Independent School Child Care Sector Scan - April 2023

School Name & Contact Information

Don't be discouraged by the length of this survey! It is designed so that you will only be asked questions pertinent to your situation. You will be routed away from pages that do not apply to your school's context.

As long as you use the same computer (IP address) you can exit at the end of any page and return to have your answers saved. Note: If you exit midway through a page the answers on that page will not be saved but previous pages will be saved. We have tried to break up the pages into manageable chunks for this purpose.

If you encounter problems, email Janet at Janet@fisabc.ca or call 604-684-6023.

* 1. Your name

* 2. Your position

* 3. Your email address

* 4. Name of School

* 5. School Ministry Code
If you are unsure of your 8-digit ministry code, please [click here](#)

* 6. School Authority Number
If you are unsure of your 3-digit school authority code, please [click here](#).

* 7. Street address of the school including postal code.

* 8. In which Municipality or Unincorporated Area is the school located?
To find out if your community is a municipality or an unincorporated area, either contact your local government or find your community on this map [Municipalities in B.C.](#)

[   ]

* 9. Does your school include elementary aged students?

◯ Yes, we have students in at least one grade between K to grade 7 routed to affiliated child care query page

◯ No, we only have students in grade 8 and above routed to survey end

◯ No, we only have students in grade 8 and above - but we also operate a child care program routed to license holder page

Comment

[   ]

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Independent School Child Care Sector Scan - April 2023
Affiliated Child Care Programs
The main purpose of this survey is to gather information regarding child care programs affiliated with independent schools.

Examples of child care programs that would be considered <u>affiliated </u>are:
- child care programs that are located on your school grounds
- child care programs operated by your independent school authority (on or off school grounds)
- situations where the school is operated by a non-profit society and the child care facility is operated as a for-profit business where the child care operator is directly involved with the governance of the school

Child care programs <u>not </u>considered as affiliated include:
- child care operators that pick up children from a school site to be cared for at a separate location when that child care license holder is not involved in the governance of the school
- rental groups that do not hold child care licenses listing the school as a licensed location (e.g., gymnastic studios that rent the gym and provide lessons after school for students of the school)

If you are unsure whether your child care situation would be considered affiliated, feel free to contact Janet or Shawn at 604-684-6023.

* 10. We have one or more licensed child care programs affiliated with our school.

○ **Yes**, we currently have at least one licensed child care program affiliated with our school. routed to license holder page

○ **No**, but we **anticipate opening a licensed child care program** within the next 3 years. routed to anticipated plans page

○ **No**, and we do **not** plan to offer licensed child care programs within the next 3 years. routed to clubs & activities page

Comment

[   ]

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Independent School Child Care Sector Scan - April 2023
License Holders

11. Do you have **multiple** child care **License Holders** affiliated with your school?

○ **No**, all of our child care licensed programs are held by a **single** individual or organization routed to operator's page

○ **Yes**, there are **two or more separate** individuals or organizations - each with their own child care license - affiliated with our school routed to contact FISA page to obtain a customized survey

Comment

[   ]

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Only schools indicating that they have existing affiliated child care facilities or anticipate opening child care facilities within the next 3 years will be directed to questions #12-18.

Independent School Child Care Sector Scan - April 2023
Licensed Programs - Operators

Enter all programs on school grounds within the authority who have a child care facility license via the local health authority including but not limited to school-age care, infant/toddler care, group 30 months to school age, preschool, Aboriginal Head Start, and Seamless Day.

Programs that do not require a license such as after school clubs and activities will be addressed in a following section.

https://www.surveymonkey.com/r/FISAChildCareScan2023

* 12. **Name of Child Care License Holder** (as written on the the child care license)

[ ]

* 13. Facility or License Number

[ ]

* 14. Name of licensed facility authorized under this license number

[ ]

* 15. Indicate the **Operator Type**
Family: Operated and licensed as a family child care. This facility will be licensed for 7 children if the licensee is a responsible adult or up to 8 children if the licensee is an ECE.

Group Private: Child Care is licensed by a private child care provider/business

Group Not For Profit: Child Care is operated and licensed by a non-profit, or Indigenous government.

◯ Family

◯ Group - Private

◯ Group - Not for profit

◯ Other (please specify)

[ ]

16. If you indicated "**Group-Not for Profit**" on the previous question, please further indicate the Operator Type.

Societies: Child Care is operated and licensed by a non-profit society.

