

Annual Report
2014-2015

Collaboration. Reflection. Innovation.



cece
college of
early childhood
educators



Coming together is a beginning. Keeping together
is progress. Working together is success.

– Henry Ford

Message from the President



Collaboration. Reflection. Innovation. These seemingly simple words were actually powerful ideas underlying the College of Early Childhood Educators' work this year. I'm pleased to present you with this annual report which captures our work in collaboration and leadership in the early learning and care and regulatory sectors.

The College of Early Childhood Educators' commitment to professional learning and interprofessional collaboration provided significant direction in our work. This included creating new strategic priorities for the College for 2015-2018. I was pleased with the feedback about the priorities that the College received from our members and stakeholders. I'm excited by the focus and the direction the College will follow for the next three years.

The *Child Care Modernization Act, 2014* (Bill 10) received Royal Assent from the Ontario government in December 2014. The College was excited that the Bill included amendments to the *Early Childhood Educators Act, 2007* that affirmed a regulation-making authority for mandatory continuous professional learning and for the accreditation of post-secondary programs in early childhood education.

In the spring, the College held its fifth election of Council members in District 3 – South East Region, District 4 – Central East Region and District 8 – South West Region. I'm happy that the level of voter turnout continued to increase. Thank you to everyone who participated in the election. Being involved in the College elections is an important part of being a self-regulated professional.

At the first meeting of Council after the election, I was honoured to be re-elected as Council president. The Council elected the members of the Executive Committee, established its committee structure and appointed registered early childhood educators as non-Council committee members.

As I look back at the last year, I'm proud of the work and accomplishments of the College. My thanks to Council, Committee members and to all College staff for their hard work and commitment. I would also like to thank our members, our partners and stakeholders for their support and collaboration.

A handwritten signature in black ink that reads "Lois Mahon RECE". The signature is written in a cursive style.

Lois Mahon RECE

Message from the Registrar & CEO



The College's seventh year was an exciting one filled with growth, collaboration and innovation. Promoting leadership and professionalism were also significant elements of the College's work.

One example of this work was the launch of the Continuous Professional Learning (CPL) program which included online resources and tools, such as the Expectations for Practice Module, to support registered early childhood educators (RECEs) in their professional responsibilities. This voluntary self-reflective and self-directed framework is an exciting step in helping RECEs reflect, plan for and document their professional learning.

We continued to inform RECEs of their professional responsibilities by publishing a professional advisory on the duty to report child abuse under the *Child and Family Services Act, 1990*.

External relations was an important part of the College's work. For the first time, the College visited most of the Ontario Colleges of Applied Arts and Technology that offer early childhood education programs during the 2014-2015 academic year. Overall, the College conducted 250 outreach events this year and reached more than 9,000 people. The College also began outreach work to parents and continued reaching out to employers, associations and unions.

Our membership continues to grow with 5,192 Certificates of Registration issued this year. Over the last seven years the College has issued a total of 56,040 Certificates of Registration.

The College ended the year on sound financial footing and anticipates continuing financial stability to meet long-term commitments and investment in strategic priorities.

I'm proud of our accomplishments this year and would like to thank the staff, Council and our partners for all their work and support. I look forward to the College's continuing role in protecting the public interest along with promoting professionalism and collaboration.

A handwritten signature in black ink that reads "S.E. Corke". The signature is stylized and includes a long horizontal line extending to the right.

S.E. Corke

College Council

The College is governed by a Council of 24 members who oversee policy development and the administration of College affairs. Council and its committees make decisions relating to entry to practise requirements, ethical and professional standards, professional misconduct, incompetence and incapacity. Of the 24 Council members, 14 are RECEs elected by their peers and 10 are publicly appointed by the Ontario government.

