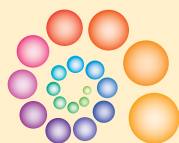


College of Early Childhood Educators
2008-2009

ANNUAL REPORT

Building a Solid Foundation



COLLEGE OF
EARLY CHILDHOOD
EDUCATORS

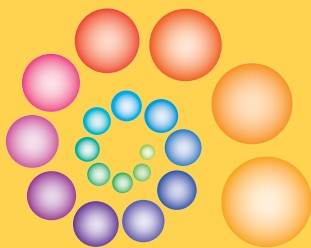
ORDRE DES ÉDUCATRICES
ET DES ÉDUCATEURS
DE LA PETITE ENFANCE

Building a Solid Foundation



Our Milestones Basket

On September 9, 2009, a milestones basket was placed in the lobby of the College's new home to showcase firsts and share a piece of our history with visitors to the College. We were thrilled to note that by coincidence, exactly one year earlier, the College had received its very first application on the same day.





Christine Forsyth
Chair

Message from the Transitional Council

A nine-member transitional Council, representing early childhood educators throughout Ontario and including two public members, was appointed by the Minister of Children and Youth Services in August 2007 to operationalize the new College of Early Childhood Educators established by the *Early Childhood Educators Act, 2007*. In an 18-month period, the transitional Council developed three regulations which were approved by the Provincial Cabinet (Registration, Professional Misconduct, and Designation of Geographic Areas). It also developed College by-laws, policies, an administrative infrastructure, human resources plans (including the hiring of College staff), a multi-year financial and business plan, obtained bank financing and a loan guarantee, and rented and improved business premises for the College in a fully accessible location. The transitional Council communicated widely throughout Ontario with early childhood educators, including francophone and First Nations practitioners and stakeholders, met with stakeholder groups, and conducted community outreach and community evaluation programs.

The transitional Council also developed an integrated information management system, registration and elections criteria and processes, and entered into contracts with professional firms to supply the required services to the College. At the end of its mandate in February 2009, the transitional Council was pleased to be able to turn over a fully funded and functioning College, with over 20,000 applications for membership received, to the College's first elected and appointed Council.

In carrying out its mandate, the transitional Council appreciated the valuable assistance provided by the boards and senior staff of the professional associations: Association of Early Childhood Educators Ontario, Association francophone à l'éducation des services à l'enfance de l'Ontario; and by the Family Support Institute of Ontario, Early Childhood Resource Teacher Network of Ontario, Home Child Care Association of Ontario, and dedicated staff in the Ministry of Children and Youth Services. Many others, especially the committed and hard-working members of the College's staff, contributed their expertise, support and good humour to help the transitional Council fulfill the heavy mandate with which it was charged. We express our deep appreciation to them all and hope they are pleased with and proud of the outcome of this extraordinary collaborative effort.

And to the members of the transitional Council, I would like to express my deep and heartfelt gratitude. They rose to the challenge they were given and, with considerable self-sacrifice, hard work and determination, made the long-held dream of a fully self-regulating professional body for early childhood educators a tangible reality at last. It was a great honour and a privilege to serve with them.

Christine Forsyth, Chair, Transitional Council
COLLEGE OF EARLY CHILDHOOD EDUCATORS



Left to right: Dainora Juozapavicius (Transitional Registrar), Christine Forsyth (Chair), Mary Fisher, LuAnn Hill-MacDonald, Elizabeth Matte, Lois Mahon, Dale Shipley. *Absent:* Leah Yuyitung, Brenda Stagg, Suzanne Dufour.



Lois Mahon
President

Message from the College's Council

The establishment of a College of Early Childhood Educators represents more than 20 years of pride, vision and determination on the part of our profession. This level of professional recognition has been a personal life dream throughout my own career, so I was thrilled to be appointed to the transitional Council of the College, and after serving on that Council for 18 months I was elected as the first President of the College on February 24, 2009. I am honoured by this responsibility, and it is one I take very seriously.