Indigenous Government: an Indigenous governing body is an entity that is authorized to act on behalf of Indigenous peoples that hold rights recognized and affirmed by section 35 of the Constitution Act, 1982 (DRIPA);

Public: Child Care is operated and licensed by a public organization/agency (i.e. municipality)

☐ Societies

☐ Indigenous Govt.

☐ Public

Comment

[   ]

* 17. Please describe the **relationship** between the Child Care License Holder and the Independent School Authority.

○ The same non-profit society operates the independent school and holds the child care license

○ The same private business owner operates the independent school and holds the child care license

○ The school is operated by a non-profit society and the child care facility is operated by a for profit business that is affiliated with the school (e.g., the child care operator is involved with the governance of the school)

○ The school and the child care facility are operated by separate entities with no shared governance (e.g., a private provider leases space from the school)

○ Other - please specify

Comment

[   ]

* 18. Does the **license holder operate at more than 1 location affiliated with <u>your</u> school**? e.g., Your school has more than one campus and the license holder has a child care facility at each location. Do not include locations that are on the grounds of another independent or public school as that school will report the details of child care facilities on their property.

○ **No**, the license holder has **only 1 location** affiliated with our school routed to licensed facilities page

○ **Yes**, the license holder has **two separate locations** affiliated with our school routed to 2 sets of license facilities page questions so that each site can be reported separately

○ **Yes**, the license holder has **three or more separate locations** affiliated with our school routed to contact FISA page to obtain a customized survey

Other (please specify)

[   ]

Only schools indicating that they have affiliated child care facilities will be directed to questions #19-45. Schools that indicate they are planning to open a child care facility will have a slightly modified version of questions #19-45 to report on anticipated plans.

Independent School Child Care Sector Scan - April 2023
Licensed Facilities

* 19. Is the child care facility **address the same** as the school address indicated on page 1?

○ Yes

○ No - specify the child care facility address in the comment box

Child care facility address if different from the school address

[   ]

* 20. Number of **years in operation** at this location

[   ]

* 21. Is the licensed facility located on

○ School Authority-**Owned** Land

○ School Authority-**Leased** Land

○ Other (please specify in the comment box)

Comment

[   ]

* 22. Who owns the **building** where the licensed child care facility is located?

○ The Independent School Authority **owns** the building

○ The Independent School Authority **leases** the building (include leased portables)

Other (please specify)

[   ]

* 23. For land or buildings **not** owned by the school authority, indicate the agreement type.
Lease: a contract by which one party conveys land, or property to another for a specified time, usually in return for a periodic payment.

License to occupy: a person is given permission to use a rental unit or site, but that permission may be revoked at any time.

○ Lease

○ License to occupy

○ None

Comment

[   ]

Independent School Child Care Sector Scan - April 2023
Licensed Care Government Initiatives

* 24. Is the facility a **$10 a Day** ChildCareBC Centre Site ? (formally Universal Child Care prototype). To find out if the child care facility is a $10 a day site please contact the child care operator or you may check against this website [Centres by Health Authority - Province of British Columbia (gov.bc.ca)](#)

○ Yes

○ No

Comment

> [   ]

* 25. Is it a Child Care Fee Reduction Initiative (**CCFRI**) site?

○ Yes

○ No

Comment

> [   ]

* 26. Does the child care program use the **BC Early Learning Framework**?

○ Yes

○ No

Comment

> [   ]

* 27. Has the program had ECE **practicum students** in the past 5 years?

○ Yes

○ No

Comment

> [   ]

* 28. Has the program accessed **Aboriginal/ Supported Child Development** in the past 5 years?

◯ Yes

◯ No

Comment

[   ]

* 29. Is the program offered in a **language other than, or in addition to, English**? If so, please specify the language(s).

◯ Yes

◯ No

◯ Partially

Language(s) provided

[   ]

Independent School Child Care Sector Scan - April 2023
Licensed Care - Spaces

* 30. How many **licensed child care spaces** does your school have (Fill all that are applicable). The number indicated should match the category of care and number of spaces listed on the child care facility license.

Group Child Care
(Birth to 36
months)

Group Child Care
(30 months to
school age) Spaces

Licensed Preschool
Spaces

Group child care
(School age)
Spaces

School Age Care on
School Grounds
Spaces

Recreational Care
Spaces

Multi-Age Child
Care Spaces

31. Comment on number of licensed spaces

* 32. How many of licensed spaces listed above are **currently filled**?

