inclusion of Trauma-informed Practice in the plan for the residential care system	Teresa Dobmeier Cory Heavener	December 31, 2019	On Track	<i>The residential care system will be built around the needs of the child, including assessment for trauma.</i>

Strengths to Build On:

- In 2015, the “*Youth Mental Health Transition Protocol Agreement*” was signed between MCFD and MOH. This Protocol facilitates a collaborative approach to transitioning youth/young adults from Child and Youth Mental Health Services to Adult Mental Health and Substance Use Services. The Protocol is underpinned by a “best fit” principle, where a young adult has the ability to remain with Child and Youth Mental Health until their 21st birthday, if determined that this is the best service plan for the young person.
- The Complex Care Intervention (CCI) is established in 7 Service Delivery Areas and is a client-centred, trauma-informed clinical modality for working with children and youth with complex trauma. Work is currently being done to review and re-scope the implementation of CCI.

EDUC and MCFD Action Plan – Room for Improvement: Toward better education outcomes for children in care

Government
Response
Accepted
Nov 1, 2017

Recommendation # 6

That MCFD facilitate by legislation or other means the authorization of caregivers to make decisions involving the participation of children and youth in care in age- and developmentally appropriate activities, including school activities that require written permission. This authorization should apply a reasonable and prudent parent standard and protect caregivers who follow this standard from liability.

Desired Outcome for Children and Youth

Children and youth in care benefit from the learning and inclusion of participating in school activities that require written permission.

Desired Service Quality

All children and youth in care under custody orders are able to participate in school activities requiring written permission.

Plan for Achieving Desired Outcome					
	Deliverable/Milestone	Lead	Target Date	Status	Notes/Comments
#1	Amendment to Financial Administration Act Regulation to repeal requirement to have indemnity forms approved by Risk Management Branch of the Ministry of Finance prior to being signed	ED, Child Welfare Policy Team	September 30, 2018	Complete	Regulation came into force on August 1 st , 2018.
#2	Updates to the Children and Youth in Care Policies, Standards for Foster Homes, and Foster Family Handbook to reflect regulatory changes	ED, Child Welfare Policy Team	September 30, 2018	Complete	
#3	Communication to the field about the changes to the Regulations, Policy and Standards	ED, Child Welfare Policy Team EDUC	September 30, 2018	Complete	MCFD/DAA's A communication plan has been developed that targets foster parents and workers, including: <ul style="list-style-type: none">• Release of the updated policies to MCFD/DAA staff on October 2nd, 2018 via the MCFD "Policy Updates Email";• A presentation on the changes was provided to the BC Federation of Foster Parent Associations, for dissemination with foster parent members; BCFFPA confirmed that they would update their members accordingly via email and website.

Plan for Achieving Desired Outcome					
	Deliverable/Milestone	Lead	Target Date	Status	Notes/Comments
					<ul style="list-style-type: none">Minister Conroy's address at the BC Federation of Foster Parent Associations' Annual General Meeting;Updates to Resource Training. <p><u>EDUC</u> EDUC sent out a communication to Education staff on September 29, 2018</p>

MCFD Action Plan – Time to Listen: Youth Voices on Substance Use

October 2019

MCFD Action Plan – Time to Listen: Youth Voices on Substance Use

Recommendation # 5

That the Ministry of Children and Family Development, in partnership with the Ministry of Health and other relevant youth-serving organizations, develop a comprehensive training program for foster parents that addresses the context in which youth use substances and supports the development of skills to cultivate open and safe dialogue about substance use with youth.

The training program be finalized by October 1, 2019, with training for all foster parents to begin immediately thereafter.

**Government
Response**
Accepted
Dec 10, 2018

Plan for Achieving Desired Outcome

	Deliverable/Milestone	Lead	Target Date	Status	Notes/Comments
#1	Revise online Problematic Substance Use training to be applicable for caregivers. Training will incorporate: <ul style="list-style-type: none">How to support caregivers in having conversations about safe use with youth in careHelping support safe homes for youth to come home if they have been using	Anita Misri	March 30, 2020	In Progress	Problematic Substance Use is an online training currently available to MCFD and DAA staff. With some modifications, this training will be made available to caregivers.
#2	Consult with Youth Advisory Council, MOH, MMHA, as well as internal MCFD subject matter experts and the Caregiver Training Team on development of training program.	Anita Misri	November 30, 2019	In Progress	We have YAC, MOH and we have recently connected with a representative from First Nations Health Authority. MMHA was unable to provide a representative. We continue to also work with our internal SMEs
#3	Curriculum is reviewed and endorsed by Ministry of Health subject matter experts	Ministry of Health	November 30, 2019	In Progress	As above
#4	Partner with BC Federation of Foster Parent Associations (BCFFPA) to create videos to accompany content in PSU	Anita Misri	March 30, 2020	In Progress	Project charter and scope of work identified. Completion date likely March 31, 2020