With the *Early Childhood Educators Act, 2007*, the Government of Ontario affirmed that early childhood educators hold specialized skills and training that are unique to our profession. It also affirmed that our profession is capable of regulating itself by setting standards of practice and ensuring only highly skilled, capable and ethical ECEs are working with Ontario's children and families. Our College is the first of its kind in Canada, making our work an example to other provinces and territories across the country.

When I first met with fellow members of the transitional Council, I was not yet knowledgeable about what our College would be and the work it would do. For this reason I understand the uncertainty some of my colleagues in the field encountered as the College was established and registration began. I have grown to fully recognize that the College exists to protect the public interest. In order to do this work, the College is required to set minimum standards for entry into the profession and register only those who meet them. It is also working on the development of standards of practice and a code of ethics, and processes for handling complaints from the public and taking disciplinary action when it becomes necessary.

The policies and procedures for carrying out these duties of the College, which are required by the government in exchange for self-regulatory status, are being created by the Council, its committees and College staff. This is an example of how the College allows us to regulate ourselves and use our specialized knowledge of the work we do to set standards and guidelines that reflect a high degree of professionalism, and why being granted self-regulation is such an important and highly respected accomplishment for our profession.

When a profession regulates itself, the regulatory body must fund its own activities through annual fees of its members. A College does not receive funding from the government or any other sources, but operates entirely on the annual fees of its members. Your annual fee of \$150 funds the work of the College, including the expenses of your elected Council members and operational expenses of the College such as staffing, legal fees, and member services.

Early childhood education now shares the status held by more than 34 other self-regulated professions in Ontario, including nursing, midwifery, social work, teaching and medicine. The College enables the profession to better serve children and families by ensuring only qualified, competent and ethical professionals are working in the field.

A great deal of work has been done in establishing the College, with much more to come. I would like to extend my most sincere gratitude to both the transitional Council and the first elected and appointed Council for their dedication in bringing us to where we are today, with 15,764 registered members at the end of our first fiscal year. I would also like to thank our Registrar and staff, and our non-Council members who sit on statutory and non-statutory committees. As you will see throughout this report, the College is building a strong foundation to regulate the profession of early childhood education in the public interest.

Lois Mahon, President
COLLEGE OF EARLY CHILDHOOD EDUCATORS



Back row, left to right: Susan Bebonang, Anna Baas-Anderson, Leslie Kopf-Johnson, Diane Martin, Delora Deravi, Marian Archer, Richard Winters, Theresa Kralovensky, Carol Crill Russell, Aurelia Di Santo, Nerene Virgin, Younglee Ha, Darlene Edgar, Mary Gordon, Heather Yeo (Vice-President). *Front row, left to right:* Eugema Ings, Roxanne Lambert, Nici Cole, Lois Mahon (President), Linda Cottes, Christine Forsyth. *Absent:* Lexi Goring, Brigitte Berneche, Janette Pelletier.



Dainora Juozapavicius
Registrar & CEO

Message from the Registrar & CEO

The College marked the end of its first fiscal year during a pivotal period for the province's early learning and care sector. Dr. Charles Pascal released his report, *With Our Best Future in Mind: Implementing Early Learning in Ontario* on June 15, 2009, which recommended registered early childhood educators (RECEs) working in partnership with teachers to deliver full-day learning and offering extended programs and services to children. The College's first elected and appointed Council was fully engrossed in its work and able to respond in support of the ground-breaking initiative upon its release. What incredible timing!

During the College's first fiscal year from July 2008 to June 2009, staff worked with both the transitional Council and the first elected and appointed Council to get our house in order. The College was staffed by a core team of professionals early in the year and got the College up and running. Staff supported the transitional Council with the development of key policies and practices, and the implementation of a market research survey that identified the right messages needed to reach professionals working in early childhood education, and where to find them. Staff worked with the transitional Council to implement a communications plan that included collaborative efforts to get out and talk to early childhood educators about the College and registration requirements.

