

# Employer Bulletin

## Continuous Professional Learning Program Leadership Pilot Project

The College of Early Childhood Educators (the College) is pleased to announce that the application process is now underway for a unique professional learning experience! The Leadership Pilot project is an intensive eight-month program which will focus on building leadership capacity in the early childhood education profession. Participants will engage in a variety of learning opportunities which will foster the leadership skills, knowledge and practice areas implicit in the Code of Ethics and the Standards of Practice.

The College is looking for 25 registered early childhood educators (RECEs) with a passion for early childhood education and a commitment to building their leadership capacity. The College is also seeking six experienced RECEs to participate in the Leadership Pilot as mentors to the pilot participants. The mentors selected for this project will have an interest in fostering leadership, extensive experience as a leader in the early childhood education profession and a commitment to mentoring others.

### Leadership Pilot project

The Leadership Pilot project has been developed as a preliminary step in the design of a Continuous Professional Learning (CPL) program for all members of the College. The CPL program will support professional growth and maintain public trust in the profession by making continuous learning an everyday part of being an early childhood educator. Insights gathered throughout the Leadership Pilot project will help inform College decision-making related to the CPL program.

Involvement in the Leadership Pilot project will be a career enhancing opportunity for the participants. This pilot project will help build leadership capacity and develop an in-depth understanding of professional self-regulation.

Participants in the project will engage in learning opportunities that integrate the *Code of Ethics and Standards of Practice* into learning activities designed to enhance leadership in early childhood education capacity in areas, such as:

- Pedagogical Leadership
- Participatory Leadership
- Facility Management
- Fiscal Responsibility and Governance
- Human Resources, Employment Standards and Labour Relations.

With the changing landscape of the profession, building leadership capacity is an important aspect of facilitating public protection and trust for all College members and the profession.

## Leadership candidates

The College acknowledges that many RECEs have the capacity for leadership, whether they are in a supervisory role or in a role working directly with children. The College is seeking a range of RECE participants for the Leadership Pilot project including members who do not currently hold a leadership position, members who aspire to a leadership position, members who have decided to remain working directly with children while also offering leadership to their professional colleagues, and members who are currently serving the profession in a designated leadership role.

## Mentors

The College is looking for six experienced RECE leaders with a passion for early childhood education and who recognize the importance of building leadership capacity in the early learning and care sector. These individuals will participate in the Leadership Pilot project as mentors to the pilot project candidates.

## Nomination

Applicants to the program must be nominated by an individual within the early learning and care sector. The nominator should have extensive knowledge regarding the applicant's professional experience in the sector and to be willing to attest to the applicant's profession-related contributions, commitment to the profession and to the potential of the applicant's leadership capacity.

## Employer support

RECEs who wish to apply to the program as candidates or as mentors will be required to demonstrate support from their employer for their participation in the Leadership Pilot project.

## What should employers know?

Candidates will engage in a minimum of 80 hours of professional learning related activities. Some candidates will require additional hours in order to complete program expectations. The breakdown for the formal 80 hours is as follows:

Opening Retreat and Symposium	18 Hours
Learning Modules	15 Hours
Self-Directed Learning Experiences	21 Hours
Self-Directed Practicum	12 Hours
Closing Retreat	14 Hours

Learning modules, communicating with small mentor groups and self-directed learning will be conducted outside of regular working hours whenever possible. Some activities will require participation during regular working hours.

## Advantage for employers

Employers who support their employee's participation are able to:

- receive a letter of recognition to post within their organization to share with parents and the community if one of their employees is selected to participate in this unique project
- benefit from the resources and training their employee will receive to help enhance quality and leadership capacity within their organization
- contribute to the overall development of strong leadership in the profession of early childhood education.

## Where can employers get more information?

The application forms for candidates and mentors are available on the College website, [www.collegeofece.on.ca](http://www.collegeofece.on.ca)

Employers can contact the College by email at [leadership@collegeofece.on.ca](mailto:leadership@collegeofece.on.ca)

The application deadline is **April 30, 2013 at 5:00 p.m. EST**