New Public Appointees and Non-Council Committee Members

This year, the College welcomed new public appointees – François Bertrand, Nermin Foda and Jason Powell. The College also appointed the following non-Council members to its committees:

Francine Beaudoin RECE, Rachele Campbell RECE, Kim Cole RECE, Patricia Doyle RECE, Sasha Fiddes RECE, Andrew Glenfield RECE, Rachael Hardy RECE, Lucie Mikwa Kasongo RECE, Purvi Manek RECE, Patti Rowland RECE.

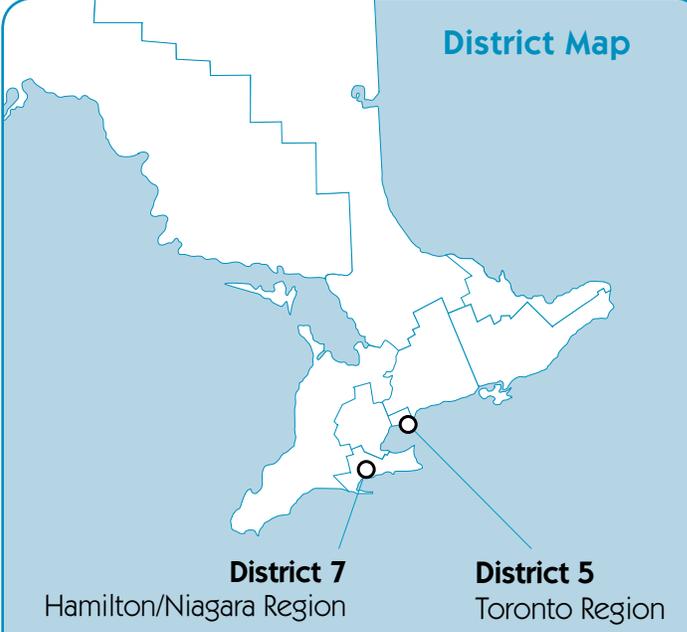
Results of the 2015 Election of Council Members

In April 2015, the College conducted an election of Council members in District 3 – South East Region, District 4 – Central East Region and District 8 – South West Region. Three members were re-elected: Barbara Brown RECE, Vera Niculena Cole RECE and Susan Quaiff RECE.

Stacey Lepine RECE and Susan Joy Scoffin RECE were elected as new members of Council.

Biographies of all Council members are available on the College website.

District Map



District 7
Hamilton/Niagara Region

District 5
Toronto Region

Next Election of Council Members
In 2016, the College will hold its sixth election in:

- District 5 – Toronto Region
- District 7 – Hamilton/Niagara Region

Voting will take place in April and election results will become available in May.

This map is a graphic representation of the districts in Ontario scheduled for elections in 2016. The map is not to scale.



Acting On Strategic Priorities: Accomplishments in 2014-2015



The Council's 2014-2015 strategic priorities guided our activities.

With a vision that all members of the profession accept responsibility for practice excellence, the College Council accomplished key objectives in governance.

- Created strategic priorities for 2015-2018.
- Conducted a review of the statutory committees.
- Completed individual self-assessments of Council members.
- Created the Legal Assistance Project (LAP) with Pro Bono Law Ontario to provide free legal support to members subject to a complaint or referred to a hearing. The project connects members with a qualified volunteer lawyer to assist them with their response to a complaint made against them and/or represent them in a hearing before one of the College's hearing committees.
- Published the *Professional Advisory: Duty to Report*.

Strategic Priority 1

Implement a comprehensive post-secondary pre-service quality assurance mechanism.

- Conducted consultations on accreditation of early childhood education programs with faculty members at the Ontario Colleges of Applied Arts and Technology (OCAATs), registered private career colleges and international and national accrediting bodies.
- Received the accreditation-making authority through amendments to the *Early Childhood Educators Act, 2007* for the accreditation of post-secondary programs in early childhood education.

Strategic Priority 2

Implement a continuous professional learning (CPL) requirement that both supports member competency and encourages a culture of life-long learning.

