FEBRUARY 10, 2023

Submission to the Pre-Budget Consultations in Advance of the 2023 Federal Budget





ABC Life Literacy Canada <u>abclifeliteracy.ca</u>



Bookmates Inc. <u>bookmates.ca</u>



Canadian Children's Book Centre bookcentre.ca



The Children's Book Bank <u>childrensbookbank.com</u>



Children's Reading Room childrensreadingroom.org

ASCY Affiliated Services for Children & Youth

Affiliated Services for Children and Youth (ASCY) <u>ascy.ca</u>



Canada West Foundation <u>cwf.ca</u>



Canadian Fondation pour Children's l'alphabétisation Literacy des enfants Foundation canadiens

Canadian Children's Literacy Foundation <u>childrensliteracy.ca</u>



Children First Canada childrenfirstcanada.org



Dolly Parton's Imagination Library imaginationlibrary.com/ca



Association of Early Childhood Educators of Ontario <u>aeceo.ca</u>



Canadian Child Care Federation <u>cccf-fcsge.ca</u>



Centre for Family Literacy <u>famlit.ca</u>



Children's Healthcare Canada childrenshealthcarecanada.ca



Early Childhood Development Association of PEI <u>ecda.ca</u>



ELLA - Early Language and Literacies Alliance <u>ella-wr.ca</u> Ensuring Full Literacy

Ensuring Full Literacy in a Multicultural and Digital World (SHRCC Partnership Grant) <u>ensuringliteracy.ca</u>



First Book Canada firstbookcanada.org



Further Education Society of Alberta <u>furthered.ca</u>

Hearing and Speech Nova Scotia <u>hearingandspeech.ca</u>

let's talk SCTENCE

& SPEECH

NOVA SCOTIA

Literacy Council

Inverness County

Kids fly Giving our children the skills to sour





Literacy Lambton literacylambton.org Let's Talk Science letstalkscience.ca

scrences



Literacy Nova Scotia <u>literacyns.ca</u> Inverness County Literacy invernesslit.com



Literacy Coalition of New Brunswick <u>nbliteracy.ca</u>



Lloydminster Learning Council Association <u>lloydlearningcouncil.org</u>



Maggie's Place Family Resource Centre — Colchester <u>maggiesplace.ca</u>



Malvern Family Resource Centre <u>mfrc.org</u>



Manitoba Child Care Association <u>mccahouse.org</u>



Moose Jaw and District Literacy Network <u>facebook.com/moosejawliteracy</u>



Nunavut Bilingual Education Society (NBES) <u>nbes.ca</u>

O a :. ontario library association

Ontario Library Association accessola.com



PolicyWise for Children & Families policywise.com



3755 Botrel, S–102 Montréal, QC H4A 3G8 minibiblioplus.org 514.872.0517

Minibiblioplus, powered by Fraser Hickson <u>minibiblioplus.org</u>



Mothers Matter Centre mothersmattercentre.ca



NWT Literacy Council <u>nwtliteracy.ca</u>



Pediatric Chairs of Canada Directeurs de pédiatrie du Canada

Pediatric Chairs of Canada pediatricchairs.ca





Montréal Children's Hospital (MUHC) ~ Family Resource Library <u>mchfamilylibrary.ca</u>



Mount Pleasant Neighbourhood House

Mount Pleasant Neighbourhood House <u>mpnh.org</u>



Offord Centre for Child Studies offordcentre.com



P.E.I. Literacy Alliance <u>peiliteracy.ca</u>



Prince Albert Literacy Network/Tutor Learner Connections <u>princealbertliteracy.ca</u>



Read To Me! readtome.ca

Saskatchewan

Literacy Network www.saskliteracy.ca



Resilient Kids Canada resilientkidscan.org



Saskatchewan Early Childhood Association <u>seca19.wildapricot.org</u>



Storybooks Canada storybookscanada.ca



The Reading Partnership readingpartnership.com



Network <u>saskliteracy.ca</u>



United for Literacy unitedforliteracy.ca



South Winnipeg Family Information Centre <u>swfic.org</u>

UBC
APE

THE UNIVERSITY OF BRITISH COLUMBIA

Language Sciences Research Excellence Cluster

UBC Language Sciences Initiative languagesciences.ubc.ca



NATIONAL ADVOCACY. COMMUNITY ACTION. UNE VOIX NATIONALE. DES ACTIONS LOCALES.

