

SECOND ANNUAL MEETING OF MEMBERS



TO VIEW A VIDEO RECORDING OF THE MEETING, VISIT THE COLLEGE'S WEBSITE AT WWW.COLLEGEOFECE.ON.CA.

The College of Early Childhood Educators (the College) held its second annual meeting of members at the Metropolitan Hotel in Toronto on Wednesday, December 1, 2010. Several College members and many other special invitees from the Ministry of Education, the Ministry of Children and Youth Services, the Association of Early Childhood Educators Ontario and the Ontario College of Teachers were in attendance.

The purpose of the annual meeting of members was to inform members of the activities of the Council and College for the second fiscal year ended June 30, 2010. No motions are proposed and no votes are taken as part of a self-regulatory body's annual meeting.

The meeting was chaired by the College's President, Lois Mahon, RECE, who brought the meeting to order and provided opening remarks. Following this, the Honourable Leona Dombrowsky, Minister of Education, took time out of her very busy schedule to bring greetings to the group on behalf of the Ministry of Education. The College extends its gratitude to the Minister and her team at the Ministry of Education for their continued recognition of early childhood educators and the important work they do.

After the Minister's greetings, Lois Mahon presented a report on behalf of the College's Council. Roxanne Lambert, RECE, Chair of the Standards of Practice Committee and Melanie Dixon, RECE, Director of Professional Practice at the College reported on the work of the College's Standards of Practice Committee before announcing that earlier in the day, the College's Council approved the *Code of Ethics and Standards of Practice* as a by-law. See pages eight and nine of this newsletter for further information about what this means for early childhood educators.

Following this report, the College's auditor, Desmond Levin from Soberman LLP, Chartered Accountants reported on the College's financial position for the second fiscal year. The meeting concluded with a question and answer period.

Content of the reports provided at our second annual meeting of members can be found in the College's 2009-2010 Annual Report, available on our website. If you were unable to attend, the meeting was video recorded and is now available for viewing on the College's website at www.collegeofece.on.ca. If you have a question after watching this video recording, please contact the College at communications@collegeofece.on.ca or call 1 888 961-8558.

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MESSAGE FROM THE PRESIDENT

Roxanne Lambert, RECE, Chair of the Standards of Practice Committee, and Lois Mahon, RECE, President of the College of Early Childhood Educators, toast to celebrate the approval of the *Code of Ethics and Standards of Practice* as a by-law of the College.

Dear Colleagues,

As I write this message, the College of Early Childhood Educators (the College) is preparing to conduct its second election of Council members. On April 29 of this year, over 30,000 members of our College will have the opportunity to elect 14 members who, along with 10 public appointees, will make up the College's second 24-member Council.

As the election of a second Council approaches, my mind returns to the truly remarkable events that I had the privilege to be part of as President of the College's first elected and appointed Council. One of several highlights for me came when all 24 of us gathered for the very first time on February 24, 2009. Sitting together and listening to the professional backgrounds and histories of so many brilliant people who would make up the College's first Council was a tremendous experience.

I also think back to where we started with awe. I recall being in the College's temporary office at 438 University Avenue and watching staff come through the front doors pulling suitcases full - literally - of membership applications. When we moved into our permanent home on the 19th floor of the building, we held a breakfast with staff of the College who were painstakingly processing those thousands of applications they transported daily in suitcases. Seeing the number of people working for us and all their skills really manifested just how far we had come in getting our self-regulatory body up and running.

On May 12, 2009, the College held an inaugural reception to mark our official opening. Standing in our lobby with the Honourable Deb Matthews, Minister of Children and Youth Services at the time, elevated the status of our profession. Listening to the Chair of our Transitional Council, Christine Forsyth, share the experience of that nine-member Council in operationalizing the College also reminded me of the work put forth by so many dedicated individuals to make our College a reality.

Several weeks later I was invited to address delegates at the 59th Annual Conference of the Association of Early Childhood Educators Ontario (AECEO). That evening, offering greetings to

a room of early childhood educators on behalf of the College, I felt the roots start to take hold and my sense of pride grow.