Strengths to Build On

- There are resources for communicating with youth regarding substance use on the following website <https://www2.gov.bc.ca/gov/content/overdose/talking-to-youth>.

Appendix C: List of Open MCFD Action Plans and Recommendations

Recommendations and Action Plan Deliverables

1. Alone and Afraid – action plan under development
<p>Recommendation 1. That MCFD undertake a comprehensive assessment of the action need for CYSN services across BC and the capacity of the current system to meet those needs. This assessment to examine funding, staffing levels and workloads, program delivery and wait times. Findings to be used to inform comprehensive service improvements so all eligible children with special needs and their families receive culturally respectful, appropriate and timely services and supports.</p> <p>MCFD to complete the comprehensive assessment and plan by the fall of 2019, seek necessary funding enhancements and begin implementation of changes by April 2020.</p>
<p>Recommendation 2. Pending completion of the comprehensive assessment, that MCFD take immediate steps to improve the current accessibility of CYSN services and supports by providing respite within a reasonable period of time, eliminating the need to choose between medical and respite benefits, and monitoring and ensuring follow-up with families not using autism funding.</p>
<p>Recommendation 3. That MCFD take the lead in working with the Ministry of Health and the Ministry of Education to develop an integrated service delivery model that enables appropriate information-sharing between service providers. This model would ensure that children and youth receiving special needs services through MCFD can be supported by a case coordinator who is responsible for navigating access to, and provision of, all necessary services. The case coordinator to remain assigned to the child to ensure appropriate services and facilitate successful transition to adulthood.</p> <p>MCFD to lead development of a comprehensive plan by the fall of 2019 and seek funding and begin implementation of the plan by April 2020</p>
<p>Recommendation 4. That MCFD ensure its children and youth with special needs training is mandatory for child protection staff.</p>
<p>Recommendation 5. That MCFD take steps to support child protection social workers to adhere to policy on response times to child protection reports and ensure children are seen during child protection investigations. This should include consideration of additional staffing, training and resources. MCFD to track adherence to these policies.</p> <p>MCFD to begin implementation of these changes by April 2019.</p>
<p>Recommendation 6. That MCFD and the Ministry of Education develop practice guidelines and a joint protocol to address concerns of unexplained school absences and withdrawals with the view to supporting children, youth and families and addressing barriers to school participation. MCFD and the Ministry of Education to conduct this work in consultation with advocates/stakeholders from the Indigenous and special needs communities.</p>
<p>Recommendation 9. That MCFD ensure identification and involvement of an Indigenous child or youth's family, community and culture at the first point of contact with any MCFD service and continue this involvement on an ongoing basis. This should include, in consultation with Indigenous stakeholders and communities, the creation of guidelines for social workers working with Indigenous families, including resources to help them do this work.</p>
<p>Recommendation 10. That the Ministry of Health and MCFD develop a plan to ensure early identification, timely assessment and appropriate and accessible supports for children under six-years-old with signs of developmental delay.</p>

2. Time to Listen: Youth Voices on Substance Use – action plan developed

Recommendation 5: That MCFD, in partnership with the MOH and other relevant youth-serving organizations, develop a comprehensive training program for foster parents that addresses the context in which youth use substances and supports the development of skills to cultivate open and safe dialogue about substance use with youth.

The training program to be finalized by October 1, 2019, with training for all foster parents to begin immediately thereafter.

1	Revise online Problematic Substance Use training to be applicable for caregivers. Training will incorporate: <ul style="list-style-type: none"> • How to support caregivers in having conversations about safe use with youth in care • Helping support safe homes for youth to come home if they have been using 	Some Progress
2	Consult with Youth Advisory Council, MOH, MMHA, as well as internal MCFD subject matter experts and the Caregiver Training Team on development of training program.	Some Progress
3	Curriculum is reviewed and endorsed by Ministry of Health subject matter experts	Some Progress
4	Partner with BC Federation of Foster Parent Associations (BCFFPA) to create videos to accompany content in PSU	Some Progress

3. Room For Improvement: Toward better education outcomes for children in care – action plan developed

Recommendation 4. That the Ministry of Education, school districts and MCFD work together to create positions dedicated to information sharing, coordination and advocacy in support of education outcomes of children and youth in care.