During the transitional period the College's first election was carried out across the province, a major organizational undertaking for staff. The first elected and appointed Council will shape the College's focus and values, and put in place critical policies to govern the profession and protect Ontario's children and families.

Training for new Council members at the first meeting on February 24-25, 2009 featured an introduction to self-regulation and what it means for the profession. The College operates differently from many non-profit organizations, with legislation and regulations that define its roles and governing authority with respect to the profession. Council members learned about their responsibilities and what it means to govern in the public interest.

While they provided extensive support to the first elected and appointed Council and its committees, staff at the College processed a tremendous number of applications through the months of January to June 2009. Temporary staff was brought in to help manage the high volume of applications arriving each day, and procedures were revised to speed up the registration process as much as possible. Computer equipment and software for managing member services were also part of the picture, and with all these start-up tasks it did take time before the Registration Department began to run as a well-oiled machine.

By June 2009 the College had received over 23,000 applications for membership. A staggering number of them, more than 15,000, arrived in January alone, and 15,764 certificates of registration were issued by June 30, 2009. We would like to extend our sincere gratitude to the Ministry of Children and Youth Services for covering the one-time \$75 application fee for all applicants who applied by January 31, 2009. This was certainly a great help to many members.

After two office moves, in March 2009 the College landed at its permanent home on the 19th floor of 438 University Avenue in Toronto and on May 12, 2009 the College held its inaugural reception. The establishment of a physical location was a major milestone in the creation of the College and certainly a highlight for staff in our first year of operation.

I would like to extend my sincere gratitude to staff of the College, the first elected and appointed Council, and the transitional Council for all their hard work and perseverance throughout the College's first year of operation.

The next fiscal year of July 2009 to June 2010 will be a busy one not just for the College, but also for the profession. While the College continues to establish itself we all await news on how Dr. Pascal's report will contribute to a revolutionized system of early learning and care in Ontario.

I look forward to sharing this excitement with you in the year to come!

Dainora Juozapavicius, Registrar & CEO
COLLEGE OF EARLY CHILDHOOD EDUCATORS

Auditors' Report

To the College of Early Childhood Educators

We have audited the statement of financial position of the College of Early Childhood Educators as at June 30, 2009 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the College's management. 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 plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the College as at June 30, 2009 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Soberman LLP

Chartered Accountants

Licensed Public Accountants

Toronto, Canada, October 30, 2009

STATEMENT OF FINANCIAL POSITION

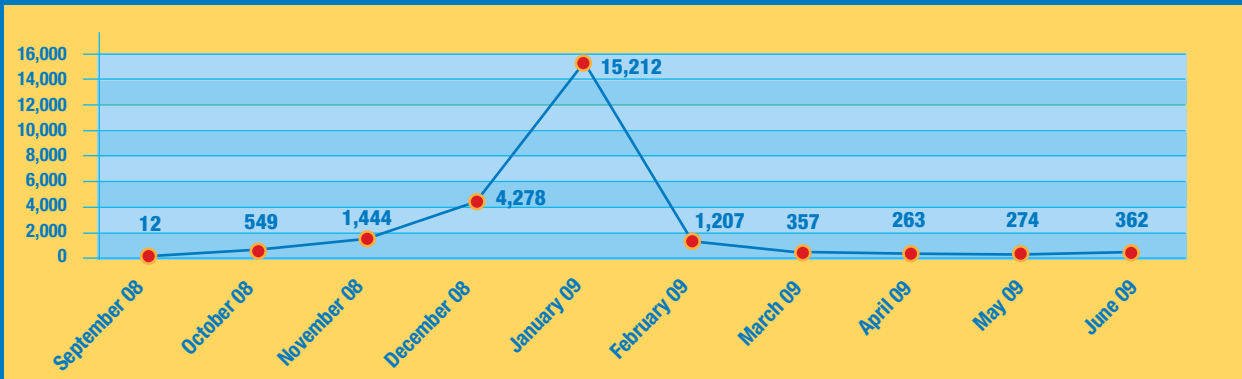
At June 30	2009	2008
ASSETS		
Current		
Cash	1,283,716	26,292
Accounts receivable	21,919	-
Prepaid expenses and sundry	90,498	2,809
	1,396,133	29,101
Equipment and leaseholds	1,130,898	21,515
	2,527,031	50,616
LIABILITIES		
Current		
Accounts payable and accrued charges	135,673	55,254
Deferred revenue	2,803,088	-
	2,938,761	55,254
Commitments		
NET ASSETS		
Net assets invested in equipment and leaseholds	1,130,898	21,515
Unrestricted net assets (deficiency)	(1,542,628)	(26,153)
	(411,730)	(4,638)
	2,527,031	50,616