Another defining moment for me in this Council's two-year term was our first report from the Council's Standards of Practice Committee, presented in May 2009. The excitement and commitment born from that report culminated when, on December 1, 2010, Council approved as a by-law of the College our first *Code of Ethics and Standards of Practice* for the profession. The whole 18-month process of developing professional and ethical standards for members of the College was a milestone moment professionally.

My final highlight came just a few weeks ago when I was in my own community at an annual Best Start review. We had a panel of diverse early learning professionals come to speak with us and included in the mix was a team from the full-day early learning kindergarten program. The teacher introduced herself, and then the next voice said, "I am a registered early childhood educator" - the partner in this full-day early learning team. A huge smile came over me as I thought to myself, 'here we are, and we have arrived'. Not only has it all come together, self-regulation of our profession, but it's right here on the ground. It is real.

It has been an honour for me to serve as the first President of our College. I would like to extend my most sincere gratitude to my fellow Council members, and to the staff of the College. I also extend my heartfelt thanks to you, my fellow members, for one of the most exciting and fulfilling experiences of my career as an early childhood educator.

Sincerely,

**LOIS MAHON, RECE
PRESIDENT**

ELECTION 2011

On April 29, 2011, the College of Early Childhood Educators (the College) will hold its second election to elect members of the College to its governing body, the Council of the College.

The Council is composed of 14 early childhood educators who are members of the College and elected by members of the College, and 10 members of the public who are appointed by the Lieutenant Governor in Council.

NOMINATIONS CLOSED

Elections are being held in 2011 in all of the College's electoral districts. Members of the College were sent a Notice of Election and Nomination package in December 2010. Nominations are now closed for members to be nominated as candidates for election in their electoral district.

ELIGIBILITY TO VOTE

Individuals must be members of the College and in good standing as of February 28, 2011 in order to be entitled to vote for candidates in the same electoral district as they are in.

In the case of a member who is practising the profession in Ontario, the

member's electoral district is the electoral district in which the member principally practises at least 60 days before the election. In the case of a member who is not practising the profession or who is not practising the profession in Ontario, the member's electoral district is the electoral district in which the member principally resides at least 60 days before the election. The College's eight electoral districts are described in the List of Electoral Districts on page five of this newsletter.

VOTING INFORMATION COMING SOON

Members eligible to vote who have provided the College with an e-mail address will be sent a notice by e-mail of how to obtain access, by electronic means, to a ballot, a list of candidates, an explanation of the voting procedures and candidates' biographies and statements for their electoral district.

Members eligible to vote who have not provided the College with an e-mail address will be mailed a package that contains a ballot, a list of candidates, an explanation

of the voting procedures and candidates' biographies and statements for their electoral district.

The College will send out this information on voting in late March.

CASTING YOUR VOTE

In some electoral districts, there is more than one College member to be elected to Council from that electoral district. For example, in Electoral District 5 – Toronto Region, there are three College members to be elected from that electoral district, while in Electoral District 2 – East Region, there is one College member to be elected from that district.

The number of votes that a member may cast will depend on the number of College members to be elected to Council from the electoral district in which the member is eligible to vote. The explanation of the voting procedures for each electoral district will provide further details.

CONTINUED ON PAGE 4...

ELECTORAL DISTRICT	# OF COLLEGE MEMBERS TO BE ELECTED
1 – North and North East Region	2
2 – East Region	1
3 – South East Region	1
4 – Central East Region	2
5 – Toronto Region	3
6 – Central West Region	2
7 – Hamilton/Niagara Region	1
8 – South West Region	2

ELECTION 2011 CONTINUED...

APRIL 29, 2011: ELECTION DAY

Ballots must be received by the College or submitted electronically in accordance with the voting procedures by no later than 5 p.m. ET on April 29, 2011. Results of the College's elections will be posted on the College's website, www.collegeofcece.on.ca, when they become official.

A NEW COUNCIL

The elected Council members will take office at the first regular meeting of the College's Council after the election. The first regular meeting of the Council after the election is currently scheduled for late June 2011.

OTHER WAYS TO GET INVOLVED

Members of the College who are not elected members of Council have an opportunity to apply to serve on a committee of the College. These committees include the Complaints, Discipline, Fitness to Practise, Registration Appeals, Registration, and Standards of Practice committees.