- Launched the voluntary CPL program.
- Published resources for CPL: Expectations for Practice Module, *Reflective Practice and Self-Directed Learning* booklet, *Striving for Practice Excellence* publication, *Practice Guideline for Continuous Professional Learning*, draft components of the CPL portfolio, seven new case studies and one vignette.
- Held a summer institute on interprofessional collaboration and ethical leadership with the Ontario College of Teachers.
- Planned a second Leadership Pilot.
- Planned a second Leadership Symposium.
- Received the regulation-making authority through amendments to the *Early Childhood Educators Act, 2007* for mandatory continuous professional learning.
- Created a Program Evaluation Advisory Group to guide and inform the monitoring and evaluation of the CPL program.

Strategic Priority 3

Implement a member engagement strategy which will lead towards a shared professional responsibility for practice excellence.

The College engaged and connected with members in the following ways:

- Provided live streaming of the College's Annual Meeting.
- Consulted with members on the College's future strategic priorities.
- Increased voter turnout in the 2015 Council election.
- Published the 2013 *Early Childhood Educator Entry to Practise and Early Career Transition* survey.

Strategic Priorities 4 & 5

Implement an information strategy to strengthen public knowledge and understanding of how the College protects the public interest. Strengthen and build relationships to enhance the reputation of the College.

- Created and distributed an informational poster about the College to all child care centres, schools, Ontario Early Years Centres and libraries throughout Ontario.
- Created an information postcard for parents and distributed it to schools, municipalities, Ontario Early Years Centres and public health units.
- Visited 90 per cent of the Ontario Colleges of Applied Arts and Technology that provide recognized early childhood education programs.
- Published Employer Bulletins on CPL and the duty to report.
- Held regular meetings with employers, associations and unions.
- Presented to child care supervisors' networks, YMCA Regional Directors, First Nations Supervisors and candidates for school principals.
- Conducted outreach to school principals, high school guidance counsellors, unlicensed home child care providers and the Home Child Care Association of Ontario.
- Met with delegates from Denmark, Hong Kong, Scotland and England to share information about the early childhood education sector in Ontario.
- Published community news articles, with a potential circulation of more than four million readers, to raise awareness of the College and early childhood education.

Committee Reports for 2014-2015

Statutory Committees

Executive Committee

The Executive Committee oversees the implementation of the College's policies and administration.

The Executive Committee held four regular meetings. Two special meetings were held to deal with one mandatory employer report and succession planning. Its work included the following:

Recommended to Council

- The strategic priorities for 2015-2018.
- A review of the statutory committees.
- The governance and operating principles policy.
- The approval of a second Leadership Symposium and second Leadership Pilot.
- A budget for the next fiscal year.
- Three-year plans for human resources, information technology and fiscal responsibilities. Also recommended a one-year plan for communications and external relations.

Approved

- The professional advisory on the duty to report under the *Child and Family Services Act, 1990*.
- Approved the individual Council member assessment process.

Complaints Committee

The Complaints Committee considers and investigates written complaints against College members and determines the appropriate action to be taken.

The Complaints Committee met eight times to consider complaints against College members. The Committee:

- Took no further action against 11 members in response to complaints.
- Gave advice or reminders to 16 members.
- Issued cautions to 19 members.
- Entered into a memorandum of agreement with one member.
- Referred 10 matters to the Discipline Committee.
- Referred one matter to the Fitness to Practise Committee.

Discipline Committee

The Discipline Committee hears matters referred to it by the Complaints Committee regarding allegations of professional misconduct or incompetence by College members. It determines whether a member is guilty of professional misconduct or is incompetent and issues penalty orders.

The Discipline Committee met four times. It also conducted 10 hearings where:

- Two members were reprimanded and were required to complete a course.
- Two members were reprimanded and had terms, conditions or limitations placed on their Certificates of Registration.
- Five members received a suspension, were reprimanded, had terms, conditions or limitations placed on their Certificate of Registration and were required to complete a course.
- One member's Certificate of Registration was revoked.