Group Child Care
(Birth to 36
months) Filled
Spaces

Group Child Care
(30 months to
school age) Filled
Spaces

Licensed Preschool
Filled Spaces

Group child care
(School age) Filled
Spaces

School Age Care on
School Grounds
Filled Spaces

Recreational Care
Filled Spaces

Multi-Age Child
Care Filled Spaces

33. Comment on spaces filled

* 34. Have you applied for a **New Spaces Grant**?

○ Yes, grant recieved

○ Yes, grant declined

○ No, investigated but decided not to apply (please specify the barriers in applying in the
comment box)

○ No

Comment

Independent School Child Care Sector Scan - April 2023
Licensed Care - Schedule

* 35. How many **days per week** is this licensed child care open?

[text box]

* 36. Does the licensed facility provide **before school** care?

○ Yes

○ No

Comment

[text box]

* 37. Does the licensed facility provide **after school** care?

○ Yes

○ No

Comment

[text box]

* 38. Does the licensed facility offer **extended hours** (before 6AM and/or after 7PM)?

○ Yes

○ No

Comment

[text box]

* 39. Does the licensed facility provide **overnight** care?

○ Yes

○ No

Comment

[   ]

* 40. Is the licensed facility **open on statutory holidays**?

○ Yes

○ No

Comment

[   ]

41. Is the licensed facility **open on non-instructional days** during the school year (e.g. Pro-D, parent-teacher interviews, etc.)

○ Yes

○ No

Comment

[   ]

* 42. Is the licensed facility **open during winter and spring break** school closure?

○ Yes

○ No

Comment

[   ]

* 43. Is the licensed facility **open during summer** months school closure?

○ Yes

○ No

Comment

[   ]

* 44. Indicate the number of **non-statutory holiday closures** per year the licensed facility is closed

[   ]

45. Any additional comments regarding schedule, hours of operation, days of closure, etc. for the licensed facility?

[   ]

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Only schools with existing affiliated child care facilities will be directed to questions #46-57.

Independent School Child Care Sector Scan - April 2023
Licensed Care - Workforce
Note: For schools with multiple site locations, please report all of your ECE staff in this section (i.e., do not report each site separately)

* 46. How/Where are Early Childhood Educators' **terms and conditions of employment** defined?

○ In a school authority employee contract

○ In a third-party contract

○ Other

Comment

[   ]

* 47. Are the paid child care staff in this facility **unionized**? (If yes, please indicate the name of the union)

○ Yes

○ No

○ Some

Name of union

[   ]

* 48. How many **Responsible Adults (FTE)** do you currently employ? A responsible adult is defined as a person who is 19 years of age, has completed at least 120 hours of training, has experience working with children, and can provide care and mature guidance to children.

[   ]

* 49. Please provide your **median** wage for **Responsible Adults**.

[   ]

* 50. How many **Assistant ECE** certificate holders (FTE) do you currently employ? (Full-time Equivalent)

[   ]

* 51. Please provide your **median** wage for **Assistant ECE** certificate holders

[   ]

* 52. How many **ECE certificate holders** (FTE) do you currently employ? (Full-time Equivalent)

[   ]

* 53. Please provide your **median** wage for **ECE certificate holders**

[   ]

* 54. How many **ECE Leaders** (manager, director, coordinator, etc.) (FTE) do you currently employ?

[   ]

* 55. Please provide your **median** wage for ECE leadership positions (manager, director, coordinator)

[   ]

* 56. Does your facility receive the **Early Childhood Educator Wage Enhancement (ECE-WE)?**

○ Yes

○ No

Comment

[   ]

57. Comments regarding number of employees and/or wages.

[   ]

Independent School Child Care Sector Scan - April 2023
Licensed Care - Workforce Challenges

* 58. In the last year, has your school affiliated child care program **faced challenges in recruiting Early Learning and Child Care staff**? Include casual/TOC Early Childhood Educator positions.

◯ Yes routed to workforce challenges page

◯ No routed to expansion plans query page

Comment

[   ]

Only schools indicating that they have faced workforce challenges will be directed to questions #59-60

Independent School Child Care Sector Scan - April 2023
Licensed Care - Workforce Challenges

* 59. Do you currently have **vacant ELCC positions**?