1	High-level Agreement between Ministries: Specific roles and responsibilities for EDUC and MCFD at a high-level will be outlined in an agreement between ministries	Complete
2	Delegated Aboriginal Agencies MCFD to hold meetings with a working group of DAAs to identify the following in relation to improving information sharing, coordination and advocacy between DAAs and school districts: <ul style="list-style-type: none"> • Roles for DAA leadership • Roles for school district leadership • Roles for MCFD • Roles for Ministry of Education • Approaches to engaging and supporting DAA leadership • A draft plan for further action 	Complete
3	Capacity building and information sharing 3.1 List of Leads for MCFD and school districts will be updated and shared annually 3.2 Capacity building will be promoted and supported through information sharing on actions such as: <ul style="list-style-type: none"> • Regional and provincial opportunities to share promising practices • Joint training opportunities, such as information sharing regarding children and youth in care • System changes (e.g changes to permission forms) • Current literature and promising practices (for example: evidence based coordination models) 	Substantial Progress

Recommendation 5. That MCFD ensure that an evidence-based approach is used to assess trauma-related needs for all children and youth coming into care and that, based on assessed needs, supports for recovery from Trauma are implemented consistently across all care settings, including schools.

1	Implementation of Trauma Informed Practice Guidelines	Substantial Progress
2	Develop key actions to support mental wellness of children in care	Substantial Progress
3	Inclusion of Trauma-informed Practice in the plan for the residential care system	Substantial Progress

Recommendation 6. That MCFD facilitate by legislation or other means the authorization of caregivers to make decisions involving the participation of children and youth in age- and developmentally appropriate activities, including school activities that require written permission. This authorization should apply a reasonable and prudent parent standard and protect caregivers who follow this standard from liability.

1	Amendment to Financial Administration Act Regulation to repeal requirement to have indemnity forms approved by Risk Management Branch of the Ministry of Finance prior to being signed	Complete
2	Updates to the Children and Youth in Care Policies, Standards for Foster Homes, and Foster Family Handbook to reflect regulatory changes	Complete
3	Communication to the field about the changes to the Regulations, Policy and Standards	Complete

4. Missing Pieces: Joshua's Story – MMHA Lead

That the Ministry of Mental Health and Addictions lead the planning and implementation of a full continuum of mental health services for children and youth in BC - in partnership with MCFD, MOH, and MOE and that the provincial government provide the resources needed to support this comprehensive system.

5. Broken Promises: Alex's Story (June 2019 updates) – action plan being implemented

Recommendation 1. That MCFD provide necessary support for children and youth in care who are unable to return to their birth family to achieve permanency with extended family or another adult with a positive connection, as articulated in the ministry's own legislation and policy. This would be accomplished by the ministry creating a robust support model that would provide family members with the services required to support such placements and social workers with the time necessary to facilitate such placements.

1	Develop and implement a robust system of care model that provides families with the supports and services required to enable family-based placements for children and youth in care.	Some Progress
2	Increase investments in direct services to Aboriginal communities	Complete
3	Deepen the current understanding of Traditional Custom Adoption practices through collaboration with Indigenous peoples and guided by this understanding. If required, develop policy and legislation to improve Provincial supports for custom adoption.	Some Progress
4	Continue funding the Aboriginal Services Innovations program, a partner initiative with Aboriginal service providers, delegated Aboriginal agencies, First Nations, Métis and urban Aboriginal organizations.	Complete