Complete audited statements are available from the office of the Registrar.

STATEMENT OF OPERATIONS

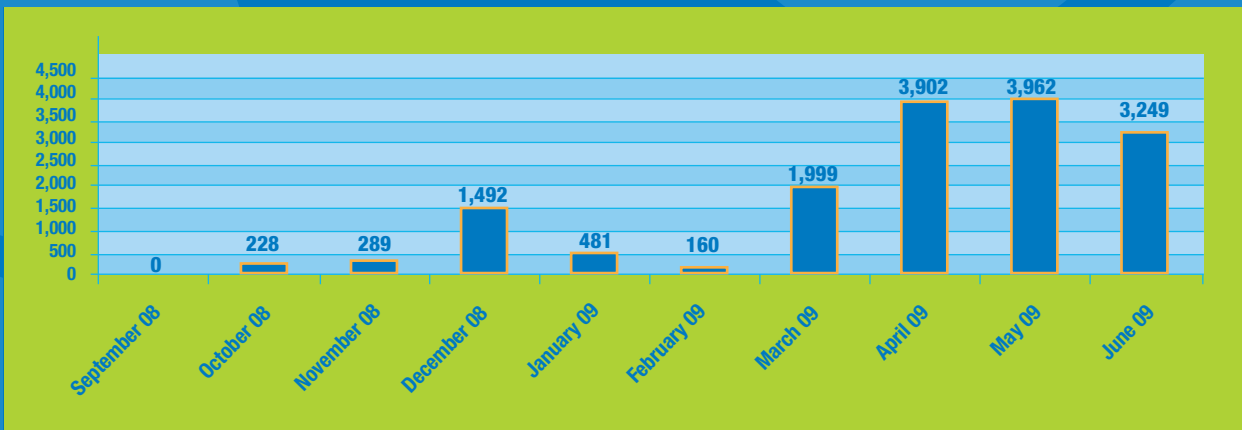
	Year ended June 30, 2009	Period from commencement (June 15, 2007) to June 30, 2008
REVENUE		
Registration and application fees	2,388,713	-
Grants	-	570,700
	2,388,713	570,700
EXPENSES		
Salaries and benefits	820,629	43,162
Legal	688,162	261,879
Consulting services	292,142	-
Rent	230,034	19,504
Printing and graphic design	132,519	245
Courier and postage	74,834	16
Professional fees other	64,937	128,247
Office and general	61,270	8,115
Human resources	56,701	10,436
Communication and marketing	54,586	92,225
Council meetings	50,052	-
Bank charges	38,161	2,692
Projects	29,445	-
Repairs and maintenance	25,888	1,793
Credit card fee	20,984	-
Telephone	17,196	4,669
Office equipment	16,999	-
Translation	16,129	-
Computer supplies	14,603	-
Committee meetings	12,451	-
Council - communication/outreach	6,803	-
Insurance	5,448	-
Interest	5,354	-
Bookkeeping	2,835	1,031
Amortization	57,643	1,324
	2,795,805	575,338
Deficiency of revenues over expenses	(407,092)	(4,638)