Yarmouth County Learning Network <u>ycln.ca</u> CANADA

YWCA Canada ywcacanada.ca

Recommendations

We support the continued building of a Canada-wide Early Learning and Child Care (ELCC) system in which all children in Canada have access to quality early learning and child care programs and services that support their development and enable them to reach their full potential.

Developing strong literacy skills is a key component of children's development and is critical to children reaching their full potential. Therefore, to enable the ELCC system's success, we recommend that the Government of Canada, in collaboration with its provincial and territorial partners, further embed foundational policies that support improved children's literacy within a high-quality, affordable, accessible, and inclusive ELCC system.

Improved children's literacy should be advanced within the ELCC system through partnering with provinces and territories to:

- Enable early childhood educators to access quality training that includes the *why* and *how* of developing children's early literacy skills;
- Strengthen additional pathways to children's literacy for families that do not yet participate in early learning and child care programs; and
- Include data on the effectiveness of the ELCC system's at improving children's literacy development as part of the broader ELCC data strategy.

We stand ready to assist the Government of Canada, alongside its provincial and territorial partners, in implementing these recommendations.

Introduction

The right to read¹ is currently denied to far too many children in Canada, with over a million children failing to read at grade level.² And what's at stake isn't just reading, it's "an equal right to the future."³

Literacy – of which reading is a foundational element – is critical to allowing us to separate fact from fiction, share critical information, make informed decisions, and work effectively. It is at the root of emotional, social, and economic resilience.^{4,5}

Yet recent data shows 30 per cent of six-year-old children aren't reading at grade level. For children in low-income households that percentage jumps to 40 per cent.⁶ For many children who are behind, the lag is due to substantial gaps in their early childhood learning opportunities.⁷ And children who are behind at age six are more likely to stay behind throughout their learning journey into adulthood.⁸

While children's literacy in Canada was in peril before the COVID-19 pandemic, the pandemic's disruptions and their knock-on effects have made the situation dire.⁹⁻¹⁷

Fortunately, the monumental work underway to build a high-quality, inclusive, accessible, and affordable ELCC system has the potential to transform children's literacy in Canada. Research shows that while increased access to any early childhood education is generally beneficial to children's literacy

outcomes at age 15 and beyond, children who attend *high-quality* early childhood education programs are even more likely to have stronger literacy skills at age 15 than those in lower-quality programs, particularly for children in lower-income families.¹⁸

We applaud the significant progress in advancing a Canada-wide ELCC system and look forward to partnering on continued efforts to grow and strengthen the ELCC system. Implementing strong early literacy policies is critical to ensuring that the recent and ongoing historic, transformational investments in ELCC also transform the perilous state of children's literacy in Canada.

We recognize and value the distinct work being undertaken with respect to the Indigenous Early Learning and Child Care Framework.¹⁹ At this time, we are not speaking to the applicability of our recommendations to the Indigenous Early Learning and Child Care Framework, though we welcome the opportunity to continue to partner with First Nations, Inuit, and Métis communities on creating high-quality, culturally strong early learning and child care.

