

NOTICE OF PUBLICATION BAN

In the matter of College of Early Childhood Educators and Sarah Louise Cameron, this is notice that the Discipline Committee ordered that no person shall publish or broadcast the identity of, or any information that could identify, any person who is under 18 years old and is a witness in the hearing, or the subject of evidence in the hearing or under subsection 35.1(3) of Early Childhood Educators Act, 2007.

**DISCIPLINE COMMITTEE
OF THE COLLEGE OF EARLY CHILDHOOD EDUCATORS**

PANEL: Barbara Brown, RECE, Chairperson
Kristine Parsons, RECE
Barney Savage

BETWEEN:)
)
COLLEGE OF EARLY) Vered Beylin
CHILDHOOD EDUCATORS) for the College of Early Childhood Educators
)
)
- and -)
)
SARAH LOUISE CAMERON) Adrienne Liang,
REGISTRATION # 24718) Ontario Public Service Employees Union,
) For the Member
)
)
)
) Elyse Sunshine
) Independent Legal Counsel
)
)
)
) Heard: June 10, 2019

DECISION AND REASONS

This matter came on for a hearing before a panel of the Discipline Committee of the College of Early Childhood Educators (the "Panel") June 10, 2019.

PUBLICATION BAN

The Panel ordered a publication ban following a motion by College Counsel pursuant to section 35.1(3) of the *Early Childhood Educators Act, 2007*. The order bans the public disclosure, publication and broadcasting outside of the hearing room, any names or identifying information of any minor children who may be the subject of evidence in the hearing.

THE ALLEGATIONS

The allegations against the Member, as stated in the Notice of Hearing dated May 23, 2019 (Exhibit 1), are as follows:

1. At all material times, Sarah Louise Cameron (the "Member") was a member of the College of Early Childhood Educators and was employed as an Early Childhood Educator at the Tillsonburg Children's Centre (the "Centre") in Tillsonburg, Ontario.
2. On or about July 21, 2016, the Member was supervising a group of preschool aged children at the Centre's playground, including the Child. When transitioning the children back into the Centre, the Member did not use the attendance binder to ensure all of the children were present. The Member also did not do a physical walk around the playground. As a result, the Child remained outside and unsupervised.
3. At some point, the Child climbed and crossed over a planter box which divided the preschool playground from the toddler playground. The Child pushed open the door to a cinderblock storage shed and entered the shed. The Child then closed the door behind him and became stuck inside the shed as he was unable to pry the door open.
4. Approximately one hour after the Member and the other children returned into the Centre, a woman who was passing by the playground heard the Child calling for help and rescued him from the shed. The Child was in tears and had soiled himself. The woman brought the Child into the Centre. Until that point, the Member did not notice that the Child was missing.
5. As a result of the incident the Member received a written warning.
6. By engaging in the conduct set out in paragraphs 2-4 above, the Member engaged in professional misconduct as defined in subsection 33(2) of the *Early Childhood Educators Act, 2007*, S.O. 2007, c. 7, Sch. 8 (the "**Act**"), in that:
 - a) The Member failed to adequately supervise a person who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(2);
 - b) The Member failed to maintain the standards of the profession, contrary to Ontario Regulation 223/08, subsection 2(8), in that:
 - i. The Member failed to maintain a safe and healthy learning environment, contrary to Standard III.A.1 of the College's Standards of Practice;

- ii. The Member failed to know, understand and abide by the legislation, policies and procedures that were relevant to her professional practice and to the care and learning of children under her professional supervision, contrary to Standard IV.A.2 of the College's Standards of Practice;
 - iii. The Member failed to observe and monitor the learning environment and anticipate when support or intervention was required, contrary to Standard IV.B.3 of the College's Standards of Practice;
 - iv. The Member failed to work collaboratively with colleagues in her workplace in order to provide safe, secure, healthy and inviting environments for children and families, and/or failed to build effective relationships with colleagues and other professionals by using clear verbal and written communication, contrary to Standard IV.C.1 of the College's Standards of Practice; and
 - v. The Member conducted herself in a manner that could reasonably be perceived as reflecting negatively on the profession of early childhood education, contrary to Standard IV.E.2 of the College's Standards of Practice;
- c) The Member acted or failed to act in a manner that, having regard to the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional, contrary to Ontario Regulation 223/08, subsection 2(10);
- d) The Member acted in a manner that is unbecoming a Member, contrary to Ontario Regulation 223/08, subsection 2(22).

THE MEMBER'S PLEA

The Member admitted to the allegations in the Notice of Hearing.

