

Toronto's Early Years and Child Care Service Plan, 2025-2030

What is the Service Plan?



The Service Plan guides the planning and delivery of early learning and child care services in Toronto. It sets strategic directions and actions for Children's Services over a five-year period.

Guiding Principles



The Service Plan is guided by a set of **8 principles**:

1. Truth, Reconciliation, and Justice
2. Inclusion
3. Child-centredness
4. Equity
5. Responsibility
6. Evidence-informed approach
7. Collaboration
8. Innovation

Community Engagement



4,000+ people provided input over the course of Service Plan development.

Who we heard from:

- Parents and caregivers
- Indigenous-led organizations
- Early years and child care staff
- Child care supervisors and operators
- School Boards
- Licensed home child care agencies
- Every Child Belongs service providers
- Children's Services staff

What We Learned



- **Indigenous children and families** need services that prioritize self-determination
- **Demand for child care** in Toronto exceeds the supply
- The **school-age system** faces instability due to rising fees and declining spaces
- The **workforce** needs improved wages, benefits, and working conditions
- Many families need financial support with **child care costs**
- **Service hours** must respond to precarious work and changing labour markets
- Child care operators need support **navigating CWELCC** guidelines and changes
- **Children with extra support needs and disabilities** need enhanced supports and opportunities for inclusive care and programming
- Families need consistent, **high-quality** experiences across operators and regardless of fee types
- Families have varying preferences, especially for **culturally relevant services**



Strategic Priorities for 2025 - 2030



The Service Plan includes **7 strategic priorities** representing ambitious long-term outcomes for the sector:

1. Advance self-determination with Indigenous organizations and families in the early years and child care sector
2. Expand the early learning and child care system to meet the needs of children and their families
3. Remove barriers to accessing child care and early years services
4. Support a thriving early years and child care workforce
5. Champion a high-quality and well-managed early learning and child care system
6. Centre inclusion in the early years and child care sector for children, families, and staff
7. Connect families with essential family support services



Indigenous-Led Service Plan

Children's Services is committed to co-developing an Indigenous-led Service Plan for early years and child care in Toronto, grounded in the principles of autonomy, cultural continuity, and trust. This approach prioritizes Indigenous self-determination and will be a community-defined framework to meet the needs of Indigenous children and families in Toronto.



Implementation, Progress Monitoring, and Evaluation



The Service Plan includes **47 strategic actions** and introduces preliminary indicators to track systems-level trends related to the strategic priorities and their outcomes. Children's Services will work with sector partners to develop implementation plans for Service Plan actions and commitments. Well-designed evaluations will help assess the impacts of policy and program changes.