Summaries of these decisions were published in *Connexions* and on the College's website.

The Discipline Committee further explored the use of technology in the hearings room. As a result, witnesses and members residing far away from the College office were able to attend hearings and provide testimony through video-conferencing. Non-contested hearings are recorded electronically in lieu of using a court reporter.

Fitness to Practise

The Fitness to Practise Committee hears matters referred to it by the Complaints Committee regarding allegations of incapacity of College members. It determines if a member is incapacitated and unfit to continue practising or if a Certificate of Registration should be subject to terms, conditions or limitations. The member's Certificate of Registration may also be suspended or revoked.

The Fitness to Practise Committee met four times. One matter was referred to the Committee for a hearing. As of the end of the fiscal year, it had not yet been heard.

Registration Appeals Committee

The Registration Appeals Committee is responsible for reviewing registration applications at the request of applicants once the Registrar has proposed to refuse to issue a Certificate of Registration.

The Committee held eight meetings during which 69 reviews were conducted. Following the reviews, the Committee directed the Registrar to refuse to issue a Certificate of Registration to 56 applicants.

Of the 69 reviews, 13 were adjourned due to the presentation of new information during the review process.

- Two adjournments were returned to the Registration Appeals Committee. The Committee directed the Registrar to refuse to issue the Certificate of Registration to these appellants.
- Three of the adjournments were withdrawn.
- Eight of the adjournments remain in the review process.

Non-Statutory Committees

Election Committee

The Election Committee oversees the election of Council members.

The Election Committee met five times to carry out an election of Council members in three districts. Voter turnout in the 2015 election was 11 per cent. The Committee mailed out 9,500 election brochures to employers, school boards, municipalities and other stakeholders to increase awareness.

Nominating Committee

The Nominating Committee makes recommendations to Council regarding the appointment of committee chairs and members except for Executive Committee members, who are chosen by all Council members at the first regular Council meeting following an election. It also makes recommendations on the appointment of non-Council committee members.

The Committee met once. It recommended that the Committee's By-law be amended to reflect changes to the appointment of members to the Nominating Committee. The recommendation was approved by Council.

Registration Committee

The Registration Committee advises Council on registration policy matters such as those that relate to registration requirements and assessment of educational programs and applicants.

The Registration Committee met twice. It updated the list of approved post-secondary programs. The Committee also reviewed the membership application forms and application processes. It supported the outreach strategy through which the College visited 90 per cent of Ontario Colleges of Applied Arts and Technology. The Committee also supported the creation of an accreditation process of post-secondary early childhood education programs.

Standards of Practice Committee

The Standards of Practice Committee advises Council on ethical and professional standards and the development of a continuous professional learning framework for College members.

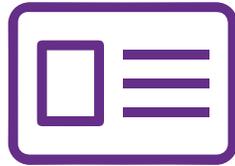
The Committee met six times with a focus on the continued development and implementation of the Continuous Professional Learning (CPL) program. The Committee began monitoring engagement in the CPL program, particularly in the Expectations for Practice Module. It reviewed the evaluation results of the first Leadership Pilot and recommended the College explore the long-term impacts of the project. The Committee recommended to Council that the College consider reviewing By-law No.21: Code of Ethics and Standards of Practice.

