

# FPS

# Child Care Initiative

**Little Solutions-Toddler Child  
Care  
Franklin Public Schools**

*A staff-focused child care pilot supporting recruitment,  
retention, and workforce well-being.*

# Overview

- Program Concept
- Benefits to District
- Operational Requirements
- Financial Overview
- Implementation Timeline
- Next Steps
- Questions/Feedback



# Introduction

**The district is developing an onsite child care program for the 2026-27 school year that:**

- Supports district staff recruitment and retention, and overall work-life balance
- Provides accessible, high-quality child care
- Aligns with the district's commitment to supporting its workforce
- Strengthens the school community

# District Reorganization Recommendation



**Franklin**  
Public School District

**SCHOOL FACILITIES AND EDUCATIONAL  
MASTER PLAN REPORT**

May 2024

Future Opportunities that Align with Master Plan Recommendation



When considering the future of Franklin Public Schools, additional opportunities exist to enhance the district's offerings and better serve the community. Through strategic planning and collaboration, the District has identified several complementary initiatives that align with the Master Plan recommendations.

One opportunity is the expansion of early childhood programs into the Pond Street facility. Educational Visioning established the need to serve more students before entering Kindergarten, hopefully achieving Universal PreK. Establishing a Franklin Child Care Facility could include a focus on prioritizing placements for children of FPS educators. By offering this service, the District can support the desire to expand PreK services as well as serving educators with affordable childcare options. It also serves as a valuable tool for staff recruitment and retention, ultimately strengthening the school community while generating revenue for the school district.

- Aligns with the 2024 District Master Plan and long-term goal of expanding early childhood services
- Supports serving more children prior to Kindergarten
- Prioritizes FPS staff child care, improving recruitment, retention, and work-life balance

- Makes strategic use of the Pond Street facility and existing district space
- Strengthens the school community while offering potential revenue generation

# Benefits to District

- **Enhanced recruitment and retention** of educators and support staff.
- **Improved staff stability** and reduced absenteeism support instructional continuity for students.
- **Increased staff morale and work-life balance.**
- **Opportunity to model early childhood best practices** within the school community.



# Program Concept

To offer a high-quality toddler program for district staff aligned with the Massachusetts Early Education and Care (EEC) guidelines and early childhood best practices:

Key features include:

- **Age groups served:** Toddlers (Ages 15-33 months)
- **Location:** Pond Street Early Childhood Center
- **Hours:** Aligned with school schedules; specific hours to be determined.
- **Approach:** Play-based, developmentally appropriate curriculum supporting social, emotional, and early learning skills.



# Operational Requirements

- **Program Guidelines:** Structured in alignment with the MA EEC regulations and best practices for high-quality child care programming.
- **Staffing:**
  - Operate under a child care director with district administrative oversight.
  - Lead teacher(s), teacher(s), and assistant teacher(s) as needed for ratios.
- **Enrollment:** Designed for district employees.
  - Initial enrollment will serve 9 toddlers with 2 staff members (9:2 student-to-staff ratio), consistent with EEC toddler ratio requirements.
  - Opportunities for phased program expansion based on staff need and interest.

## **Program Space will include:**

- Main Classroom
- Contained outdoor Play Area
- Gross Motor Classroom/Gym
- Learning Center Classroom

With rotating centers for hands-on learning, including:

- Dramatic Play
- Blocks and Building
- Arts and Creativity
- Science and Discovery
- And more



# Financial Overview

**Financial modeling is underway to ensure the program is fiscally responsible and self-sustaining prior to launch. The following considerations are guiding our work:**

- **Space:** Utilize designated space and **will not** displace existing student programming (in accordance with 2024 FPS Master Plan Recommendation)
- **Start-up costs:** Classroom updates, furniture, equipment, and materials.
- **Ongoing costs:** Staff salaries, benefits, supplies, maintenance.
- **Tuition model:** Competitive rate structure designed to make the program self-sustaining.



# Implementation Timeline

## Phase 1: Planning & Feasibility

Finalize the program model, registration, space utilization plan, and budget framework.

## Phase 2: Program Development & Preparation

Complete necessary updates; financial approvals, recruit and hire qualified staff; develop and implement EEC-aligned policies and procedures; and procure furnishings, materials, and supplies.

## Phase 3: Program Launch

Open enrollment, followed by the official program opening and transition to full operation.

# Next Steps

1. **Jan/Feb 2026** - Continuing Phase 1 and 2 planning and approvals
2. **March 2026** - Begin Phase 3 implementation
3. **May-Early June 2026** - Return to SC with progress update
4. **August/Sept 2026** - Little Solutions Child Care Center Opens



**Thank you!**

**Questions?**