

Report to Council

Report Title:	Brockton Childcare Centre Organizational Review		
Prepared By:	Sonya Watson, Chief Administrative Officer		
Department:	Child Care		
Date:	April 23, 2024		
Report Number:	BCCC2024-03	File Number:	C11BR
Attachments:	N/A		

Recommendation:

That the Council of the Municipality of Brockton hereby receives Report Number BCCC2024-03 – Brockton Childcare Centre Organizational Review, prepared by Sonya Watson, Chief Administrative Officer and in doing so supports the recommendation of hiring Jennifer Kirkham of Mischevious Cat Productions to conduct an organizational review of the Brockton Child Care Centre for a cost of \$30,000 plus H.S.T. to be funded from a combination of grant funding and the child care reserve fund.

Report:

Background:

The services offered at the Brockton Child Centre support hundreds of families in the community. This service has grown substantially over the past 38 years originally servicing 55 children to now over 117 children plus the school aged programs of up to 50 children at Walkerton District Community School and up to 57 at St. Teresa of Calcutta Catholic School with over 25 staff. We have been so fortunate over the years to have committed, qualified and professional staff leading and providing care to children at the centre. With ongoing legislative changes in the childcare sector, pressures in the sector on the availability of ECE's, new financial formulas related to CWELCC funding and an increased number of families to service in this fast-paced environment, ensuring efficiency and quality in the service is on ongoing priority. The economic benefit the Brockton Childcare Centre provides to the community as a support to area families looking to settle here is of paramount importance.

Analysis:

To ensure the ongoing sustainability and viability of this essential service as a follow up to the April 9th Council Meeting staff have sought out the services of third-party childcare consultants to conduct an Organizational Review of the centre. This review will be important to help shape the future of the centre. This review will examine culture, human resources, quality, structure, services, and supports and customer experience all with

a goal of positioning the centre for the future in sustainable and viable way. Based on recommendations and the timeliness of this review we are recommending securing the services of Jennifer Kirkham of Mischevious Cat Productions a consulting firm which specializes in strategy and management consulting for the nonprofit and government sectors. Jennifer Kirkham is the President and CEO of Mischevious Cat Productions, and she will be the lead consultant on this project. Jennifer has been providing strategy and management consulting to the nonprofit and government sectors for the last 16 years, in such areas as: system transformation, community capacity building, strategic and community planning, program planning and evaluation, and operational and business process reviews. She has conducted work in the childcare sector for several lower-tier, Upper Tier and Cities across Ontario including the Couy of Bruce.

This review will include the engagement of childcare staff, families who use the centre, leadership, County of Bruce and the Child Care Committee through various methods.

Jennifer is available to start in May and this review is expected to take 3-4 months.

Strategic Action Plan Checklist:

What aspect of the Brockton Strategic Action Plan does the content/recommendations in this report help advance?

- | | |
|---|-----|
| • Recommendations help move the Municipality closer to its Vision | Yes |
| • Recommendations contribute to achieving Heritage, Culture, and Community | N/A |
| • Recommendations contribute to achieving Quality of Life | Yes |
| • Recommendations contribute to achieving Land Use Planning and the Natural Environment | N/A |
| • Recommendations contribute to achieving Economic Development | Yes |
| • Recommendations contribute to achieving Municipal Governance | Yes |

Financial Impacts/Source of Funding:

- Do the recommendations represent a sound financial investment from a sustainability perspective?
N/A

This review will examine various key areas over a 3-4 month period and will involve engagement of various groups. The review will cost \$30,000 and grant funding is being sought to support a portion of the costs. The remainder if applicable is proposed to come from the childcare reserve fund, which currently has a balance of \$22,000.

Reviewed By:



Trish Serratore, Chief Financial Officer

Respectfully Submitted by:

A handwritten signature in black ink, appearing to read "Sonya Watson", with a long, sweeping flourish extending to the right.

Sonya Watson, Chief Administrative Officer