

# Employer Bulletin

## **Continuous Professional Learning Program**

### **Leadership Pilot Project: Supervisors in Licensed Child Care Centres**

The College of Early Childhood Educators is pleased to announce that the application process is now underway for a unique professional learning experience! The second Leadership Pilot project is an intensive eight-month program from September 2015 to May 2016. It will focus on building leadership capacity in the early childhood education profession. It will aim to create a network of leaders in licensed child care, who are committed to integrating the *Code of Ethics and Standards of Practice* in their work with children, families, colleagues, and communities.

Based on the success of the first Leadership Pilot, the College is now seeking 40 registered early childhood educators (RECEs) in supervisory roles in licensed child care. The College has invited 26 Consolidated Municipal Services Managers (CMSMs) and District Social Services Administration Boards (DSSABs) from across the province to provide support with this project. The candidates will represent diverse child care settings and professional experiences from the up to 26 selected CMSM/DSSAB catchment areas. (See the Candidate Application Form for the list of the 26 CMSMs/DSSABs) The service system managers will first circulate application information to RECEs in supervisory roles in care of licensed child care centre operators in their communities. Second, they will assist the selected RECEs in creating linkages in the broader early learning and child care community through existing networks, professional learning committees and/or quality assurance programs.

The College is looking for candidates with a passion for early childhood education and who want to build their leadership capacity, establish networks and communities of practice, share their learning and encourage broader community participation through reflection and dialogue about ethical and professional standards as well as engage in professional learning.

#### **Leadership Pilot project**

The second Leadership Pilot project has been developed as another step to support engagement in the College's Continuous Professional Learning (CPL) program and establish or enhance communities of practice.

The CPL program supports professional growth and helps 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 implementation of 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
- Communication and Collaboration
- 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.

### **Candidates**

The College acknowledges that RECEs in supervisory roles in licensed child care settings have the capacity for enhancing their leadership skills and creating a network of leaders.

### **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 will be required to demonstrate support from their employer for their participation in the second 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	14 Hours
Learning Modules	19 Hours
Self-Directed Learning Experiences	21 Hours
Self-Directed Practicum	12 Hours
Closing Retreat	14 Hours

Learning modules, community-related activities and self-directed learning through the completion of the CPL 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 and community
- contribute to the overall development of strong leadership in the profession of early childhood education.

### **Where can employers get more information?**

Employers can contact the College by email at [leadership@college-ece.ca](mailto:leadership@college-ece.ca)

or call 1 888 961-8558 ext 803

**The application deadline is June 1, 2015 at 5:00 p.m. EST**