5	Continue restructuring ministry functions to allow social workers to concentrate on more direct services to children and families including more time for client engagement.	Substantial Progress
6	Developing a framework on a provincial approach to Jordan's principle	Substantial Progress
<i>Recommendation 2. MCFD to take action on fulfilling recommendations to bring Care Plans into compliance with standards already called for in legislation and policy. Key ingredients in these plans that must be prioritized are steps to ensure that permanency is being actively pursued for every child or youth who is on a CCO; and that every Indigenous child or youth on a CCO has a robust cultural plan connecting them to their Indigenous heritage.</i>		
1	Ensure all children in care have a completed care plan with a strong focus on permanency and cultural planning.	Substantial Progress
2	Funding investments to expand programs and services to support greater cultural and family connections, including cultural planning, for Aboriginal children and youth in care.	Substantial Progress
3	Educate and inform staff and caregivers on permanency planning, the development of care plan and changes to practice	Some Progress
4	Revise the ministry's Children in Care standards (2003), with clearer guardianship responsibilities around care planning and establishing and preserving cultural identity.	Complete
5	Develop and implement cultural training for ministry/DAA staff and practitioners that focuses on individual Aboriginal identities and cultures for over 200 First Nation.	Substantial Progress
6	Implement APPF to ministry/DAA staff and practitioners that focuses on framework as how it helps to build cultural awareness approaches for care plans	Substantial Progress
7	Develop and implement a process to audit care plans to measure compliance with standards. Publicly report results on an annual basis.	Substantial Progress
<i>Recommendation 3. That MCFD ensure that children or youth in care who have been identified with mental health needs receive timely and uninterrupted mental health services, regardless of any changing circumstances in their lives.</i>		
1	Increase the number of mental health practitioners in the province using a phased approach to hire up to 120 new CYMH practitioners over 3 years	Substantial Progress
2	Improve the accuracy of community-based CYMH waitlists across the province to inform service planning, increase access and support better outcomes.	Complete
3	Develop provincial mental health practice guidelines to support children and youth in care, including improved screening to identify mental health service needs.	Substantial Progress
4	Develop Trauma-informed Practice (TIP) guide for working with children, youth and families across MCFD service lines.	Complete
5	Increase use of culturally safe and relevant practices in CYMH and ACYMH community-based teams.	Complete
6	Increase funding to the Complex Care intervention model to expand CCI program delivery throughout the province (includes implementation of TIP).	Delayed
<i>Recommendation 4. That MCFD allocate additional resources within the ministry to significantly enhance the provision of quality assurance oversight and financial accountability for all contracted residential agencies. The Representative supports the Auditor General's plan to review the ministry's use of contracted services but calls on MCFD, in the meantime, to take immediate action.</i>		

1	Face to face home visits with children or youth placed in the care of a contracted residential agency.	Complete
2	Ministry Liaison Person will coordinate and assign a “Key Contact Person” for each contracted residential agency. This Resource Lead would assume responsibility as a global oversight role with all residential contracts performed by the agency and be single contact for the agency with the ministry and vice versa.	Substantial Progress
3	Create a Provincial Placement Review Committee (PPRC) to review all relevant components of practice, finance and contracts related to specialized residential placements.	Complete
4	Develop and implement a new policy for the Director to conduct Investigations into Contracted Agencies.	Complete
5	Improve policies, standards and procedures in screening and assessing caregivers in Contracted Residential Resources, including requiring all agency caregivers to be screened by the ministry.	Complete
6	Develop and implement an audit program to ensure standards are met when screening, assessing and approving caregivers in contracted residential resources.	Substantial Progress
7	Develop an inventory and profile of contracted residential agencies that MCFD contracts with, including the caregivers who are contracted and/or employed by the agencies.	Complete
8	Implement a Service Delivery Division and Financial/Procurement liaison to liaise with larger contracted residential agencies with multiple service delivery area contracts to promote consistent and efficient contracting practices.	Some Progress
9	Develop standardized contracting practices for all residential resources in which children and youth in care may be placed.	Substantial Progress
10	MCFD to conduct financial reviews on residential service contracts to ensure service providers are using funds appropriately and have appropriate financial management oversight and control	Complete
11	Develop and implement a new ministry inventory database system that tracks contracted residential resource bed and child placement information	Substantial Progress

6. Promoting Access to Breastfeeding - MCFD Actions

1	MCFD will review and update its <u>Practice Directive on Working with Expectant Parents with High Risk Behaviours</u> with respect to considering additional practices and guidelines for social workers to plan with families to help mothers and their infants remain together, including the role of extended family and communities in supporting mothers and infants.
2	MCFD will develop guidelines for social workers to promote breastfeeding in circumstances in which infants have been removed. These would include: facilitating breastfeeding by mothers; ways to make breastmilk available to the infant; breastfeeding and substance use; and, purchasing breast pumps.
3	MCFD will research promising practice models of supportive housing alternatives in which both mothers and their infants at risk can be places, and will develop a plan for implementation of those resources
4	That Ministry of Health and the Ministry of Mental Health and Addictions will work with MCFD and Indigenous partners to continue to increase access to evidence-based programs that provide prenatal and post-partum care for women who use substances and to their infants exposed to substances
5	MCFD will explore policies and practices to improve access to RCY advocacy services including: In their review of Practice Directive noted in Action 1, MCFD will consider practices and guidelines for social workers to provide information to mothers, fathers and families about the role of RCY advocacy services on behalf of the expected child