The Panel received a written plea inquiry which was signed by the Member (Exhibit 3). The Panel also conducted a verbal plea inquiry and was satisfied that the Member's admission was voluntary, informed and unequivocal.

EVIDENCE

Counsel for the College and Counsel for the Member advised the Panel that agreement had been reached on the facts and introduced an Agreed Statement of Facts, which read as follows.

The Member

1. The Member has had a certificate of registration with the College of Early Childhood Educators (the "**College**") for approximately 9 years. She remains in good standing with the College and does not have a prior discipline history with the College.
2. At all material times, the Member was employed as an RECE at the Centre in Tillsonburg, Ontario.

Overview

3. On July 21, 2016, the Member and J.M. (an ECE apprentice, the “**Apprentice**”) were responsible for supervising a group of preschool aged children. The Member and the Apprentice were responsible for children who attended the “large” preschool classroom, including the Child. Another staff member, S.R. (RECE), was responsible for children who attended a separate, “small” preschool classroom.
4. That morning, the Member, the Apprentice and S.R. combined their preschool groups during the outdoor play time on the preschool playground. The preschool playground shared a fenced area with the toddler playground, but was separated from it, by a planter box and a cinderblock storage shed.
5. At approximately 10:10am, S.R. returned to the Centre with the children from the “small” preschool room. Moments later, the Apprentice returned to the Centre with some of the children from the “large” preschool room. The Child was part of the group who remained outside.
6. The Member remained outside with the rest of the children from the “large” classroom, including the Child.
7. Approximately 15 minutes later, at 10:25am another staff member (non RECE) came outside to replace the Member while the Member left for a break.
8. Approximately 15 minutes later, at 10:40am, the Member returned from her break and took most of the children back into the Centre, leaving the Child outside, alone and unsupervised.
9. At some point, the Child climbed over the planter box that divided the preschool playground from the toddler playground. The Child pushed open the door to a cinderblock storage shed and entered the shed. The Child then closed the door behind him and became stuck inside the shed as he was unable to open the door.
10. At 11:45am, approximately one hour after the Member and the other children returned into the Centre, a passerby heard the Child calling for help and rescued him from the shed. The Child was crying and had soiled himself. At the time, the temperature outside was approximately 28 degrees Celsius; however, the shed was significantly cooler.
11. The passerby brought the Child into the Centre. Until that point, the Member did not notice that the Child was missing.
12. Between 10:10am and 11:45am the Member failed to do the following:
 - a. Ask the Apprentice and S.R. which children were in the groups that they took back into the Centre and confirm who was remaining outside under the Member’s supervision;
 - b. Complete a physical walk around the playground to ensure no child was left behind;
 - c. Use the attendance binder to ensure all of the children were present, as soon as all the Children were back at the Centre;
 - d. Conduct headcounts and verify attendance during an hour, after returning back into the classroom.

13. The Child was not injured and there was no indication that he suffered any physical harm due to heat exposure.
14. The Member received a written warning from the Centre as a result of the incident.
15. The incident was reported to the Children's Aid Society ("**CAS**") and the Ministry of Education (the "**Ministry**"). The day after the incident the Ministry and CAS conducted a joint site visit at the Centre. The Ministry's report indicated that the visibility in the storage shed was poor. The report also noted that the shed contained numerous safety hazards for children, such as an unsecured tall metal shelf, brooms and rakes.
16. After the incident the Member and other staff wrote and signed an apology letter to the Child's mother, in which they took responsibility for the incident.
17. If the Member were to testify, she would advise the following:
 - a. At the time of the incident, the Centre was experimenting with an emergent curriculum that allowed the children to move freely between the two preschool classes. However, there was no system for recording changes to the attendance of each preschool classroom to properly account for which children were in which staff/RECE's care. The Centre changed the practice after the incident, such that in addition to the full preschool attendance list, the staff uses a name card system to ensure that when children move between groups, the staff is able to keep accurate attendance.
 - b. The incident was a "near miss" and she reflected a lot about what could have happened to the Child when he remained supervised.
 - c. The member deeply values her work as an educator and takes pride in her profession. As a committed educator who takes her professional obligations seriously, the incident made her grow as an educator. She has done extensive reading regarding supervision, as well as attended workshops to improve her practice.
18. After the incident the Centre updated its policies and procedures regarding monitoring attendance and supervision of children. The revisions included added safeguards in relation to the shed and a detailed procedure to monitor outdoor attendance and transitions from the playground indoors.

