

Report to Council

Report Title:	Organizational Review Status Report		
Prepared By:	Carri-Ann Scott, Manager, Child Care Services		
Department:	Child Care		
Date:	June 10, 2025		
Report Number:	BCCC2025-03	File Number:	C11BR
Attachments:	Organizational Review Status Report - May 2025		

Recommendation:

That the Council of the Municipality of Brockton hereby accepts Report Number BCCC2025-03 - Organizational Review Status Report, prepared by Carri-Ann Scott, Manager, Child Care Services, and in doing so looks forward to providing further bi-yearly updates as the actions in the review progress.

Report:

Background:

In 2024, the Municipality of Brockton undertook an organizational review of the programs, operational supports, quality, customer experience, organizational structure and staffing, organizational culture and business viability of the Brockton Child Care Centre.

Analysis:

Implementation of the review's recommendations is well underway. When implemented, many of the tasks will have a positive impact on both revenue generation and expenditure reduction. This indicates significant growth and modernization for the Brockton Child Care Centre and demonstrates a commitment to quality and to meeting the needs of the community.

The Brockton Child Care Centre is a vibrant organization providing high-quality care to families in Brockton and the surrounding communities. It is staffed by licensed, well-qualified Early Childhood Professionals and consistently exceeds the standards outlined in the Child Care and Early Years Act, provincial licensing requirements, and sector best practices—all while remaining responsive to local needs.

As the largest single-site provider of care in the county, the recommendations and growth plans outlined in this report position the Centre to sustain its leadership in early learning. These efforts will continue to support Brockton's economic development and contribute to the well-being of its youngest residents—our most vulnerable citizens and future leaders.

It is essential to note that for every job created in childcare, several more are typically created or sustained in other sectors due to increased spending by parents. Parents with access to child care are more likely to be employed, leading to higher incomes and increased spending on goods and services in the local community. This aligns with Brockton's strategic vision and is correlated with economic growth and development.

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 Yes
- Recommendations contribute to achieving Quality of Life Yes
- Recommendations contribute to achieving Land Use Planning and the Natural Environment No
- 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? Yes

The continued growth of the Brockton Child Care Centre is expected to contribute positively to municipal revenue generation through increased enrolment and corresponding provincial funding. CWELCC funding and County contributions align with operational reporting requirements, supporting the Centre's financial sustainability and helping to offset costs, enabling continued service expansion.

Reviewed By:



Trish Serratore, Chief Financial Officer

Respectfully Submitted by:



Carri-Ann Scott, Manager, Child Care Services

Reviewed By:



Sonya Watson, Chief Administrative Officer