

Employer Bulletin

Continuous Professional Learning Program for RECEs

The College of Early Childhood Educators is pleased to introduce the Continuous Professional Learning (CPL) program for registered early childhood educators (RECEs) in Ontario. Beginning September 2014, the College will provide RECEs with a framework to engage in self-reflective ongoing learning that relates to their practice in early childhood education.

Under the *Early Childhood Educators Act, 2007*, the College has a duty “to establish and enforce professional standards and ethical standards that are applicable to members of the College” and “to provide for the ongoing education of members of the College.”

The College has designed the CPL program to assist new and experienced RECEs in meeting their ethical and professional responsibilities and to strive toward practice excellence. The program is accessible to all RECEs and has been developed to meet the needs and realities of RECEs. As a result, the program is adaptable to various roles and workplace settings, learning styles, geographic regions, career stages and ambitions.

Objectives of the CPL Program

- Support the capacity of members to integrate the *Code of Ethics and Standards of Practice* into their practice.
- Provide a framework and tools for member engagement in continuous professional learning.
- Demonstrate the value of self-reflection and self-directed ongoing learning.
- Maintain and enhance public trust in the profession of early childhood education.

Advantages for Employers

Continuous professional learning helps RECEs remain current in their professional knowledge, skills and values through research and evidence-based practice. Employers in the

early learning and care sector who provide opportunities for reflection, discussion, inquiry, job shadowing and mentoring to RECEs understand that these initiatives support engaged and knowledgeable staff.

Ongoing learning empowers members to successfully communicate their scope of practice, skills and values to other professionals and the children, families and communities they serve. This supports the creation of safe, healthy and stimulating environments for children and enhances the overall quality of the programs and services offered.

Workplace opportunities for continuous professional learning can attract employees who are both committed to their role in the workplace and to their profession as a whole.

The CPL program will enable RECEs to:

- Demonstrate that they are committed to upholding ethical and professional standards throughout their careers.
- Gain knowledge about the latest research, practices, legislation and policies affecting their work.
- Use resources and knowledge to help enhance quality and leadership capacity in their workplace.
- Contribute to the overall development of strong leadership in the profession of early childhood education.

Employer Support

At this time, participation in the CPL program is voluntary. However, involvement in the CPL program is highly recommended by the College as it supports RECEs in meeting their professional obligation to stay current in their skills, knowledge and practice.

Employers can support employees by gaining an understanding of the program framework and its components. They might also consider how to assist RECEs in their journey of ongoing learning.

Additionally, the CPL program may help provide a focus for employee performance discussions or assist in planning professional learning options for staff.

Quick Facts

- Quality learning does not have to come with a high price tag and there are many ways for employers to support RECEs who choose to engage in continuous learning.
- The CPL program framework does not prescribe a set number of hours of learning.
- The CPL program is a self-reflective and self-directed learning framework. RECEs will self-assess, plan and document their professional learning.
- RECEs who have used the CPL program tools and resources reported great satisfaction in terms of enhancing

professionalism and providing a focus for their learning.

Some examples of continuous professional learning options include:

- Case study discussions
- Job shadowing
- Reading journal articles
- Webinars and blogs
- Professional inquiry/action research

CPL Resources

- CPL Portfolio Handbook
- CPL tools and forms
- Focus on Capacity Building tip sheets
- *Striving for Practice Excellence*



More information on the CPL program is available on the Colleges' website, college-ece.ca/CPL.

Employers can contact the College by e-mail at practice@college-ece.ca.