Appendix D: List of Action Plans Pending RCY Assessment

1. *Last Resort: One family's tragic struggle to find help for their son* (October 2016)
2. *Too Many Victims: Sexualized violence in the lives of children and youth in care* (October 2016)
3. *A Tragedy in the Waiting: How BC's mental health system failed one First Nation youth* (September 2016)
4. *The Thin Front Line: MCFD staffing crunch leaves social workers overburdened, BC children under-protected* (October 2015)
5. *Paige's Story: Abuse, indifference and a young life discarded* (May 2015)
6. *Who Cares? BC Children with complex medical, psychological and developmental needs and their families deserve better* (December 2014)
7. *Children at Risk: The case for better response to parental addiction* (June 2014)
8. *Finding Forever Families: a review of the provincial adoption system* (June 2014)
9. *On Their Own: Examining the needs of BC youth are they leave government care* (April 2014)
10. *Lost in the Shadows: How a lack of help meant a loss of hope for one First Nations girl* (February 2014)
11. *When Talk Trumped Service: A decade of lost opportunity for Aboriginal children in care in BC* (October 2013)
12. *Who Protected Him? How BC's child welfare system failed one of its most vulnerable children* (February 2013)

**MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
INFORMATION NOTE**

DATE: October 29, 2019
CLIFF#: 245720

DATE OF PREVIOUS NOTE: Aug. 31, 2018/Dec. 4, 2018
PREVIOUS CLIFF #: 239474/240480

PREPARED FOR: Honourable Katrine Conroy, Minister of Children and Family Development
Honourable Katrina Chen, Minister of State for Child Care

ISSUE: Update on Childcare BC Sector Labour Market Partnerships evaluation project

BACKGROUND:

The Sector Labour Market Partnerships (SLMP) program, which is administered by Ministry of Advanced Education, Skills and Training's (AEST) Workforce Innovation and Skills Training Division, provides funding through the Canada-British Columbia Labour Market Development Agreement to support sector-led projects that address workforce development challenges. These projects help employers understand and strategically respond to changing labour market demands, and ensures that training and education programs in BC are aligned with industry's labour market needs and priorities. The SLMP program is not designed to meet immediate, individual employer needs, but rather to support long term, strategic, and sustainable workforce solutions.

In 2018, the SLMP program provided funding to ECEBC to do sector engagement, to understand key sector labour market challenges from the sector's perspective, and to develop preliminary research questions to support a further sector Labour Market Information research project. The key themes that emerged from the first phase of this project were not unexpected, and mirror what government has been hearing from stakeholders and the public (e.g., low wages, lack of value/appreciation for the work of ECEs, burnout, shortages, etc.).

As the second phase of this project, ECEBC will be working with the Social Research and Demonstration Corporation of Canada (SRDC)¹, to undertake an evaluation of the impacts of actions taken through the Early Care and Learning Recruitment and Retention Strategy from a sector perspective. The project provides a mechanism for the sector to provide ongoing feedback and information to inform cross-ministry work moving forward.

The work is overseen by a Sector Steering Committee, chaired by ECEBC and comprised of key stakeholders such as Child Care Resource and Referrals, Coalition of Child Care Advocates, BC Family Child Care Association, and Community Care Licensing. MCFD sits as an ex-officio member of this steering committee. A Government Working Group, chaired by AEST with membership from MCFD and the Ministry of Education, also meets periodically to review and provide input into project deliverables. See Appendix A for a full list of Steering Committee and Government Working Group members.