Applications Received



Total: 23,958

Memberships Processed



Total: 15,764

Members Count by District/Geographic Area

1. North and North East Region	895
2. East Region	1,213
3. South East Region	559
4. Central East Region	2,436
5. Toronto Region	4,126
6. Central West Region	2,894
7. Hamilton/Niagara Region	1,370
8. South West Region	2,262
9. Out of Area	9
TOTAL	15,764



As of June 30, 2009

Building the Foundation

In the College's first year of operation, building a solid foundation was of primary importance. The College was established from the ground up, beginning with fundamental legal and organizational work by the transitional Council.



Work of the Transitional Council: Creating the College's Design Blueprint, Erecting the Structure

August 13, 2007 – February 13, 2009

Legal Framework

Based on the *Early Childhood Educators Act, 2007*, the transitional Council put the critical legal framework in place so that the College could operate soundly. It developed key regulations, including the Registration Regulation, Professional Misconduct Regulation and Designation of Geographic Areas (Electoral Districts) Regulation. The transitional Council also put in place a number of by-laws, including a General By-law and by-laws regarding fees, elections and committees. These regulations and by-laws provided the legal framework and guidance necessary for the College to register members, conduct business, and hold an election for the purpose of forming the first elected and appointed Council.

Policies and Procedures

The transitional Council put in place important policies and procedures, many of them related to the registration of members. Work done in this area included setting entry to practice requirements, mapping out an application process and list of approved post-secondary and degree programs, and the production of an application form and guide that facilitated the registration of members beginning October 2008. Other important work included the election process, a literature review for standards of practice, a policy for per diems and expenses, guidelines for the nominating committee, and confidentiality agreements. These policies and procedures are vital to the College's sound operation.

Human Resources

The transitional Council hired the transitional Registrar, who brought on a majority of the core staff of the College including the Director of Registration, Director of Professional Practice, and financial and administrative staff necessary to operate the College, register members, and carry out the first election of Council members. It also created a salary and benefits grid and employment and consultant contracts.

Operations

A multi-year business and financial plan was created during the transitional period, and temporary financial

policies and procedures were put in place. The transitional Council worked with a design firm to develop the corporate identity of the College, complete with a logo, website and information material. After conducting an in-depth survey to determine the messages and communication vehicles to effectively get the word out about the College, members of the transitional Council engaged and consulted with stakeholders and conducted over 60 presentations across Ontario, with greatly appreciated support and coordination efforts from the Association of Early Childhood Educators Ontario, Association francophone à l'éducation des services à l'enfance de l'Ontario and Ministry of Children and Youth Services. Information about the College and its registration requirements was distributed across the province in both English and French.

Members of the transitional Council selected a consultant who would help to define the information technology (IT) needs of the College and acquire a systems designer and support provider for the College. This included securing a domain name, website hosting, and setting up the necessary computer equipment, software and IT support. The design and implementation of a member management system was also vital so that the College could efficiently register members.

In conjunction with the development of member management software, staff spent a great deal of time defining a step-by-step process for accepting and reviewing applications, and interlinked that process with the software. In the future, this system will make it possible for the College to offer online membership renewal and other services to its members.

A secure and permanent home for the College was also established at 438 University Avenue in Toronto, Ontario. Staff of the College operated out of two temporary offices before settling into a permanent location in March 2009. Work to establish the College's home included searching for the right space, negotiating a lease, hiring an architecture and design firm to customize the space to meet the College's needs, planning, selecting and installing furniture for staff, Council chambers, meeting rooms and public areas.

Final Tasks

In the final months of the transitional Council's 18-month mandate, College staff started to register members and conducted an election that resulted in 14 Council members being elected by a vote of the College's membership. As required by legislation, the government appointed 10 Council members, for a total of 24 elected and appointed members of Council.

