

## Community Report

### PURPOSE OF THE SURVEY

- To measure educator satisfaction and input on quality across the system.
- To help identify priority areas for the system.
- To help identify priority areas for system wide enhancements
- To support a systems approach to improving quality

### EDUCATOR DEMOGRAPHICS

**94%**  
of educators in the  
early learning system  
identify as women.

**1 in 10**  
educators identify as  
having a disability.



**6%**  
of educators identify  
as members of the  
2SLGBTQQIA+ community.

### BELONGING

#### Strength:

**97.6%** of educators have  
meaningful relationships with  
children and families.

**95.6%** of educators feel their  
organization is responsive to the  
needs of all children and families.

*“Our agency encompasses a warm, welcoming environment at all times. [Educators] have positive connections with parents, children and staff. They’re always thinking of others and even in difficult times, they remain positive. This daycare is a great representation of what childcare should look like!”*

**– Early Years Educator**

\*The Early Years community is inclusive of licensed child care, EarlyOn Child & Family Centres and Authorized Recreation programs. Educator is inclusive of everyone who works at the program location, including supervisors, managers, directors, program staff, dietary staff, administration staff, and home child care providers.

## WELL-BEING

### Strength:

90% of educators feel they have the necessary information and resources to do their jobs well.

### Opportunities:

34% of educators agree their wages meet their family's needs.

67.5% of educators receive 1 hour or less for documentation and program development a week.

19% of home child care educators receive more than 5 hours per week for planning.

*"I am very fortunate to work for an organization that prioritizes well-being. We are given many opportunities to join in wellness activities as well as given a 30 minute paid wellness break every day. I love our benefit package and use it quite frequently with my own family. The question about wages was hard to answer. I believe we are paid well - it's just that the cost of childcare; food, expenses in home ownership and all the other day to day expenses still keep my family living pay cheque to pay cheque." – **Early Years Educator***

## ENGAGEMENT

### Strengths:

94.7% of educators feel they implement knowledge of best practices and current research into daily activities.

354 educators attended the Cultural, Awareness, Reconciliation, and Education (C.A.R.E) training sessions offered in partnership with Five Counties Children's Centre in 2022 and 2023.

### Opportunity:

The Early Years sector is engaging in training and professional development specific to Diversity, Equity, and Inclusion (DEI).

79.6% of educators feel comfortable engaging in dialogue on the topics of Justice, Equity, Diversity, and Inclusion within their program, with children, families and colleagues.

Additional training in this area can continue to support educators in their discussions about topics of DEI with children and families.



# ORGANIZATIONAL STRENGTHS

Educators highlighted three areas that organizations in Peterborough’s early learning system are excelling in:

 Providing supportive and inclusive spaces for children, families, and educators.

 Supporting professional development and training for educators.

 Celebrating children’s and educators’ successes.

## Areas for Improvements:

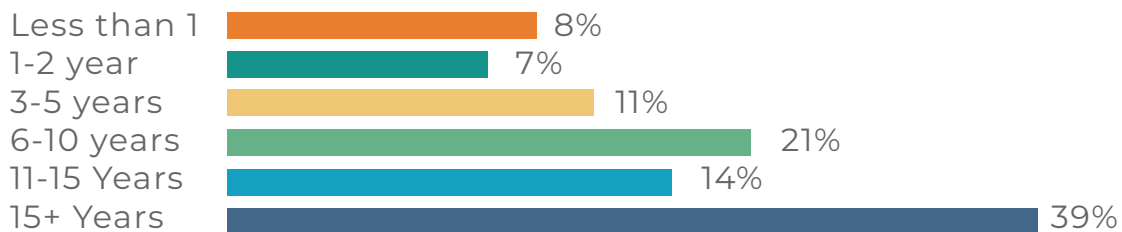


# COMMITMENT TO EARLY YEARS PROGRAMS

More than half (53%) of the educators in child care and EarlyON programs in Peterborough have worked in the early learning sector for over 10 years. 39% have worked in the sector for over 15 years.

A desire to support children’s early learning and development and passion for working with children and families in the community is a driving force for many educators in the sector.

## Years of Service in Early Learning Sector



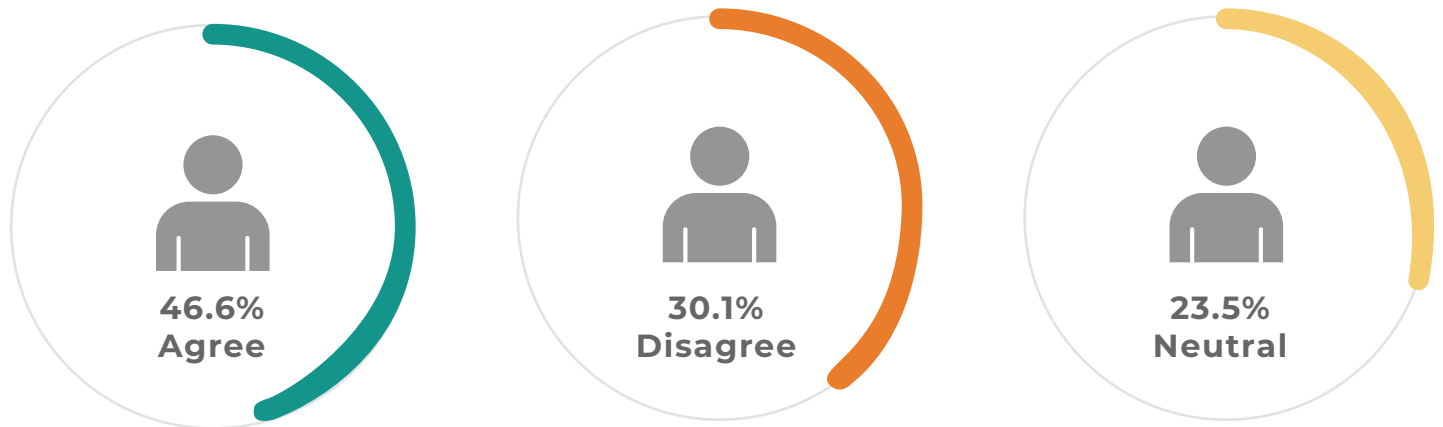
*“I love working with children! I love watching them learn and grow, and finally figure out something they’ve been working hard to do. I love seeing the wonder in their faces.” – **Early Years Educator***

## SYSTEM WIDE LONG TERM PLANNING

Retirement of longstanding educators in the early years workforce will become a significant issue in coming years.

**20.0%** of educators reported that they will not be working in the sector in 10 years because they plan on retiring.

**In 10 Years, I see myself continuing to work in a licensed centre-based, home child care or EarlyON organization.**



**46.5%** of educators plan to continue working in the early years sector in 10 years.

**30.1%** of educators do not plan to continue working in the early years sector in 10 years.

## COMPARISONS TO 2022 FAMILY SURVEY

Both educators and families felt that educators work to develop relationships with children and families.

**97.6%** of educators feel they have meaningful relationships with children and families.

**96.5%** of families feel educators work to develop positive and responsive relationships with their child/family.

Families felt more comfortable communicating to educators than educators felt with internal communication.

**90.9%** of families said they felt comfortable approaching educators with questions and concerns.

**74.3%** of educators felt comfortable expressing their opinion even if it differs from others.