Most committees usually meet at least four to six times a year, and committee members are paid an honorarium

per day. Reasonable travel, accommodation and meal expenses are reimbursed.

At the first regular meeting after the election, non-Council members will be appointed by Council to serve on committees. As the composition of the committees is complex, it is expected that only a small number of non-Council members will be appointed each year.

All members of the College will receive more information in the mail soon on eligibility requirements to serve on College committees and how to apply.

FUTURE ELECTIONS

Beginning in 2013, elections will be staggered so that Council members are not elected in all eight electoral districts at one time. The next election of Council members will take place in April 2013, in five of the College's eight electoral districts.

Below is a schedule of the next elections in each of the College's electoral districts:

CONTINUED ON PAGE 5...

ELECTORAL DISTRICT	# OF MEMBERS TO BE ELECTED IN EACH ELECTION	NEXT ELECTION
1 – North and North East Region	2	April 2014, and in April of every third year after that.
2 – East Region	1	April 2014, and in April of every third year after that.
3 – South East Region	1	April 2013, April 2015 and in April of every third year after that.
4 – Central East Region	2	April 2013, April 2015 and in April of every third year after that.
5 – Toronto Region	3	April 2013, and in April of every third year after that.
6 – Central West Region	2	April 2014, and in April of every third year after that.
7 – Hamilton/Niagara Region	1	April 2013, and in April of every third year after that.
8 – South West Region	2	April 2013, April 2015 and in April of every third year after that.

LIST OF ELECTORAL DISTRICTS

Set out below are the names of the electoral districts, description of the geographic areas within each electoral district and the number of members of the College to be elected from each electoral district.

NAMES OF ELECTORAL DISTRICTS	DESCRIPTION OF GEOGRAPHIC AREAS	NUMBER OF MEMBERS OF THE COLLEGE
North and North East Region	The geographic areas within the Territorial Districts of Kenora, Rainy River, Thunder Bay, Cochrane, Timiskaming, Algoma, Manitoulin, Parry Sound, Nipissing, Sudbury and Muskoka.	2
East Region	The geographic areas within the territorial boundaries of the County of Renfrew, the United Counties of Prescott and Russell, and Stormont, Dundas and Glengarry, and the City of Ottawa.	1
South East Region	The geographic areas within the territorial boundaries of the Counties of Hastings and Lanark, the United Counties of Leeds and Grenville, and Lennox and Addington, the County of Prince Edward, the County of Frontenac and the City of Kingston.	1
Central East Region	The geographic areas within the territorial boundaries of the Counties of Haliburton, Peterborough, Northumberland and Simcoe, The Regional Municipalities of Durham and York, and the City of Kawartha Lakes.	2
Toronto Region	The geographic area within the territorial boundary of the City of Toronto.	3
Central West Region	The geographic areas within the territorial boundaries of The Regional Municipalities of Halton, Peel and Waterloo and the Counties of Dufferin and Wellington.	2
Hamilton/Niagara Region	The geographic areas within the territorial boundaries of The Regional Municipality of Niagara, the County of Brant, Haldimand County, Norfolk County and the City of Hamilton.	1
South West Region	The geographic areas within the territorial boundaries of the Counties of Grey, Bruce, Huron, Perth, Middlesex, Oxford, Elgin, Lambton and Essex, and the Municipality of Chatham-Kent.	2

THE PUBLIC REGISTER

Under Section 29 of the *Early Childhood Educators Act, 2007 (the Act)*, the Registrar of the College of Early Childhood Educators (the College) is required to maintain a register of members.

PURPOSE

The purpose of the public register is to help the public identify whether a person practising early childhood education in Ontario is a member of the College, check a member's registration status, and whether there are any restrictions on his or her practice.

INFORMATION ON THE PUBLIC REGISTER

All members of the College are searchable on the public register. Information available includes:

- Member name
- Registration number
- Registration status
- Date on which a member's Certificate of Registration was issued

Any terms, conditions or limitations imposed on a member's Certificate of Registration or a notation of a suspension, cancellation or revocation of a member's Certificate of Registration, as well as other information set out in *the Act* and the College's by-laws, is also noted on the public register.

