

Employer Bulletin

Mandatory Continuous Professional Learning Program for Registered Early Childhood Educators (RECEs)

On January 1, 2016, Ontario Regulation 359/15: Continuous Professional Learning made under the *Early Childhood Educators Act, 2007* came into force. This regulation requires all RECEs to fulfill the requirements of the Continuous Professional Learning (CPL) program of the College of Early Childhood Educators (the College).

The *Notice of Continuous Professional Learning (CPL) Program Requirements* has been posted on the College website, college-ece.ca/cpl.

Step One: Expectations for Practice 2016

Beginning **September 1, 2016**, all RECEs are required to complete the first step of the CPL program, the Expectations for Practice Module 2016.

RECEs have one year to complete the module. The one year begins on the day of their registration or renewal on or after September 1, 2016. The module is available on the College website free of charge and takes 1 to 1.5 hours to complete.

Step Two: CPL Portfolio Cycle

RECEs will begin the two-year CPL Portfolio Cycle components (2017 edition) in the year after they have completed the Expectations for Practice Module 2016. The first two-year cycle begins on each RECE's renewal date on or after September 1, 2017.

The components of the mandatory CPL Portfolio are the 2017 editions of the following documents:

1. Self-Assessment Tool
2. Professional Learning Plan
3. Record of Professional Learning

The 2017 editions of these documents will be available for all RECEs for September 2017.

Compliance with the CPL Program

RECEs have an individual professional responsibility to participate in the CPL program. Employers are not responsible for ensuring that their employees are in compliance with the CPL program requirements.

Starting with each RECE's renewal date on or after September 1, 2017 and then every year after that, they will be required to declare their compliance with the CPL program requirements when they renew their membership with the College. CPL program records **do not** need to be submitted to the College when RECEs declare their compliance at the time of renewal.

RECEs must keep their CPL program records for six years. At any time, the Registrar of the College may request that RECEs submit their CPL program records to the College to verify compliance.

Employer Support

Employers can support RECEs by understanding the program framework and the required components, such as the Expectations for Practice module and the CPL Portfolio. To review the CPL program in detail, visit the CPL page of the College website, college-ece.ca/cpl.

Employers may consider ways to assist RECEs in their journey of ongoing learning, such as supporting RECEs on staff to meet as a group to complete the Expectations for Practice module or to discuss their CPL Portfolios.

Through the performance management process, employers may collaborate with the RECEs on staff to develop goals that are mutually beneficial, both to the RECEs as professionals and to you as the employer. However, RECEs are not required by the College to share their CPL portfolios with employers. RECEs may choose to keep their CPL records confidential.

Advantages for Employers

Continuous professional learning ensures RECEs remain current in their professional knowledge, skills, values and practices and helps build and develop professional competency. Employers in the early learning and child care sector who provide opportunities for meaningful ongoing learning to RECEs understand that this supports engaged and knowledgeable staff and ultimately elevates the quality of programs and services offered, which benefits children and families.

Ongoing learning empowers RECEs to effectively communicate their scope of practice, skills and values to parents, families, other professionals and communities they serve.

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

For additional information regarding the mandatory CPL program:

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