◯ Yes, please indicate the number of vacant positions in the comment box

◯ No

Comment

[   ]

60. Is one of the challenges due to applicants **not having the appropriate certification levels**?

◯ Yes

◯ No

Comment

[   ]

61. Is one of the challenges due to applicants **not having adequate education/training** for the duties of the job?

◯ Yes

◯ No

Comment

[   ]

62. Is one of the challenges due to **lack of applications**?

◯ Yes

◯ No

Comment

[   ]

63. Is one of the challenges due to **limited compensation**?

◯ Yes

◯ No

Comment

[   ]

64. Is one of the challenges due to being located in a **rural area**?

◯ Yes

◯ No

Comment

[   ]

65. Are there **other challenges** not yet listed? Please specify

[   ]

* 66. In the last year, have any child care programs affiliated with your school **closed** temporarily or permanently due to insufficient staffing? (Do not include COVID-19 Health Authority ordered closures)

○ Yes

○ No

Comment

[   ]

* 67. In the last year, have any child care programs affiliated with your school **reduced the number of spots available** due to insufficient staffing?

○ Yes - indicate the number of reduced spaces in the comment box

○ No

Comment

[   ]

68. If any of your school affiliated child care programs have closed due to recruitment challenges, approximately how many **weeks of closure** were there in the last year? (Do not include COVID-19 Health Authority ordered closures.)

[   ]

69. Comments regarding ECE recruitment.

[   ]

Independent School Child Care Sector Scan - April 2023
Expansion Plans

* 70. Do you **plan to expand** your licensed child care program within the next 3 years?

○ Yes routed to expansion plans page

○ No routed to clubs and activities query page

Comment

[   ]

Only schools indicating expansion plans will be directed to questions #71-75

Independent School Child Care Sector Scan - April 2023
Licensed Care - Expansion

* 71. Do you have available **space on existing authority owned or leased property to expand** licensed child care spaces?

○ Yes

○ No

Comment

[   ]

72. If space is available to expand, does it **need to be renovated** in order to be licensed?

○ Yes

○ No

Comment

[   ]

* 73. Do you have available space nearby your school which **feasibly could be leased** in order to expand licensed child care spaces?

○ Yes

○ No

Comment

[   ]

74. If space is available to be leased, does it need to be **renovated** in order to be licensed?

○ Yes

○ No

Comment

[   ]

* 75. What is your **anticipated and realistic capacity for growth** for licensed child care programs within the next 3 years?

[   ]

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Only schools with at least one grade K to 7 will be directed to question #76. Secondary schools that have clubs specifically designed for youth ages 12-19 who neurodiverse will be asked to contact FISA directly.

Independent School Child Care Sector Scan - April 2023

Clubs and Activities

Sometimes schools offer before or after school clubs and activities for children between the ages of 5-12 which do not require a child care license but may **"fill the gap"** for parents seeking supervision of their child beyond the regular school hours.

Additionally, schools sometimes arrange clubs and activities specifically for youth ages 12-19 who are neurodiverse and for whom the parents seek before or after school supervision

Types of activities that likely **may assist** parents with child minding needs
- Winter/Spring Break camps

- A series of after school "special interest clubs" held on a regular basis for a term or longer

Types of activities that likely do **not assist** parents with child minding needs
- Competitive sport teams (all ages)
- Competitive arts programs (all ages)
- "One off" and short-term activities that are not held on a regular basis

Although the school's goal for providing after-school activities may not be primarily the provision of child care, these activities may form part of a provincial child care strategy, and thus it is important from a Ministry lens to gather data on them.

These types of school sponsored clubs and activities do not require a child care license even if they serve a quasi-child care function. If the data suggests that parents are using school clubs and activities to fill gaps in child care services, FISA may choose to advocate for funding to support such programs.

* 76. Does your school offer before or after school clubs and activities which **may "fill the gap"** for parents seeking supervision of their child beyond the regular school hours?