Background

Early literacy – sometimes referred to as "emergent literacy" or "pre-literacy" – can be defined in a multitude of ways,^{20,21} but fundamentally it is everything a child knows about reading and writing before the child can read or write.²² Early literacy practices, including reading, storytelling, singing, playing, and talking with children, help children learn to understand the world around them, form connections with others, and thrive. Examples of early literacy skills include developing awareness of words and sounds, pointing at and naming objects, understanding the emotions of characters in stories, and learning to hold and turn the pages of a board book.²³

Early literacy skills are vital to ensuring children and youth can thrive educationally, socially, and emotionally.^{24,25} The Organisation for Economic Co-operation and Development (OECD) has established the lasting impact that early childhood education has on literacy: language skills at age five are associated with literacy achievements two years later and with competent reading by age 10.²⁶ Likewise, kids who are read with regularly have stronger social-emotional skills at age five than those who aren't read with as often, even controlling for socioeconomic status.²⁷

Early literacy, in turn, benefits all Canadians. Currently 45 per cent of Canadians lack the literacy, numeracy, and digital skills that are increasingly necessary to succeed in jobs in the knowledge economy.²⁸ A one per cent increase in adult literacy could create an annual economic benefit of \$67 billion for Canada,^{29,30} the equivalent of approximately \$1,800 more in the pockets of each Canadian every year.^{31,32}

Adult literacy starts at birth. Every 1% increase in adult literacy adds \$67 billion in GDP, the equivalent of \$1,800 per year in the pockets of each Canadian.

Strong adult literacy begins in early childhood, and starting to build literacy skills early delivers the best return on investment. Data shows that every \$1 invested in early childhood education yields six times that amount in economic benefit.³³ This is a far greater impact than investments made later in a child's education and in adulthood.³⁴

Detailed Recommendations

Recommendation 1: Work with provinces and territories to enable early childhood educators to access quality training that includes the *why* and *how* of developing children's early literacy skills.

A growing, qualified workforce of early childhood educators (ECEs) is at the heart of a successful highquality, accessible, affordable, and inclusive Canada-wide Early Learning and Child Care system. Building such a workforce requires "valuing the work of early childhood educators and providing them with the training and development opportunities needed to support their growth."³⁵ Fair wages and effective training are important drivers of ELCC program quality and, in turn, of literacy outcomes for children in Canada.^{36,37,38}

We commend the tremendous work underway to provide fair wages and benefits to ECEs and to implement workforce strategies that advance the Canada-wide ELCC plan. This work includes progress on policies that enable further professional training and development for ECEs, including training related to early literacy. Several jurisdictions have recently introduced new or enhanced professional development support for ECEs by providing funds for training courses, paid release time for attending training, and wage top-ups for ECEs who undertake further professional training.³⁹ Training on early literacy development is often available as part of this funded training.⁴⁰

These are critical steps toward creating a growing, qualified ELCC workforce. However, there is still far more work to be done to ensure ECEs can more fully support children on their reading journeys and help them reach their full potential. Many child care workers lack professional qualification in early childhood education⁴¹ and, even when such training is obtained, the training often lacks adequate training regarding early literacy development.

The Canadian Children's Literacy Foundation, through extensive consultations with a broad range of stakeholders and through partnering on a survey with the Canadian Child Care Federation, identified significant gaps in many ECEs' knowledge and practices relating to early literacy. A September 2021 survey of 1,100 ECEs, who were well-distributed throughout Canada and generally reflect the ECE workforce, found the following:⁴²

- Only 38 per cent reported feeling "confident" in supporting the early literacy development of the children they work with.
- Only 25 per cent reported having an excellent understanding of early language and literacy milestones for children under five.
- Only 35 per cent reported feeling "confident" in identifying a concern with a child's language development.
- Fewer than 50 per cent reported that they are engaging the children they work with in early literacy activities every day. More than 35 per cent reported doing so once a month or less.
- Only 10 per cent reported having participated in any professional development related to early literacy, compared with over 99 per cent of respondents who would like to.

Many of these findings were echoed by recent research from the University of Toronto on ECEs' selfefficacy and knowledge of early literacy instruction among both pre-service and in-service ECEs.⁴³

To help address these gaps in knowledge, confidence, and practice, it is essential that all ECEs receive professional training on:

- Why early literacy practices are important to all domains of children's development, including language, social-emotional, and brain development;
- Age-appropriate milestones and the basics of identifying when there might be a delay that requires additional expertise;
- Best practices for implementing activities that support children's early literacy development;
- Available information and resources that can be incorporated into current programming; and
- Strategies for talking with families about how to support early literacy development at home.