The Year in Numbers



46,506

College members in good standing on June 30, 2015



5,192

Number of Certificates of Registration issued



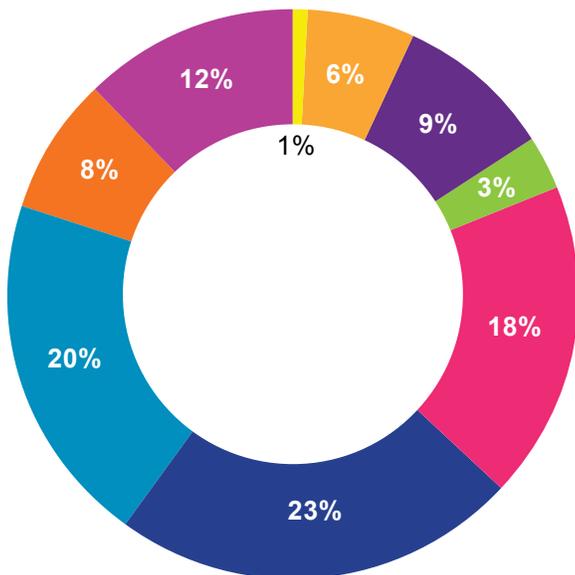
9,000

Number of outreach participants



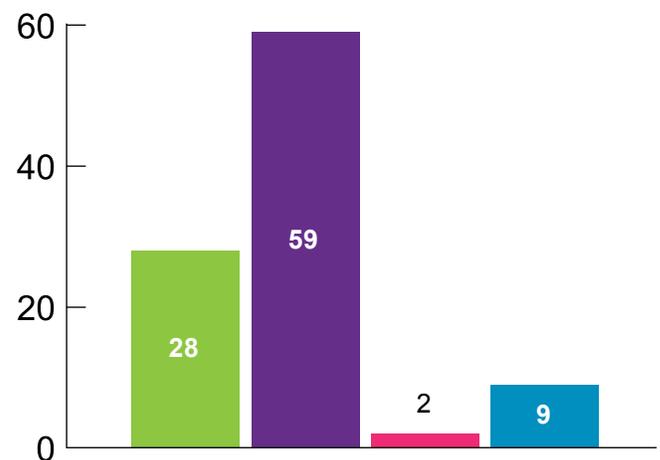
22,797

Number of customer service calls



Members in Good Standing by District

- 1 - North and North East Region
- 2 - East Region
- 3 - South East Region
- 4 - Central East Region
- 5 - Toronto Region
- 6 - Central West Region
- 7 - Hamilton-Niagara Region
- 8 - South West Region
- Outside of Ontario



Number of Concerns Received about a Member

- Formal Complaints
- Employer Notifications
- Mandatory Employer Reports
- Ministry of Education Notifications

Independent Auditors' Report

To the Council of the College of Early Childhood Educators,

We have audited the accompanying financial statements of College of Early Childhood Educators, which comprise the statements of financial position as at June 30, 2015 and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the College of Early Childhood Educators as at June 30, 2015, and the results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Crowe Soberman LLP

Chartered Professional Accountants
Licensed Public Accountants
Toronto, Canada
October 23, 2015

Statement of Financial Position

Statement of Operations

At June 30	2015	2014
ASSETS		
Current		
Cash and cash equivalents	\$ 7,866,536	\$ 6,756,396
Members' dues receivable	41,170	47,890
Prepaid expenses and sundry	127,907	116,385
	8,035,613	6,920,671
Equipment and leaseholds	1,041,318	819,367
	\$ 9,076,931	\$7,740,038
LIABILITIES		
Current		
Accounts payable and accrued charges	\$ 400,809	\$ 341,377
Deferred revenue	4,066,660	3,706,272
	4,467,469	4,047,649
Deferred tenant inducement	29,985	37,421
	4,497,454	4,085,070
NET ASSETS		
Net assets invested in equipment and leaseholds	1,041,318	819,367
Unrestricted net assets	3,538,159	2,835,601
	4,579,477	3,654,968
	\$ 9,076,931	\$ 7,740,038