WHY EMPLOYERS SHOULD USE IT

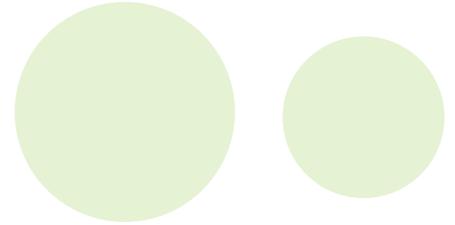
Employers, such as operators of child care programs and school boards, should use the public register to verify that their employees are current members of the College. If an individual is listed as a "Current member" on the College's public register, he or she is entitled to work as an early childhood educator in Ontario and to use the protected titles "early childhood educator" (ECE) or "registered early childhood educator" (RECE) to describe themselves and their profession.

Employers should be aware that, when looking up a member of the College on the public register, other information is available on a subsequent screen. For example, any terms, conditions or limitations imposed on a member's Certificate of Registration or a notation of a suspension, cancellation or revocation of a member's Certificate of Registration, special notices or past findings would be noted on the subsequent screen. In order to view this information, click on the member's name.

For assistance in using the College's public register and/or finding information about a member, please call the College at 1 888 961-8558.

IMPORTANT NOTE: If a member is not in possession of a current membership card issued by the College, this does not necessarily indicate suspension of membership. By searching the public register, you can determine if you are, or the member you are searching is, a current member of the College.

RECOGNIZING NIAGARA REGION'S EARLY CHILDHOOD EDUCATORS



On November 25, 2010, the Early Childhood Community Development Centre (ECCDC) and the Association of Early Childhood Educators Ontario (AECEO) Niagara Branch hosted the Niagara Early Childhood Educators Awards of Excellence. Started 14 years ago in Niagara, the celebration recognizes early childhood educators, volunteers and early learning and care programs.

Award winners were honoured in front of over 300 members of the early learning and care community at a ceremony in St. Catharines, Ontario. Lois Mahon, RECE, President of the College of Early Childhood Educators (the College), brought greetings on behalf of the College before the official awards presentation.

The following members of the College received the Early Learning & Child Care Practitioner Professionalism Award on November 25, 2010:

Melissa Branston, RECE
Rachel Bruegeman, RECE
Jill Goulet, RECE
Michelina Horton, RECE
Sarah Hyde, RECE
Lucy Jefferson, RECE
Donna Kranyak, RECE

Tracey Lines, RECE
Laura Little, RECE
Susanne Robitaille, RECE
Jodi Turcotte, RECE
Stacy Wilcox, RECE
Sandra Winterhalter, RECE
Darlene Wraight, RECE

These individuals were recognized for maintaining the utmost professional standards and going above and beyond what is required of them for the children and families they serve.

Lisa DeGasperis, RECE, was presented with the Children's Services Pin Award, sponsored by the AECEO Niagara Branch, in recognition of her achievements and contributions to the development of young children.

Four members of the College were also recognized for their part in the Mentoring Pairs for Child Care program:

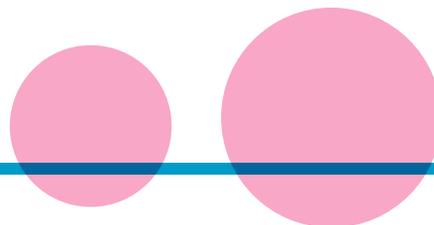
Patricia Couroux, RECE
Patricia Eversden, RECE

Helene Randall, RECE
Christina Willey, RECE

Many other awards were presented at the event. For more details, visit www.eccdc.org. The College congratulates all of those who were honoured at the Awards of Excellence.



Lois Mahon, RECE, President of the College of Early Childhood Educators, brings greetings at the Niagara Early Childhood Educators Awards of Excellence celebration. Photograph courtesy of the Early Childhood Community Development Centre (ECCDC).



THE CODE OF ETHICS & THE STANDARDS OF PRACTICE

On December 1, 2010, the first Council of the College of Early Childhood Educators (the College) approved the *Code of Ethics and Standards of Practice* in a by-law of the College as the ethical standards and the standards of practice for the members of the College. This by-law came into force on February 28, 2011.

The Early Childhood Educators Act, 2007 states the objects of the College, one of which is “to establish and enforce professional standards and ethical standards that are applicable to members of the College and that demonstrate a respect for diversity and a sensitivity to the multicultural character of the Province.”