Admissions of Professional Misconduct

19. The Member admits that she engaged in and is guilty of professional misconduct as described in paragraphs 3 – 13 above, and as defined in subsection 33(2) of the Act in that:
 - a. She failed to supervise adequately a person who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(2);
 - b. She failed to maintain the standards of the profession, contrary to Ontario Regulation 223/08, subsection 2(8), in that:
 - i. She failed to maintain a safe and healthy learning environment, contrary to Standard III.A.1 of the College's Standards of Practice;
 - ii. She failed to know, understand and abide by the legislation, policies and procedures that were relevant to her professional practice and to the care and learning of children under her professional supervision, contrary to Standard IV.A.2 of the College's Standards of Practice;

- iii. She failed to observe and monitor the learning environment and anticipate when support or intervention was required, contrary to Standard IV.B.3 of the College's Standards of Practice;
- iv. She failed to work collaboratively with colleagues in her workplace in order to provide safe, secure, healthy and inviting environments for children and families, and/or failed to build effective relationships with colleagues and other professionals by using clear verbal and written communication, contrary to Standard IV.C.1 of the College's Standards of Practice; and/or
- v. She conducted herself in a manner that could reasonably be perceived as reflecting negatively on the profession of early childhood education, contrary to Standard IV.E.2 of the College's Standards of Practice;
- c. She acted or failed to act in a manner that, having regard to the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional, contrary to Ontario Regulation 223/08, subsection 2(10); and/or
- d. She acted in a manner that is unbecoming a member, contrary to Ontario Regulation 223/08, subsection 2(22).

DECISION ON THE ALLEGATIONS

Having regard to the facts set out in the Agreed Statement of Facts, the Committee accepted the Member's admission and found that she committed all acts of professional misconduct set out in the Notice of Hearing as outlined above.

REASONS FOR DECISION

The Panel considered the Agreed Statement of Facts and the Member's plea and found that the evidence supported findings of professional misconduct as alleged in the Notice of Hearing.

The evidence clearly shows that the Member failed to adequately supervise the Child. By so doing, the Member contravened the standards of practice when she placed the safety of a child at risk by failing to ensure proper supervision.

The Panel finds that the Member's conduct would reasonably be regarded by members of the profession as disgraceful, dishonourable or unprofessional. The Member failed to know, understand and abide by the legislation, policies and procedures that were relevant to the professional practice and to the care and learning of children under professional supervision. This was also conduct unbecoming.

POSITION OF THE PARTIES ON PENALTY

Counsel for the College and Counsel for the Member made a joint submission as to an appropriate penalty. The joint submission as to penalty proposed that the Panel make an order as follows:

1. Requiring the Member to appear before a Panel of the Discipline Committee to be reprimanded immediately following the hearing of this matter.
2. Directing the Registrar to suspend the Member's certificate of registration for a period of 6 months. The suspension will take effect from the date of this Order and will run without interruption as long as the College has not otherwise prohibited the Member from practicing or suspended the Member for any other reason.
3. Directing the Registrar to impose the following terms, conditions and limitations on the Member's certificate of registration:

Mentorship

- a. Prior to the Member commencing or resuming Employment as a Registered Early Childhood Educator ("RECE") or engaging in the practice of early childhood education, as defined in section 2 of the Act, the Member, at her own expense, will arrange for a mentoring relationship with a Mentor, who:
 - i. is an RECE in good standing with the College,
 - ii. is employed in a supervisory position,
 - iii. has never been found guilty of professional misconduct and/or incompetence by the Discipline Committee of the College,
 - iv. is not currently found to be incapacitated by the Fitness to Practise Committee of the College,
 - v. is not currently the subject of allegations referred to the Discipline Committee or the Fitness to Practise Committee of the College, and
 - vi. is pre-approved by the Director of Professional Regulation (the "Director"). In order to pre-approve the Mentor, the Member will provide the Director with all requested information, including (but not limited to) the name, registration number, telephone number, address and résumé of the Mentor.