○ **Yes,** we clubs and activities for **children ages 5-12** that are scheduled in a way allowing them to be used for child minding   routed to clubs and activity page

○ **Yes**, we have clubs and activities specifically designed for **youth ages 12-19 who are neurodiverse** and need before or after school supervision   routed to clubs and activity page

○ **No**, the scheduling of our clubs and activities would **not** allow parents to use them as child minding   routed to parent participation query page

Comment

[   ]

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Only schools indicating clubs and activities that may "fill the gap" will be directed to questions #77-96

Independent School Child Care Sector Scan - April 2023
License-Not-Required Clubs and Activities
Enter all programs arranged by your school that support license-not-required child minding for children ages 5 to 12.

Also include programs designed specifically to support youth over age 12 with exceptionalities that require adult supervision/assistance.

* 77. **Clubs/activities offered** by our school that may "fill the gap" in child minding needs (check all that apply)

☐ After School Sports (competitive sports are likely not used as child minding, but each school will decide if this box should be checked based on their situation)

☐ After School Arts (competitive arts are likely not used as child minding, but each school will decide if this box should be checked based on their situation)

☐ After School Faith-Based Clubs

☐ Other After School Clubs (not included above)

☐ Before School Supervised Programs

☐ School-Community Partnership Programs (including religious programs where supervision is shared by the school)

☐ Supervised Pop Up Play Programs

☐ Summer School/Summer Camps

☐ Winter/Spring Break Camps

☐ School's Out (United Way)

Comment

[   ]

78. Please describe any additional programs not listed above offered by your school which may assist with child minding needs.

[   ]

https://www.surveymonkey.com/r/FISAChildCareScan2023

* 79. **Name of the club/activity** <u>and</u> the **primary location** where it is held (gym, classroom, library, field, off-site, etc.) E.g., Junior Scientist club - classroom, Active Kids Drop in Play - gym

Club/activity #1

Club/activity #2

Club/activity #3

Club/activity #4

Club/activity #5

Club/activity #6

* 80. List the name and primary location of **any additional** clubs/activities here

* 81. Do the clubs/activities primarily take place at the **school address** indicated on page 1?

○ Yes

○ No - specify the address where the clubs or activities take place in the comment box

Address if different from the school address indicated on page 1

* 82. Number of **years in operation** at this location

* 83. Are the clubs/activities listed above located on

○ School Authority-**Owned** Land

○ School Authority-**Leased** Land

○ Other (please specify in the comment box)

Comment

* 84. Do the clubs/activities listed above take place in a

◯ School **Authority-Owned Building**

◯ School **Authority-Leased Building** (including leased portables on authority-owned land)

Comment

[   ]

* 85. Are any of the clubs/activities offered in a **language other than, or addition to, English**? If so, please specify the language(s).

◯ Yes

◯ No

◯ Partially

Comment

[   ]

* 86. Are the above clubs/activities **registration based, drop-in** or both ?

◯ Registration Based

◯ Drop-In

◯ Both

Comment

[   ]

* 87. Ages of participants - select all that apply

☐ 5 - 12 yrs (K-grade 7)

☐ 12 - 19 yrs (indicate **only** participants in programs designed for youth with **exceptionalities** needing adult supervision)

Comment

[   ]

* 88. Taking into consideration all of the clubs/activities listed above, indicate the **weekly average of the number of participants**. (This number may fluctuate due to weather, illness, programming fluctuations i.e., gym day may have higher attendance, and other circumstances.)

[   ]

* 89. Taking into consideration all of the clubs/activities listed above what is the average number of **days of operation** per week.

[   ]

* 90. Do any of the clubs/activities listed above offer **extended hours** (before 6AM and/or after 7PM)?

○ Yes

○ No

Comment

[   ]

* 91. Do any of the clubs/activities listed above offer license-not-required **after school** care?

○ Yes

○ No

Comment

[   ]

* 92. Are any of the clubs/activities listed above **open on Statutory Holidays**?

○ Yes

○ No

Comment

[   ]

* 93. Are any of the clubs/activities listed above **open on non-instructional days** during the school year? (e.g. Pro-D, parent-teacher interviews, etc.)

○ Yes

○ No

Comment

[   ]

* 94. Are any of the clubs/activities listed above **open during winter and spring break**?

○ Yes

○ No

Comment

[   ]

* 95. Are any of the clubs/activities listed above **open during summer** months school closure?

○ Yes

○ No

Comment

[   ]

96. Comments regarding scheduling, hours of operation, days of closure, etc. for clubs/activities?

[   ]

Independent School Child Care Sector Scan - April 2023
Parent Participation

* 97. Does your independent school authority offer **Parent/Guardian Participation Programs** for parents of children birth to age 12?