To further this objective, the College began the process of formally developing the Code of Ethics and the Standards of Practice in May 2009. These ethical and professional standards were developed in consultation with members and the public over an 18-month period. They highlight the professional knowledge, expertise, ethical values and behaviours required of members of the College and are to be used by members in their ongoing professional practice as early childhood educators.

ACCOUNTABILITY

Upon becoming a registered early childhood educator (RECE), a member accepts the responsibility of abiding by the ethical and professional standards of the profession. These standards are now set out in the *Code of Ethics and Standards of Practice*. Members of the College are responsible for familiarizing themselves with this publication.

These standards will provide guidance to members in understanding the College’s expectations for professional practice. They are also the basis on which the College assesses the professional practice of members and are used to determine and adjudicate issues of professional conduct.

CONDUCT OF MEMBERS

As part of its duty to serve and protect the public interest, the College has a formal complaints process. Anyone with a complaint about a College member’s conduct or actions can submit a written complaint to the College. A complaint may express a concern that the member did not abide by the ethical and professional standards as set out in the *Code of Ethics and Standards of Practice*.

CONTINUED ON PAGE 9...



THE CODE OF ETHICS AND THE STANDARDS OF PRACTICE CONTINUED...

Once a written complaint about the conduct or actions of a member is received by the College, it is referred to the Complaints Committee. The Complaints Committee investigates the complaint and considers what action to take. The Complaints Committee may refer the matter to the Discipline Committee or Fitness to Practise Committee for a hearing or take other action. The Discipline Committee may make a determination, after a hearing, that a member is guilty of professional misconduct (as defined in Ontario Regulation 223/08). "Failing to maintain the standards of the profession" is defined as professional misconduct in the Professional Misconduct Regulation.

An overview of the College's complaints process and the Professional Misconduct Regulation are available on the College's website, www.collegeofece.on.ca.

WHAT HAPPENS NOW

The College has mailed a copy of the *Code of Ethics and Standards of Practice* to all members. Included in this mailing is important information to help members of the College understand and apply the standards in their daily practice as early childhood educators. Going forward, all new members of the College will receive the *Code of Ethics and Standards of Practice*.

An electronic version of the *Code of Ethics and Standards of Practice*, and more information about the standards, are available on the College's website for both members and the public. Over the coming months, representatives from the College will be visiting communities around the province to discuss the *Code of Ethics and Standards of Practice* in an effort to engage members in conversations about how to apply these standards in their professional practice and this important milestone for the profession.



IF YOU HAVE ANY QUESTIONS ABOUT THE *CODE OF ETHICS AND STANDARDS OF PRACTICE* AND ITS CONTENTS, PLEASE CONTACT THE PROFESSIONAL PRACTICE DEPARTMENT OF THE COLLEGE AT 1 888 961-8558.

CHANGES TO THE COLLEGE'S APPLICATION PROCESS

The College of Early Childhood Educators (the College) recently made several changes to its registration process. Current members of the College may wish to familiarize themselves with the following changes in order to assist colleagues who intend to apply for membership in the College.

WHAT HAS CHANGED: PROOF OF EDUCATIONAL QUALIFICATION

Formerly, applicants who have completed a diploma program in early childhood education offered by an Ontario College of Applied Arts and Technology (OCAAT) had the option of providing to the College one of the following as proof of their educational qualification:

- A guaranteed copy of their OCAAT diploma;
- A guaranteed copy of their official transcript; or
- An original of their official transcript.

As of February 14, 2011, only an original of an official transcript, issued by the applicant's educational institution and sent directly from the educational institution to the College, is accepted as proof of an applicant satisfying the educational qualification for registration with the College. The College will no longer accept a guaranteed copy of a diploma or transcript as proof of an applicant's educational qualification. If an applicant cannot obtain the required documentation for reasons beyond his or her control, the Registrar may accept alternatives.

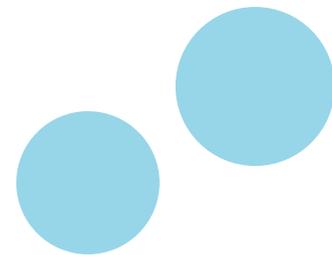
WHAT HAS CHANGED: STUDENTS

As of January 1, 2011, OCAAT students in their last semester are now permitted to apply to the College, rather than waiting until they have completed their courses to apply. Once the College is in receipt of an

application, initial processing will begin.