For clarity, the Member can commence or resume Employment as an RECE after arranging a mentorship relationship with a pre-approved Mentor.
- b. Within 14 days of commencing or resuming Employment as an RECE, the Member will ensure that the Director is notified of the name, address and telephone number of all employers.
- c. The Member will provide the Mentor with a copy of the following documents within 14 days of being notified that the Mentor has been approved by the Director, or within 14 days after the release of such documents, whichever is earliest:
 - i. the Panel's Order,
 - ii. the Agreed Statement of Facts,
 - iii. the Joint Submission on Penalty and Costs, and
 - iv. a copy of the Panel's Decision and Reasons.
- d. The Member will meet with the Mentor at least every 2 weeks after the Mentor has been approved by the Director to discuss the following subjects:
 - i. review of the College's Code of Ethics and Standards of Practice,
 - ii. the acts or omissions by the Member, which resulted in the Discipline Committee finding the Member guilty of professional misconduct,
 - iii. the potential consequences of the misconduct to the parents/children affected, and to the Member's colleagues, profession and self,
 - iv. strategies for preventing the misconduct from recurring, and

- v. the Member's daily practice and any issues that arise, to ensure that she is meeting the College's Standards of Practice (without disclosing personal or identifying information about any of the children under the Member's care, or clients of her employer(s)).
 - e. After a minimum of 5 sessions, the Member can seek the Director's permission to stop participating in the mentorship sessions by providing the Director with a report by the Mentor that sets out the following:
 - i. the dates the Member attended the sessions with the Mentor,
 - ii. that the Mentor received a copy of the documents referred to in paragraph 3(c),
 - iii. that the Mentor reviewed the documents set out in paragraph 3(c) and discussed the subjects set out in paragraph 3(d) with the Member, and
 - iv. the Mentor's assessment of the Member's insight into her behaviour.
 - f. All documents delivered by the Member to the College or the Mentor will be delivered by email, registered mail or courier, and the Member will retain proof of delivery.
 - g. The College may require proof of compliance with any of the terms in this Order at any time.
2. Requiring the Member to pay the College's costs fixed in the amount of \$1,000, to be paid on the date of this Order.

PENALTY SUBMISSIONS

Counsel for the College submitted that the proposed order was appropriate and reasonable in light of the facts agreed upon. Counsel for the College submitted that the proposed penalty was appropriate and protected the public interest by serving the functions of general and specific deterrence, as well as rehabilitation of the Member. Counsel noted that issues regarding inadequate supervision by RECEs have been increasing. The proposed penalty was further proportionate to the misconduct and was consistent with penalties in analogous cases. In this regard, College Counsel provided two other cases from this College in support of the proposed penalty: *College of Early Childhood Educators vs XINAI ("CICI") QIN, 2018 ONCECE 5* and *the College of Early Childhood Educators v. Walton, (2019)* (unreported).

The parties agreed that the mitigating factors in this case were:

- The member acknowledged the wrongdoing and cooperated with the College.
- The member pled guilty and agreed to a joint submission.
- The member has been registered with the College for nine years and has an otherwise clean record.

Two additional mitigating factors were identified as being unique to this case:

- The Centre's practices were likely a contributing factor to this incident.
- The Member exhibited insight into her behaviour by reading extensively on supervision practices and participating in relevant workshops.

The prime aggravating factors in this case were:

- The age of the Child.
- The significant amount of time the Child was left unsupervised.
- There was an increased risk of harm, as the Child was exposed to safety hazards in the shed.

- The Child was impacted emotionally, as he was crying when found, and had soiled himself.
- The Member did not realize that the child was missing.
- The Member failed to follow procedures that would have prevented the incident or shortened the length of unsupervised time.

In addition, two factors were noted as constituting important considerations:

- The Child was not injured.
- This is an isolated incident and did not reflect a pattern of behaviour.

PENALTY DECISION

The Panel accepted the joint submission on penalty and makes the following order as to penalty:

1. Requiring the Member to appear before a Panel of the Discipline Committee to be reprimanded immediately following the hearing of this matter.
2. Directing the Registrar to suspend the Member's certificate of registration for a period of 6 months. The suspension will take effect from the date of this Order and will run without interruption as long as the College has not otherwise prohibited the Member from practising or suspended the Member for any other reason.
3. Directing the Registrar to impose the following terms, conditions and limitations on the Member's certificate of registration:

Mentorship

- a. Prior to the Member commencing or resuming Employment as a Registered Early Childhood Educator ("RECE") or engaging in the practice of early childhood education, as defined in section 2 of the Act, the Member, at her own expense, will arrange for a mentoring relationship with a Mentor, who:
 - i. is an RECE in good standing with the College,
 - ii. is employed in a supervisory position,
 - iii. has never been found guilty of professional misconduct and/or incompetence by the Discipline Committee of the College,
 - iv. is not currently found to be incapacitated by the Fitness to Practise Committee of the College,
 - v. is not currently the subject of allegations referred to the Discipline Committee or the Fitness to Practise Committee of the College, and
 - vi. is pre-approved by the Director of Professional Regulation (the "Director"). In order to pre-approve the Mentor, the Member will provide the Director with all requested information, including (but not limited to) the name, registration number, telephone number, address and résumé of the Mentor.