This training should be developed and delivered in a manner that reflects and values the diverse linguistic and cultural contexts of the educators, children, and families who are part of the ELCC system.

We, the signatories to this submission, welcome the opportunity to support the Government of Canada and its partners in implementing these recommendations to ensure that all ECEs receive the training they need to effectively support the development of children's early literacy skills.

Recommendation 2: Work with the provinces and territories to strengthen additional pathways to children's literacy for families that do not yet participate in early learning and child care programs.

The home is a key early learning environment, particularly for our youngest children and the 48 per cent of children in Canada who aren't yet in child care.^{44,45} Leading research from the OECD finds that "[p]arental involvement in children's learning and development begins at birth, by providing guidance, developing habits, imparting values, supporting learning experiences and sharing expectations. Children with involved parents tend to do better in reading and numeracy, have positive social and emotional social skills, and be more motivated to learn."⁴⁶ According to the OECD, the quality of the home learning environment is the single greatest influence on children's literacy proficiency at age five.⁴⁷

Examples of early literacy activities that support a strong home learning environment include reading books, singing, drawing, going to the library, and talking about a child's day. Yet only 51 per cent of parents in Canada report engaging often in early literacy activities with their children before they enter primary school.^{48,49} This gap in the home learning environment is having devastating – but avoidable – consequences for children's reading progression.⁵⁰

We commend the recent commitments to ELCC innovation that support early learning in a diversity of environments and that address the diverse needs of children, including through building families' skills.⁵¹ These critical investments are essential to enabling families to create nurturing, supportive, and enriching home learning environments in which they engage in early literacy practices.

The Government of Canada has stated that "flexible early learning and child care programs and services that respond to the varying needs of children and families foster children's development and are an important support for families and communities."⁵² In furtherance of the aim of building those programs and services, we recommend additional investments in programs and service that help families to develop strong early literacy practices at home, including sustainable funding for professionals and organizations delivering those supports to families. Proven strategies for advancing early literacy include healthcare-based early literacy counselling, trainings for parents on raising readers, home visitation programs, community-based family literacy programs, library programming, and book-gifting initiatives.^{53,54}

We also see a significant need for dedicated efforts around knowledge mobilization of best practices for early literacy support, including for ECEs and all professionals who support families directly – particularly because among those surveyed, 72 per cent of service providers reported talking to parents at least once a week about ways to support their child's early literacy at home. Importantly, however, only about 36 per cent of ECEs felt "confident" in sharing advice with families about ways to improve early literacy development. This fact identifies a critical opportunity to help ECEs, who already have access to and influence with families, to grow their skills in order to make a good practice that they're already doing that much more effective.⁵⁵

To advance these shared aims in support of all children's development, we recommend that the Federal Secretariat on Early Learning and Child Care and the newly appointed National Advisory Council on Early Learning and Childcare work collaboratively with literacy organizations to ensure all children are supported on their reading journey right from the start.

Recommendation 3: Work with provinces and territories to include data on the effectiveness of the ELCC system at improving children's literacy development as part of the broader ELCC data strategy.

We value the Government of Canada's commitment to "work with provincial and territorial partners to build a strong baseline of common, publicly available [ELCC] data on which to measure progress, report to Canadians, and help continuously improve the system."⁵⁶ Our recommendation is that data on the effectiveness of the ELCC program on literacy development be integrated into the government's efforts to measure progress.

There is widespread agreement that data on children's literacy is limited, especially for young children.⁵⁷ To ensure the ELCC system is most effectively investing in the foundational skills needed to foster literacy, we need improved collection of data on child and youth literacy, with a particular emphasis on the impact of ELCC.