¹ SRDC is an independent, non-partisan, non-profit research organization with significant experience and expertise in program evaluation

DISCUSSION:

The evaluation looks at the initiatives under the R&R Strategy as a whole between 2019 and 2022, to answer three key evaluation questions:

1. Does the ECL R&R Strategy result in the long-term goal of an adequate and stable workforce, comprised of qualified and skilled early care and learning professionals?
 - *Over the three years of the evaluation, do recruitment strategies achieve the outcome of an adequate supply of ECEs and other ECL workers entering the workforce?*
 - *Over the three years of the evaluation, does the implementation of career pathways provide opportunities for career growth and development in the early care and learning sector?*
 - *Over the three years of the evaluation, are education, training, and professional development opportunities expanded (or barriers reduced) so that the ECL workforce has the skills, knowledge, and abilities required to provide quality services to children and family?*
2. Does the ECL R&R Strategy result in the long-term goal of ECL being viewed as a viable, sustainable, and valued career
 - *Over the three years of the evaluation, does the strategy promote public confidence in the professionalism and accountability of the ECL workforce?*
3. Does the ECL R&R Strategy promote the long-term goal of appropriate compensation plans and human resources strategies to be put in place
 - *Over the three years of the evaluation, do retention strategies support the long-term engagement of ECEs and others in the workforce, to help keep them in the profession?*

The evaluation methodology will include sector and public surveys, engagement with sector representatives, media and social media analysis, key informant interviews, analysis of 2016 Census and other administrative data sets (See Appendix B for a presentation given by ECEBC and SRDC to a group of Provincial and Territorial government and professional association representatives, at the Ontario Institute for Studies in Education in June 2019).

There are four reports to be received over the course of the project; the first of these reports is a benchmark report, which is due in mid-March 2020. This first report will detail the 2019 evaluation findings and provide a benchmark as the basis for two interim reports, in 2021 (for the 2020 year) and 2022 (for 2021 results), and the final evaluation report which will be due in 2023. As per the sector-led nature of the program, deliverables go to the Sector Steering Committee for review first, and then are provided to the government working group for review and input.

NEXT STEPS:

- The next SSC and GWG meetings are scheduled for November 2019
- 2019 benchmark report is due in mid-March 2020.
- Evaluation strategies and tools may be updated based on the finding of the 2019 report, and changes will be reported in the 2020 interim report, due in early 2021.

ATTACHMENTS:

Appendix A: Membership lists for Sector Steering Committee and Government Working Group

Appendix B: SRDC June 2019 Presentation

Contact**Assistant Deputy Minister:**

Christine Massey

Early Years & Inclusion

s.13

Alternate Contact**for content:**

Aleksandra Stevanovic

Executive Director

Child Care Policy

s.13

Prepared by:

Michelle Gilmour

Child Care Policy

s.13

**BC Childcare Sector Labour Market Partnerships
Evaluation Project
Committee Memberships**

Sector Steering Committee

Organization	First Name	Last Name	Email Address
Aboriginal Head Start Association of BC	Joan	Gignac	executivedirector@ahsabc.com
Aboriginal Supported Child Development	Jackie	Watts	advisor.ascdp@bcaafc.com
BC Aboriginal Child Care Society	Karen	Isaac	karen@acc-society.bc.ca
	Kirsten	Bevelander	Kirsten@acc-society.bc.ca
BC Association of Child Development and Intervention	Jason	Gordon	jason@bcacdi.org
BC Childcare Owners Association	Cari	Shorrock	cari@windandtide.com
BC Family Child Care Association	Rena	Laberge	rena_laberge@shaw.ca
Provincial Child Care Council (not yet approved as member by SSC)	Andrea	Duncan	Andrea.Duncan@bcgeu.ca
BC First Nations Head Start	Bonnie	LaBounty	Bonnie.LaBounty@fnha.ca
Canadian Child Care Federation	Don	Giesbrecht	dgiesbrecht@cccf-fcsge.ca
Child Care Resource and Referral	Sue	Irwin	sue.irwin@nscr.bc.ca
City of Surrey	Daljit	Gill-Badesha	DGill-Badesha@surrey.ca
Coalition of Child Care Advocates	Sheila	Davidson	sheiladavidson12@gmail.com
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Updated Nov 1, 2019			

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THEORY OF CHANGE

- Describes the hypothetical links between a program's activities and the outcomes that the program is trying to achieve.
- Should help evaluation understand not just whether the outcomes were achieved, but the factors that led to success (or not), the unexpected and unintended effects, external factors that influenced results.
- Supports the evaluation to collect information that will be useful to stakeholders to better achieve the goals / outcomes.
- SRDC consulted with government representatives involved in designing the strategy and tactics and engaged the sector steering committee in discussions to ensure it had captured the essence of the ECL R&R Strategy's Theory of Change.

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