For clarity, the Member can commence or resume Employment as an RECE after arranging a mentorship relationship with a pre-approved Mentor.

- b. Within 14 days of commencing or resuming Employment as an RECE, the Member will ensure that the Director is notified of the name, address and telephone number of all employers.
 - c. The Member will provide the Mentor with a copy of the following documents within 14 days of being notified that the Mentor has been approved by the Director, or within 14 days after the release of such documents, whichever is earliest:
 - i. the Panel's Order,
 - ii. the Agreed Statement of Facts,
 - iii. the Joint Submission on Penalty and Costs, and
 - iv. a copy of the Panel's Decision and Reasons.
 - d. The Member will meet with the Mentor at least every 2 weeks after the Mentor has been approved by the Director to discuss the following subjects:
 - i. review of the College's Code of Ethics and Standards of Practice,
 - ii. the acts or omissions by the Member, which resulted in the Discipline Committee finding the Member guilty of professional misconduct,
 - iii. the potential consequences of the misconduct to the parents/children affected, and to the Member's colleagues, profession and self,
 - iv. strategies for preventing the misconduct from recurring, and
 - v. the Member's daily practice and any issues that arise, to ensure that she is meeting the College's Standards of Practice (without disclosing personal or identifying information about any of the children under the Member's care, or clients of her employer(s)).
 - e. After a minimum of 5 sessions, the Member can seek the Director's permission to stop participating in the mentorship sessions by providing the Director with a report by the Mentor that sets out the following:
 - i. the dates the Member attended the sessions with the Mentor,
 - ii. that the Mentor received a copy of the documents referred to in paragraph 3(c),
 - iii. that the Mentor reviewed the documents set out in paragraph 3(c) and discussed the subjects set out in paragraph 3(d) with the Member, and
 - iv. the Mentor's assessment of the Member's insight into her behaviour.
 - f. All documents delivered by the Member to the College or the Mentor will be delivered by email, registered mail or courier, and the Member will retain proof of delivery.
 - g. The College may require proof of compliance with any of the terms in this Order at any time.
4. Requiring the Member to pay the College's costs fixed in the amount of \$1,000, to be paid on the date of this Order.

REASONS FOR PENALTY

The Panel understands that the penalty ordered should protect the public and enhance public confidence in the ability of the College to regulate registered early childhood educators. This is achieved through a penalty that addresses specific deterrence, general deterrence and, where appropriate, rehabilitation and remediation. The penalty should be proportionate to the misconduct.

In considering the joint submission, the Panel was mindful that a jointly proposed penalty should be accepted unless its acceptance would bring the administration of justice into disrepute or it is otherwise not in the public interest.

The Panel is aware that no two cases are exactly alike. However, reviewing earlier cases can help determine the level of appropriate penalty. The Panel therefore considered the previous cases that were presented.

The Member cooperated with the College and, by agreeing to the facts and proposed penalty and through her actions in undergoing voluntary continuing education, has accepted responsibility.

Having considered all of these factors, the Panel was satisfied that the proposed penalty in this case was appropriate and in the public interest.

The Panel found that the penalty satisfies the principles of general deterrence and public protection. The proposed suspension is in keeping with the range of suspensions that were imposed in the previous cases that were put before the Panel. This suspension is appropriate given the aggravating factors in this case. The suspension, along with the reprimand, will act as specific deterrents to the Member, and general deterrents to other members of the profession, from engaging in such conduct. The requirement for mentorship will help to protect the public, and support the rehabilitation of the Member.

ORDER AS TO COSTS

Subsection 33(5)(4) of the Act provides that in an appropriate case, a panel may make an order requiring a member who the panel finds has committed an act of professional misconduct to pay all or part of the College's legal costs and expenses, investigation costs and hearing costs.

The parties are in agreement with respect to costs and the amount of costs to be ordered. The Panel agrees that that this is an appropriate case for costs to be awarded and the amount proposed by the parties is reasonable.

The Panel orders that the Member pay the College its costs, fixed in the amount of \$1000 to be paid on the date of this Order.

I, Barbara Brown, sign this decision and reasons for the decision as Chairperson of this Discipline panel and on behalf of the members of the Discipline panel.



Barbara Brown, RECE, Chairperson

June 25, 2019

Date