We recommend that a key component of that data strategy is using the Federal Secretariat's mandate of "funding and oversight for ELCC data and research projects [that] help to identify data gaps, monitor progress, [and] inform evidence-based policy development"⁵⁸ to further understand the impact of ELCC on children's literacy development.

Developing effective longitudinal measures for understanding the literacy progression of children from the early years through young adulthood is vital to ensuring that investments in ELCC have a meaningful effect on literacy development and, in turn, on children reaching their full potential. By establishing a robust measurement strategy, the social and economic case for ongoing investments in high-quality, affordable, accessible, and inclusive ELCC will become irrefutable and sustainable.

This is why we recommend that the Government of Canada, in partnership with provincial and territorial governments, develop effective measures of children's literacy starting from the early years.

Conclusion

A prosperous, democratic future for Canada requires a robust, thriving, Canada-wide ELCC system that enables all children in Canada to reach their full potential. A key part of that goal is supporting children as they develop strong literacy skills. Yet over one-third of children are not developing the necessary early literacy skills, which often has a lifetime of consequences. These substantial gaps in children's literacy in Canada are avoidable through concerted action.

To help children develop the literacy skills they need to reach their full potential, we recommend that the Government of Canada, in collaboration with its provincial and territorial partners, further embed foundational policies that support improved children's literacy within the ELCC system. This requires additional early literacy training for early childhood educators, increased investment community-based literacy programs that support the home learning environment, and better longitudinal data on literacy from birth to adulthood.

Let's not miss this tremendous, historic opportunity to develop and deliver a world-class ELCC system that enables Canada's children to reach their full potential and become the most literate in the world.

References

- ² Deloitte LLP. (2020, November). An Economic Overview of Children's Literacy in Canada.
- https://childrensliteracy.ca/cclf/media/PDFs/Deloitte-Report-An-Economic-Overview-of-Children-s-Literacy-in-Canada.pdf.
- ³ Ontario Human Rights Commission. (2022). *Right to Read: Public Inquiry into Human Rights Issues Affecting Students with Reading Disabilities*. <u>https://www.ohrc.on.ca/sites/default/files/Right%20to%20Read%20Executive%20Summary_OHRC%20English_0.pdf.</u> ⁴ Frontier College. (2021). *Literacy and the Economy: The Road to Recovery*.
- https://www.frontiercollege.ca/CMSPages/GetFile.aspx?guid=b45522d5-16a7-49e8-9afb-7bb001d1deba.
- ⁵ Clark, C., & Teravainen-Goff, A. (2018). *Mental Wellbeing, Reading and Writing: How Children and Young People's Mental Wellbeing Is Related to Their Reading and Writing Experiences*. National Literacy Trust Research Report. National Literacy Trust. <u>https://cdn.literacytrust.org.uk/media/documents/Mental_wellbeing_reading_and_writing_2017-18 - final.pdf.</u>

¹ Supreme Court of Canada. (2009, November). *Moore v. British Columbia (Education)*. https://scc-csc.lexum.com/scc-csc/scc-csc/en/item/12680/index.do.

⁶ Toronto District School Board. *Annual Report on Early Literacy: 2021–22*, as cited in Alphonso, C. (2022, October 19). More Grade 1 students at the TDSB did not meet reading benchmarks at the end of last year compared to data from a decade ago. *Globe and Mail*. <u>https://www.theglobeandmail.com/canada/article-tdsb-grade-1-reading-benchmarks/.</u>

⁷ Deloitte LLP. (2020, November). An Economic Overview of Children's Literacy in Canada.

⁸ Organisation for Economic Co-operation and Development. (2020, March). *Early Learning and Child Well-being. A Study of Five*year-olds in England, Estonia and the United States. <u>https://www.oecd-ilibrary.org/sites/218760a6-</u> en/index.html?itemId=/content/component/218760a6-en.