The applicant's file will remain incomplete until the College receives an official transcript. This official transcript must be sent directly to the College by the post-secondary institution, indicating program completion.

This practice will assist the College with the timely processing of membership applications from graduating students, allowing them to enter the job market as soon as possible.



For more information about the College's application process, please visit the "Become a Member" section of the College's website, www.collegeofece.on.ca.

INFORMATION FOR MEMBERS: REGISTRATION REGULATION AMENDMENTS

On November 24, 2010, amendments to the Registration Regulation made under the *Early Childhood Educators Act, 2007* came into force.

LABOUR MOBILITY

One of the main purposes of these amendments was to bring the registration requirements into compliance with the *Ontario Labour Mobility Act, 2009* (OLMA). The OLMA establishes a Labour Mobility Code that governs how Ontario regulators, including the College, support mobility for out-of-province workers who are already certified by a regulatory authority in the same occupation.

The Labour Mobility Code ensures that workers who are certified to practise by a regulatory authority in another province or territory will be able to be certified in the same occupation in Ontario without having to complete additional material training, experience, examinations or assessments.

The College's Registration Regulation now includes definitions of three important terms: "Agreement on Internal Trade", "authorizing certificate" and "out-of-province regulatory authority". It also now includes requirements for individuals who hold a licence or certificate granted by a regulatory authority of another Canadian province or territory that is considered a match to the Certificate of Registration issued by the College. Should these individuals apply to the College for registration, they will be required to provide proof to the College, from every out-of-province regulatory authority from which the applicant currently holds an authorizing certificate

in early childhood education, that such authorizing certificate is in good standing. There are other requirements that such applicants are required to meet as set out in the Registration Regulation.

INDIVIDUAL ASSESSMENT OF EDUCATIONAL QUALIFICATIONS

The Registration Regulation has also been amended to reflect changes in the provision of individual assessment of educational qualifications. As of December 31, 2010, the Association of Early Childhood Educators Ontario (AECEO) and the Association francophone à l'éducation des services à l'enfance de l'Ontario (AFÉSEO) no longer provide equivalency assessment services.

Applicants who applied to the AECEO or the AFÉSEO for a Letter of Equivalency Certificate or a Recognition of Equivalency Certificate by December 31, 2010, may apply to the College for a Certificate of Registration, provided they possess a Letter of Equivalency Certificate or a Recognition of Equivalency Certificate issued by the AECEO or the AFÉSEO on or before February 23, 2014.

For more information on the Registration Regulation, please contact the College at 1 888 961-8558.

ABOUT REGULATIONS

The College is governed by the *Early Childhood Educators Act, 2007* and legislation in the form of three regulations that provide more detail on specific matters related to that Act. These regulations are the Registration Regulation, Professional Misconduct Regulation and Designation of Geographic Areas Regulation.

Regulations often contain more details than Acts and they may be amended more often.

UPDATES FROM THE COLLEGE

Code of Ethics and Standards of Practice

- On February 28, 2011, members of the College became accountable to the *Code of Ethics and Standards of Practice* as a by-law of the College.
- The *Code of Ethics and Standards of Practice* is now available on the College's website, www.collegeofece.on.ca.
- Representatives from the College will be visiting communities around the province to discuss these ethical and professional standards with members of the profession.

Election 2011

- In March, all members will be receiving a voting package for the College's 2011 election of Council members.
- April 29, 2011 is Election Day!
- More information about the College's second election is available in the "Members" section of the College's website, www.collegeofece.on.ca.

Website

In February, the College launched an upgraded and enhanced website. Visit www.collegeofece.on.ca to check it out and continue to check the College's website for more information about upcoming College activities.

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PLEASE NOTE: In an effort to be environmentally and fiscally responsible, this newsletter has been e-mailed to all members who have provided the College with an e-mail address. If you wish to request a paper copy or to inquire about any information found in this newsletter, please contact the Communications Department of the College at communications@collegeofece.on.ca or call 1 888 961-8558.

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