Final arrangements were made for the provision of the College's permanent office space, and by the end of its mandate in February 2009 the transitional Council had created a fully funded and functioning College with 21,495 applications for membership received.

Work of the First Council and College Staff: Making a House a Home

February 14, 2009 – June 30, 2009

Equipping the Council

With only four months left in the College's first fiscal year, the newly elected and appointed Council and College staff had to act quickly on key tasks. On February 24, 2009, the newly elected and appointed Council gathered together for the first time. The foremost order of business was for Council to elect the members of its Executive Committee, including its first President. Committee members were established and chairs of those committees were appointed. Staff of the College organized vital training for Council members that was provided at the first meeting, including information on roles and responsibilities within a self-regulatory context, understanding public interest, and the duties of committee members.

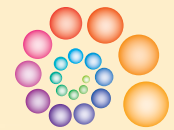
At the second meeting of Council in May 2009, the College's operating budget for the year ending June 30, 2010 was approved. For the duration of the fiscal year, staff worked busily to support the new committees by providing necessary research, organizing meetings, taking minutes and other operational tasks that would enable the committees to draft key processes and define the College's priorities within those first four months of the Council's term.

During this period the Registration Department was at full capacity, processing thousands of membership applications per month as quickly and efficiently as possible and working to set up a comprehensive software management system not just for the registration of members, but also with functionality for online services in the future including membership renewal. In the final three months of its first fiscal year, the College registered well over 10,000 members. Staff also worked to put in place basic, day-to-day administrative and operational systems.

Moving Forward

On May 12, 2009, Council members and staff collaborated to host the College's inaugural reception, marking the official opening of the College. By this date, the College had received 23,423 applications and issued 9,328 certificates of registration.

Prior to the end of the College's first operational year in June 2009, Council approved a work plan that outlined the development process for a draft of the anticipated standards of practice and code of ethics for members of the College. Completion was projected for Summer 2010, with final approval expected in the Fall of 2010, including several consultation processes with members and stakeholders.





Council Committees

Statutory Committees:

Executive Committee

The Executive Committee is the body that oversees the implementation of policy and administration of the College affairs. The Executive Committee has all the powers of the Council, except the power to make, amend or revoke regulations or by-laws, between Council meetings.

Committee Members: Lois Mahon (President, Elected), Heather Yeo (Vice-President, Elected), Theresa Kralovensky (Elected), Eugema Ings (Elected), Susan Bebonang (Public Appointee), Christine Forsyth (Public Appointee).

Complaints Committee

This Committee considers and investigates written complaints regarding the conduct or actions of members of the College and determines the appropriate action to be taken, which may include referral to the Discipline Committee or the Fitness to Practise Committee for a hearing.

Committee Members: Linda Cottes (Chair, Elected), Darlene Edgar (Elected), Susan Bebonang (Public Appointee), Nerene Virgin (Public Appointee), Elizabeth Matte and Lyne Rochette (non-Council Members).

Discipline Committee

The Discipline Committee hears matters, in a hearing which is generally open to the public, directed or referred to it by the Complaints Committee, Council or Executive Committee regarding allegations of professional misconduct or incompetence on the part of members of the College, and determines if a member of the College is guilty of professional misconduct or is incompetent.

Committee Members: Delora Deravi (Chair, Public Appointee), Roxanne Lambert (Elected), Marian Archer (Elected), Nici Cole (Elected), Younglee Ha (Public Appointee), Brigitte Berneche (Public Appointee), Lexi Goring (Elected), Carolle Lafrance and Ann Hutchings (non-Council Members).

Fitness to Practise Committee

The mandate of this Committee is to hear matters directed or referred to it by the Complaints Committee, Council or Executive Committee regarding allegations of incapacity on the part of members of the College, and, after a hearing which is generally closed to the public, determine if a member of the College is incapacitated because the member is, in the

Committee's opinion, suffering from a physical or mental condition or disorder such that the member is unfit to continue to carry out his or her professional responsibilities or the member's certificate of registration should be made subject to terms, conditions or limitations.