⁹ B.C. Centre for Disease Control. (2021, November 23). *BC COVID-19 Survey on Population Experiences, Action and Knowledge: SPEAK Survey Round 2 Results*. <u>https://public.tableau.com/app/profile/bccdc/viz/BCCOVID-19SPEAKSurveyRound2/BCCOVID-19SPEAKsurveyRound2/BCCOVID-19SPEAKs</u>

¹⁰ Government of Nova Scotia. (2022). 2021–2022 Nova Scotia Assessment Reading, Writing, and Mathematics in Grade 6. https://plans.ednet.ns.ca/sites/default/files/documents/2021-22%20RWM6%20for%20web.pdf.

¹¹ Government of Quebec, Ministry of Education. (2021, June 2). 2021-2022 Revitalization Plan for Educational Success: Education Beyond the Pandemic. <u>https://cdn-contenu.quebec.ca/cdn-contenu/adm/min/education/publications-adm/education/Plan-relance-reussite-educative-AN.pdf</u>?1622649574.

 ¹² Ontario COVID-19 Science Advisory Table. (2021, June 4). COVID-19 and Education Disruption in Ontario: Emerging Evidence on Impacts. <u>https://covid19-sciencetable.ca/sciencebrief/covid-19-and-education-disruption-in-ontario-emerging-evidence-on-impacts</u>.
¹³ Toronto District School Board. Annual Report on Early Literacy: 2021-22.

¹⁴ Betkowski, B. (2020, November 19). Pandemic putting young readers behind the learning curve, says education expert. *University of Alberta Folio*. <u>https://www.ualberta.ca/folio/2020/11/pandemic-putting-young-readers-behind-the-learning-curve-says-</u>education-expert.html.

¹⁵ Wong, J. (2021, May 17). With summer vacation looming, educators worry about lasting fallout of pandemic schooling. *CBC News*. <u>https://www.cbc.ca/news/canada/teacher-questionnaire-pandemic-yearend-1.6025149</u>.

¹⁶ Statistics Canada. (2020, July 9). *Impacts of COVID-19 on Canadian Families and Children*.

https://www150.statcan.gc.ca/n1/en/daily-quotidien/200709/dq200709a-eng.pdf?st=CxdsVAyK.

¹⁷ Haeck, C., & Lefebvre, P. (2020, June). *Pandemic School Closures May Increase Inequality in Test Scores*. Research Group on Human Capital Working Paper Series. Université du Québec à Montréal. <u>https://grch.esg.uqam.ca/wp-</u>

content/uploads/sites/82/Haeck Lefebvre GRCH WP20-03-5.pdf.

¹⁸ Organisation for Economic Co-operation and Development. (2018). *Early Learning Matters*.

https://www.oecd.org/education/school/Early-Learning-Matters-Project-Brochure.pdf.

¹⁹ Employment and Social Development Canada. (2021, December 3). *Federal Secretariat on Indigenous Early Learning and Child Care*. https://www.canada.ca/en/employment-social-development/programs/indigenous-early-learning.html.

²⁰ Organisation for Economic Co-operation and Development. (2000). *Reading for Change: Performance and Engagement across Countries*. <u>https://www.oecd.org/education/school/programmeforinternationalstudentassessmentpisa/33690986.pdf</u>.

²¹ Whitehurst, G. J., & Lonigan, C. J. (1998). Child development and emergent literacy. *Child Development* 69(3), 848-872. <u>https://pubmed.ncbi.nlm.nih.gov/9680688/</u>.

²² Winnipeg Public Library. (2021, September 23). Early Literacy Skills. <u>https://guides.wpl.winnipeg.ca/earlyliteracy/skills</u>.

²³ Shaw, A. (2021, January). Read, Speak, Sing: Promoting Early Literacy in the Health Care Setting. Canadian Paediatric Society. <u>https://cps.ca/en/documents/position/read-speak-sing-promoting-literacy</u>.

²⁴ Clark, C., & Teravainen-Goff, A. (2018, September). *Mental Wellbeing, Reading and Writing*.

