

# Inspiring Abilities. Enriching Lives.

## Our Vision:

A community where everyone belongs and participates.

## Our Mission:

Together with our community, KW Habilitation inspires abilities to enrich the lives of children, youth, adults and families.

## Early Learning, Child Care and Family Services' Mission:

Empowering families within Early Learning and Child Care using a strength-based approach, supporting children as they participate in their communities.



To learn more about KW Habilitation's Early Learning, Child Care and Family Resources, please contact us at:

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Kitchener, ON N2G 3S8

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Fax: 519-884-8609

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**KWhabilitation**  
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Early Learning,  
Child Care &  
Family Resources

Enhanced Staffing



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## What is Enhanced Staffing

A Registered Early Childhood Educator (RECE) or equivalent is provided to a child care setting for specific times of the day when the needs of the classroom exceed the current child to staff ratio. A volunteer, when available, may also be assigned to the classroom.

## Who may apply

Early Learning and Child Care (ELCC) Supervisors in consultation with the KWH Resource Consultant supporting the child care program.

## Who employs and supervises the enhanced staff?

Enhanced staff are hired by and responsible to the Early Learning Child Care program.

## Enhanced Staffing

### What are the qualifications of the enhanced staff?

Under a Purchase of Service model, Early Learning and Child Care programs are responsible for hiring Enhanced Staff (RECE or equivalent with a minimum of two years post secondary education related to child development).

### What are the eligibility requirements?

- The Early Learning Child Care Program must be licensed under the Child Care & Early Years Act, 2014 (CCEYA).
  - A Resource Consultant needs to be involved for at least one month prior to request, unless seen as an exceptional circumstance.
  - There are concerns within the setting relating to **HEALTH** – a child or children with a serious health condition(s) that may require frequent intervention.
- AND/OR**
- There are concerns related to **SAFETY** – supervision needs above and beyond what is usually required in a child care setting.
- AND/OR**
- There are concerns related to **MOBILITY** – a child or children over the age of 18 months requiring assistance to access the environment.

### What is the procedure for applying for enhanced staffing?

- A need is identified by the Early Learning and Child Care staff and is supported by the Supervisor and the KWH Resource Consultant.
- It is important that all other options for support are explored before a request is made.
- An “Application for Classroom Support” form is completed by the Early Learning and Child Care Supervisor/ECE staff and KWH Resource Consultant, and then submitted to KW Habilitation Early Learning, Child Care and Family Resources.
- If the application is approved, the ELCC program will have the Enhanced Staffing for the approved contracted hours.
- The need for support is consistently reviewed, considering the strategies that have been implemented and the progress that has taken place, to ensure needs have not changed.

**Enhanced Staffing allows children the opportunity to fully participate in all aspects of a quality child care program.**



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