Committee Members: Aurelia Di Santo (Chair, Elected), Diane Martin (Public Appointee), Eleanor Heap (non-Council Member).

Registration Appeals Committee

The Registration Appeals Committee is responsible for the disposition of registration appeals. It will conduct a review if requested by the applicant, where the Registrar has proposed to refuse to issue a certificate of registration to the applicant, or to impose terms, conditions or limitations to which the applicant has not consented, on a certificate of registration.

Committee Members: Darlene Edgar (Chair, Elected), Marian Archer (Elected), Christine Forsyth (Public Appointee), Nerene Virgin (Public Appointee), Nicola Findlay and Judith Litvak (non-Council Members).

Non-Statutory Committees:

Registration Committee

The Committee advises Council on the development of policies that relate to the registration of members of the College and the development of processes to assess and approve educational programs and to assess the educational qualifications of individuals. The Committee does not review individual applications for registration and does not make decisions on applications of individuals who are applying for registration.

Committee Members: Leslie Kopf-Johnson (Chair, Elected), Anna Baas-Anderson (Elected), Theresa Kralovensky (Elected), Diane Martin (Public Appointee), Hala Hasabelnaby and Barbara Vanry (non-Council Members).

Nominating Committee

The nominating committee shall annually, at the first regular Council meeting following each regularly scheduled election, make recommendations to Council on the appointment of members of the Committees and on the appointment of a chair for each Committee (other than the Executive Committee).

Committee Members: Eugema Ings (Chair, Elected), Roxanne Lambert (Elected), Leslie Kopf-Johnson (Elected), Mary Gordon (Public Appointee), Younglee Ha (Public Appointee).

Elections Committee

This Committee's role is to determine, from time to time, the procedures to be followed in carrying out an election, ensure that the required election procedures are carried out, determine disputes as to whether a member is eligible to stand for election to Council or vote in an election for Councillors, set the date for each election and inform the Council of each date set, carry out recounts if requested, and take or direct the Registrar to take appropriate steps in the event of an interruption in postal service or error made by Canada Post.

Committee Members: Anna Baas-Anderson (Chair, Elected), Theresa Kralovensky (Elected), Darlene Edgar (Elected), Susan Bebonang (Public Appointee).

Standards of Practice Committee

This Committee advises the Council of the College on the development of a code of ethics and standards of practice for members of the College, that demonstrate a respect for diversity and a sensitivity to the multicultural character of the Province, and a consultation process in connection with the code of ethics and standards of practice for members of the College.

Committee Members: Roxanne Lambert (Chair, Elected), Leslie Kopf-Johnson (Elected), Heather Yeo (Elected), Richard Winters (Elected), Mary Gordon (Public Appointee), Janette Pelletier (Public Appointee), Brigitte Berneche (Public Appointee), Carol Crill Russell (Public Appointee), LuAnn Hill-MacDonald and Carolyn Masi (non-Council Members).

Our Mandate

The primary duty of the College of Early Childhood Educators is to serve and protect the public interest by:

Setting registration requirements to ensure that only qualified and competent individuals are registered as members;

Maintaining a public register of early childhood educators;

Establishing a code of ethics and standards of practice that all early childhood educators are accountable to meet;

Investigating complaints from the public about the conduct of its members and, if necessary, disciplining members;

Assuring the public that members of the College will be held accountable for providing a high standard of care and early education for children.





COLLEGE OF
EARLY CHILDHOOD
EDUCATORS

ORDRE DES ÉDUCATRICES
ET DES ÉDUCATEURS
DE LA PETITE ENFANCE

438 University Avenue, Suite 1900

Toronto, Ontario M5G 2K8

Tel: 416 961-8558 Toll free: 1 888 961-8558 Fax: 416 961-8772

info@collegeofece.on.ca

www.collegeofece.on.ca