²⁵ Organisation for Economic Co-operation and Development. (2020, August 11). *Combatting COVID-19's Effect on Children*. https://www.oecd.org/coronavirus/policy-responses/combatting-covid-19-s-effect-on-children-2e1f3b2f/#section-d1e1572.

²⁶ Shuey, E., & Kankaraš, M. (2018). *The Power and Promise of Early Learning*. Organisation for Economic Co-operation and Development Education Working Paper, No. 186. Paris: OECD. https://www.oecd-ilibrary.org/education/the-power-and-promise-of-early-learning_f9b2e53f-en.

²⁷ Organisation for Economic Co-operation and Development. (2020, August 11). *Combatting COVID-19's Effect on Children*.

²⁸ Employment and Social Development Canada. (2021, May 18). Government of Canada Invests in Skills Training to Help Get Canadians Back to Work [Press release]. <u>https://www.canada.ca/en/employment-social-development/news/2021/05/launch-of-skills-for-sucess---003368.html</u>.

²⁹ Schwerdt, G., Wiederhold, S., & Murray, T.S. (2018). *Literacy and Growth: New Evidence from PIAAC*. http://www.dataangel.ca/docs/LiteracyandGrowth revised October2018.pdf.

³⁰ Deloitte LLP. (2020, November). *An Economic Overview of Children's Literacy in Canada*.

³¹ Statistics Canada. (2021, November 9). Table 36-10-0222-01, Gross domestic product, expenditure-based, provincial and territorial, annual (x 1,000,000).

³² Deloitte LLP. (2020, November). *An Economic Overview of Children's Literacy in Canada*.

³³ Alexander, C., Beckman, K., Macdonald, A., Renner, C., & Stewart, M. (2017). *Ready for Life: A Socio-Economic Analysis of Early Childhood Education and Care*. Ottawa: Conference Board of Canada.

³⁴ Deloitte LLP. (2020, November). *An Economic Overview of Children's Literacy in Canada*.

³⁵ Government of Canada (2021, April 19). Creating Jobs and Growth. *Budget 2021*. <u>https://www.budget.gc.ca/2021/report-rapport/p2-en.html#chap3</u>.

³⁶ Douglass, A. (2019). *Leadership for Quality Early Childhood Education and Care*. Organisation for Economic Co-operation and Development Education Working Papers, No. 211. Paris: OECD. <u>https://doi.org/10.1787/6e563bae-en.</u>

³⁷ Organisation for Economic Co-operation and Development. (2010). Encouraging Quality in Early Childhood Education and Care (ECEC). *Research Brief: Working Conditions Matter:* <u>https://www.oecd.org/education/school/49322250.pdf.</u>

³⁸Zaslow, M. (2022). *Early Childhood Education and Care Workforce Development: A Foundation for Process Quality*. Organisation for Economic Co-operation and Development Education Policy Perspectives. No. 54. Paris: OECD. <u>https://doi.org/10.1787/e012efc0-en.</u>

³⁹ Examples include Alberta (<u>https://open.alberta.ca/dataset/bd3052eb-659c-4779-adae-0c4e667bdcd0/resource/a19972c7-0eed-4119-9951-d721345d43a0/download/cs-alberta-child-care-grant-funding-guide-2023-01.pdf), New Brunswick</u>

(https://www2.gnb.ca/content/dam/gnb/Departments/ed/pdf/ELCC/ECHDPE/application-guidelines.pdf), British Columbia (https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children/recruitment-retention-strategy#wage-

enhancement), and Manitoba (https://www.gov.mb.ca/education/childcare/students_workforce/ece_tuition_support.html). ⁴⁰ Examples include Algonquin College (https://www.algonquincollege.com/online/courses/language-and-emergent-literacy/), Bow

Valley College (<u>https://bowvalleycollege.ca/programs-courses/community-studies/early-childhood-education-and-development-diploma</u>), and Toronto Metropolitan University

(https://continuing.torontomu.ca/search/publicCourseSearchDetails.do?method=load&courseId=23849).