Year ended at June 30	2015	2014
Revenue		
Registration and application fees	\$ 7,251,125	\$ 6,695,255
Interest income	64,013	54,528
Other income	9,280	34,635
	7,324,418	6,784,418
Expenses		
Salaries and benefits	3,522,063	3,085,857
Rent	719,674	724,435
Consulting services	286,169	315,985
Courier and postage	244,082	224,021
Professional fees	223,555	171,775
Printing and graphic design	202,403	139,946
Projects	167,821	237,446
Computer supplies	141,808	150,925
Credit card fees	133,795	119,634
Committee meetings	117,991	110,371
Council meetings	96,955	82,982
Communication and marketing	79,314	56,627
Translation	52,209	44,859
Office and general	47,525	51,598
Telephone	40,263	53,338
Office equipment	34,950	23,990
Insurance	14,988	14,432
Repairs and maintenance	13,492	5,951
Bank charges	13,148	12,288
Loss on sale of equipment	6,160	-
Amortization	241,544	210,530
	6,399,909	5,836,990
Excess of revenues over expenses	\$ 924,509	\$ 947,428

On behalf of the Board

Member



Member



The Year Ahead: 2015-2016

The College will begin the 2015-2016 fiscal year in a strong financial position, with projections of continued growth in membership applications. This gives us the confidence to implement a number of significant changes as a result of the amendments to the **Early Childhood Educators Act, 2007**, included as part of the **Child Care Modernization Act, 2014** (Bill 10).

The College is continuing to draft a regulation which will make the Continuous Professional Learning (CPL) program mandatory. Those of you who have renewed your memberships since September 2014 will know that the CPL program is currently a voluntary program. Feedback suggests that the program is very accessible. The College is also working on policies to accredit post-secondary early childhood education programs. It is expected that a draft regulation will be available for our Council to review in late 2016.

As a result of other changes arising from Bill 10, the College is pleased to welcome several new cohorts to College membership. Home visitors employed by licensed home child care agencies, resource teachers employed by licensed child care centres and independent home child care providers who have their ECE credentials and are working in the scope of practice are among the individuals we will be contacting to explain the obligations and benefits of professional regulation.

The Council developed its next set of strategic priorities in April 2015. Priorities arising from these new directions include a review of the Code of Ethics and the Standards of Practice, a second Leadership Pilot commencing in September 2015 and focus on better understanding the diverse work settings and gender issues along with the cultural and linguistic characteristics of our growing membership.



We are very excited to hold our second Leadership Symposium in September 2015. We invited Dr. Jillian Rodd, author of *Leading Change in the Early Years*, to be our keynote speaker.

This will be my last year as Registrar and CEO at the College. I will be retiring in December 2015 on the premise that I should leave while we are ahead! I have seen a tremendous growth in self-awareness and professionalism in the sector in the five years I have worked with you all. I have met many extraordinary leaders and I leave the College in the capable hands of our staff, Council and our new Registrar and CEO, Beth Deazeley.

S.E. Corke

2015-2016 Fiscal Year Outlook

College of Early Childhood Educators Operating Budget Year ending June 30, 2016

Revenue

Registration and application fees	7,192,475
Other	193,920
Interest income	66,000

Total Revenue **7,452,395**

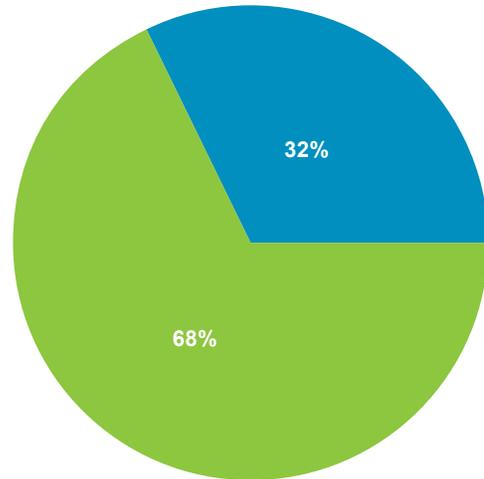
Expenses

Salaries and benefits	4,034,650
Rent	783,017
Professional fees	312,265
Legal	387,500
Insurance	17,796
Graphic design and branding	3,591
Printing	135,687
Advertising and promotion	57,487
Translation services	75,000
Conferences and seminars	119,665
Recruitment costs	2,000
Professional development	107,733
Project material	13,562
Travel	134,520
Business meetings	14,301
Fees and dues	8,525
Per diem	102,055
Catering	25,714
Postage and courier	300,752
Office expense	78,527
Office equipment	8,554
Equipment lease	33,988
Computer supplies	9,247
Software	145,161
Internet and telephone	42,517
Repair and maintenance	7,876
Bank and service fees	209,820
Depreciation expense	280,391