◯ Yes routed to parent participation page

◯ No routed to multi-organization collaboration query page

Comment

[   ]

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Only schools indicating that they have parent participation programs will be directed to questions #98-104

Independent School Child Care Sector Scan - April 2023
Parent Participation Programs

98. Parent/Caregiver participation programs offered by our school (check all that apply)

☐ Language Nests

☐ Mother Goose Programs

☐ Roots of Empathy

☐ Parenting Groups

☐ Early Years Hubs

Other and/or Comment

[   ]

* 99. Number of **parents/caregivers served** - weekly average

[   ]

* 100. Number of **children served** - weekly average

[   ]

* 101. **Ages** of children served (check all that apply)

☐ Birth to 36 months

☐ 36 months to 5 yr (pre-K, Jr K)

☐ 5-12 yr (K-grade 7)

☐ 12 - 18 yr (indicate only children and youth with exceptionalities needing child care support)

Comment

[   ]

* 102. Does the program provide **child minding** for participants?

◯ Yes

◯ No

Comment

[   ]

* 103. Is the program **registration based, drop-in** or both ?

◯ Registration Based

◯ Drop-In

◯ Both

Comment

[   ]

104. Additional comments regarding parent/caregiver participation programs.

[   ]

Multi-organization Collaboration

105. Do members of your child care staff participate in any multi-organization collaborative planning groups/committees (e.g., child care providers within the same city/region, communities of practice, planning tables, etc.).

◯ Yes **routed to parent participation page and then to FISA mandate page**

◯ No **routed to FISA mandate page**

Comment

[   ]

Independent School Child Care Sector Scan - April 2023
Multi-organization Collaboration

Please indicate if your independent school authority is involved in any multi-organization planning tables/groups. Note: do not include involvement in Changing Results for Young Children (CR4YC) or Seamless Early Years to Kindergarten Transitions (SEY2K).

* 106. Name of the Multi-Organization Collaborative Group

[   ]

* 107. Who leads this group? Indicate if there is an agency, organization or individual that leads the group and/or if multiple agencies share the leadership.

[   ]

* 108. Geographic area: Indicate if there are predetermined boundaries (CCRR, Health Authority, School District) or indicate cities, communities, municipalities and/or regions that have representation in this group.

[   ]

* 109. Please indicate what the stated main goals and mission of the collabortive group.

[text box]

* 110. Does this group plan for new child care spaces?

○ Yes

○ No

○ In Process

* 111. Please indicate what some main initiatives or outcomes have happened in relation to ELCC due to the efforts of the collaborative group within the past 5 years. Some examples could be: Kindergarten Transition procedures, Space creation strategy, community events (book walks, health circuits)

[text box]

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Independent School Child Care Sector Scan - April 2023
Expanding FISA's Mandate
If the FISA Board decides to expand its mandate to include advocating on behalf of child care centres affiliated with independent schools the fees would likely be calculated on a cost recovery basis.

Data provided through this survey will provide data as to the number of children (FTE) in affiliated child care facilities and will inform decisions as to additional staffing required in the FISA office if our mandate is expanded.

Example scenarios:

- 5,000 children (FTE) in licensed child care programs @ a fee of $6.25 = $31,250
- 10,000 children (FTE) in licensed child care programs @ a fee of $6.25 = $62,500
- 5,000 children (FTE) in licensed child care programs @ a fee of $10.00 = $50,000
- 10,000 children (FTE) in licensed child care programs @ a fee of $10.00 = $100,00
- 5,000 children (FTE) in licensed child care programs @ a fee of $5.00 = $25,000

* 112. Do you support **FISA expanding its mandate** to include independent school affiliated child care centres?

◯ Yes

◯ No

◯ Unsure

Comment

[   ]

* 113. Indicate the **maximum fee** your school authority would be **willing to pay** in child care FISA fees per child (FTE) enrolled in licensed child care program affiliated with your school?

[   ]

114. Comments regarding the potential expansion of the FISA mandate to include child care and/or the fee rate.

[   ]

Independent School Child Care Sector Scan - April 2023

Final Comment

115. Anything else that you want FISA and/or the MECC to know about early learning and child care programs?

[   ]

Conclusion
Thank you for your assistance in gathering this information.

https://www.surveymonkey.com/r/FISAChildCareScan2023