⁴¹ Atkinson Centre for Society and Child Development, *Early Childhood Education Report 2020*,

https://ecereport.ca/media/uploads/2021-overview/overview2020 final2.pdf

⁴² Canadian Children's Literacy Foundation. (2022, February). *The Role of Early Literacy in Early Learning and Child Care: A Survey of Early Childhood Educators*. <u>https://childrensliteracy.ca/cclf/media/PDFs/ECESurvey.pdf</u>

⁴³ Forgie, J. C., Hu, J., & Boccalon, M. (2022). Pre-service and in-service early childhood educators' self-efficacy and knowledge for early literacy instruction. *Cogent Education*, 9(1), 2151246.

⁴⁴ Organisation for Economic Co-operation and Development. (2018). *Early Learning Matters*.

⁴⁵ Statistics Canada. (2022, June). *Survey on Early Learning and Child Care Arrangements*. <u>https://www150.statcan.gc.ca/n1/daily-guotidien/220601/dq220601a-eng.htm</u>.

⁴⁶ Organisation for Economic Co-operation and Development. (2017). *Starting Strong V: Transitions from Early Childhood Education and Care to Primary Education*. Paris: OECD. <u>https://www.oecd-ilibrary.org/education/starting-strong-v_9789264276253-en.</u>
⁴⁷ Shuey, E. & Kankaraš, M. (2018). *The Power and Promise of Early Learning*.

⁴⁸ Canadian Ministers of Education, Canada. (2016). *PIRLS/ePIRLS 2016: Canada in Context. Canadian Results from the Progress in International Reading Literacy Study*. CMEC. <u>https://cmec.ca/Publications/Lists/Publications/Attachments/385/PIRLS2016-Report-</u>

EN.pdf.

⁴⁹ Canadian Ministers of Education, Canada. (2013). Parental engagement in early literacy and numeracy activities and student achievement in PIRLS/TIMSS 2011. Assessment Matters! 3. CMEC.

http://www.cmec.ca/Publications/Lists/Publications/Attachments/309/AMatters_No3_EN.pdf.

⁵⁰ Canadian Ministers of Education, Canada. (2013). Parental engagement in early literacy and numeracy activities and student achievement in PIRLS/TIMSS 2011.

⁵¹ Employment and Social Development Canada. (2022, October 11). *Families in Canada to Benefit from Innovative Early Learning and Child Care Practices*.

https://www.newswire.ca/news-releases/families-in-canada-to-benefit-from-innovative-early-learning-and-child-care-practices-822622989.html.

⁵² Government of Canada (2022, December). *Bill C-35: An Act Respecting Early Learning and Child Care in Canada* (first reading). <u>https://www.parl.ca/DocumentViewer/en/44-1/bill/C-35/first-reading</u>.

⁵³ Deloitte LLP. (2020, November). *An Economic Overview of Children's Literacy in Canada*.

⁵⁴ Canadian Children's Literacy Foundation. (2020, June). *Early Literacy Matters Roundtables 2020*.

https://childrensliteracy.ca/cclf/media/PDFs/Early-Literacy-Matters-roundtable-report-EN-June-2020.pdf.

⁵⁵ Canadian Children's Literacy Foundation. (2022, February). *The Role of Early Literacy in Early Learning and Child Care*.

⁵⁶ Employment and Social Development Canada. (2022, November 25). *Federal Secretariat on Early Learning and Child Care*.

⁵⁷ Government of Canada (2021, May 25). *Defining and Measuring the Quality of Early Learning and Child Care: A Literature Review*. <u>https://www.canada.ca/en/employment-social-development/programs/early-learning-child-care/reports/2019-defining-measuring-guality.html</u>

⁵⁸ Government of Canada (2021, May 25). *Defining and Measuring the Quality of Early Learning and Child Care*.