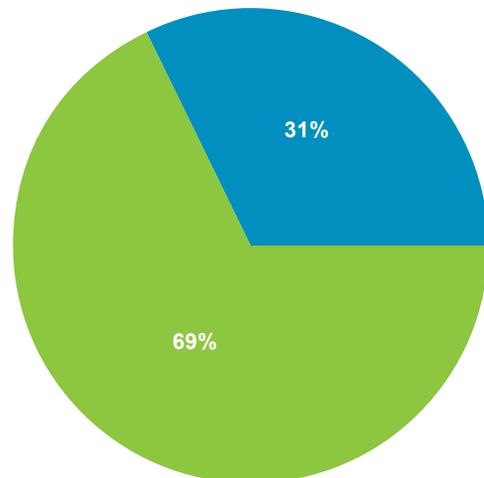
Total Expenses **7,451,901**

Excess (deficiency) of revenues over expenses **494**

Allocation of College Funds 2014-2015 Audited Actual



Allocation of College Funds 2015-2016 Budgeted



■ Services to Members
■ Administration and Management

Message from the Honourable Liz Sandals, Minister of Education



It has been an exciting year for Ontario's child care sector and the College of Early Childhood Educators has been a true partner in every sense. You are helping us modernize the province's early years programs and services. And we are transforming how we support Ontario's children and families for lifelong success.

I truly value our relationship and would like to thank you for the dedication and passion you bring to your profession. I look forward to continuing our great work, to ensure healthy child development and to build a stronger future for our youngest learners.

On August 31, 2015, we reached a new milestone with the proclamation of the *Child Care and Early Years Act, 2014*. This Act replaces the *Day Nurseries Act* and provides a new legislative framework to transform and modernize the child care sector. We also appreciate your assistance in amending the *Early Childhood Educators Act, 2007*, to strengthen the ability of your profession to regulate itself, and improve information sharing between the College of Early Childhood Educators and the Ministry of Education.

The College was instrumental in informing these amendments – and I am very grateful for your commitment to protecting the public interest, ensuring accountability in the profession and safeguarding the ethical and professional practice of registered early childhood educators (RECEs) in Ontario.

All of these efforts contribute to one of the government's key goals in its renewed vision for early learning in Ontario – ensuring that Ontario's children and families are well supported by a system of responsive, high quality, accessible and increasingly integrated early years programs and services.

Earlier this spring, we also laid a solid foundation to support this vision with the release of a Minister's Policy Statement that sets out *How Does Learning Happen?: Ontario's pedagogy for the early years*, as the framework to guide programming and pedagogy. This policy statement, together with the regulations that guide program development, pedagogy and practice in licensed child care settings, is intended to strengthen the quality of programs and ensure high quality experiences. These will lead to positive outcomes in children's learning, development, health and well-being.

Ontario's RECEs are knowledgeable, reflective, resourceful and rich in experience. I am confident that you are ready to lead the way as we continue to modernize the child care sector.

I would also like to thank our province's RECEs for your commitment in supporting families and promoting healthy child development and learning for children across the province. Together, we are giving all children the best possible start in life and building a stronger Ontario.

A handwritten signature in black ink that reads "Liz Sandals". The signature is fluid and cursive, with the first letters of "Liz" and "Sandals" being capitalized and prominent.

Liz Sandals
Minister of Education

Striving for practice excellence
in the public interest

College of Early Childhood Educators

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