



# **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



- 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?**