

CODE OF ETHICS AND STANDARDS OF PRACTICE LAUNCH CELEBRATION

On March 1, 2011 the College of Early Childhood Educators (the College) celebrated the launch of the *Code of Ethics and Standards of Practice* for registered early childhood educators (RECEs), which came into effect as a by-law of the College on February 28, 2011.

Held at the College's office in Toronto, the launch event kicked off with an address from College President Lois Mahon, RECE. This was followed by a presentation about the standards development process by Roxanne Lambert, RECE, Chair of the Standards of Practice Committee, and Melanie Dixon, RECE, Director of Professional Practice at the College.

Developed over 18 months through consultations with professionals in the field and other key public stakeholders, the establishment of these ethical and professional standards for RECEs is a truly historic event for the profession in Ontario.

The College was pleased to have many important guests attend the celebration. Along with College Council members, Eduarda Sousa, Executive Director of the Association of Early Childhood Educators Ontario (AECEO), and Maryline Dion, Executive Director of the *Association francophone à l'éducation des services à l'enfance de l'Ontario* (AFÉSEO), took part. The College also welcomed colleagues Jan Robinson, Registrar & CEO of the College of Physiotherapists of Ontario, and Pamela Blake, Deputy Registrar of the Ontario College of Social Workers and Social Service Workers. Also in attendance were staff from the Ministry of Education, the Ministry of Children and Youth Services, educational institutions and colleges, child care centres, the Child Care Human Resources Sector Council (CCHRSC) and the Ontario Secondary School Teachers' Federation (OSSTF).

Thank you to all those who were able to attend this momentous event for the College and the profession!



College President Lois Mahon, RECE



The Standards of Practice Committee celebrates!
From left: Heather Yeo, RECE; Richard (Dick) Winters, RECE; Leslie Kopf-Johnson, RECE; Carol Crill Russell; LuAnn Hill-MacDonald, RECE; Roxanne Lambert, RECE (Chair); Melanie Dixon, RECE (Director of Professional Practice). Absent: Brigitte Berneche; Mary Gordon; Carolyn Masi, RECE; Janette Pelletier.

IN THIS ISSUE...

- 2** Q & A with the Registrar
- 3** Committee Profiles
- 4** Election 2011 Results

- 6** Getting the Word Out
- 7** Program Profile
- 8** Updates from the College

Q & A WITH THE REGISTRAR

MEET SUE CORKE, WHO JOINED THE COLLEGE IN APRIL 2011 AS ITS NEW REGISTRAR & CEO.



Q: What led you to pursue this job?

A: I was at a point in my career where I wanted to put all my previous experience to good use – not just parts of it. This job provides exactly that opportunity. Over the past 30 years in the public sector, I have directed a regulatory department, been involved in the modernization of a complex land registry system, overhauled consumer protection legislation, and been on the boards of directors of regulatory authorities. More recently, I have overseen the second largest Children’s Services system in Canada and been involved in the introduction of Full-Day Kindergarten with our colleagues at the Ministry of Education. Additionally, I was the Executive Sponsor for customer service modernization at the City of Toronto, which resulted in the new 311 contact centre. It seems to me that the job of Registrar and CEO of the College of Early Childhood Educators brings together all this experience under one roof as we seek to protect the public interest, support transparent governance, provide value to our members and stakeholders and uphold and enhance the profession of early childhood education.

Q: What values are most important to you as a leader?

A: I believe in the values of stewardship, service, ethical behaviour and transparency as the hallmarks of any organization, such as the College, whose mandate is the public trust.

In terms of leadership values, I have thought a lot about the kind of leader I like to work with and have tried to be that kind of leader myself. I like a leader who is accessible, trusts and empowers staff, gives the strategic direction and tools needed to do a good job, gives good, honest feedback and is willing to invest in staff potential. In my own leadership roles, I like to work with people who are collaborative, generous and compassionate, analytical and strategic, and who are always learning about better ways of doing things.

I have been very fortunate in my career to have had both leaders to look up to and teams who exemplify these qualities.

Q: Briefly describe your vision for the College.

A: The College is entering its fourth year – still a youngster and, as our President has said, in its formative years. The membership is growing quite quickly as the advantages of registration and the opportunities for early childhood educators are becoming more widespread. My vision for the College is that we will evolve our

administrative infrastructure to become a highly efficient and responsive service provider to our membership and that our reputation as a transparent, fair and effective regulator will increase our credibility and the trust placed in us. I would like the College to be a leader in the regulatory world and an organization that children and families can count on to protect their interests.

Q: What would you say are your top priorities as the College’s new Registrar and CEO?

A: From an internal perspective, the College has just held its second permanent Council election so one of the first priorities is to ensure that the new Council settles in quickly and is equipped to take on its duties. In addition, this past February the College launched the *Code of Ethics and Standards of Practice*, therefore increasing member awareness of this important document becomes another key priority. And of course, keeping the registration process moving along quickly and fairly and introducing business process efficiencies where we can is right up there on the list of things to do. It is also likely that 2011 will see our first disciplinary case so it will be essential that Committee members are well supported in their decision making.

From an external perspective, keeping an eye on the political and regulatory environment and keeping the lines of communication open with government and our stakeholder colleagues will be very important, particularly as we head into a provincial election this year, and a mandatory review of our statute in the next couple of years.

Q: The College has over 33,000 members. What would you like them to know?

A: Well, I would like them all to know **me** but that may not be very practical!! However, it is my plan to try to get out of the office and meet as many members as I can so that I can hear what is important to them. I have a granddaughter who is in early learning so I have a vested interest in the profession’s standards of practice. It is a very important job that members do every day, with our most precious little people, and the public’s ability to place their trust in registered early childhood educators is of paramount importance. I will work hard, together with the dedicated people who make up the College team, to provide the kind of service you all deserve that will support this growing sector.

CENTRE STAGE – COMMITTEE PROFILES

ELECTION COMMITTEE OF THE COLLEGE

The Election Committee's role is to determine, from time to time, the procedures to be followed in carrying out an election and ensure they are carried out as required by the College's by-laws.

The Committee's role is also to:

- Determine disputes as to whether a member is eligible to stand for election to Council or vote in an election for Council members
- Set the date for each election and inform the Council of each date set
- Take or direct the Registrar to take appropriate steps in the event of an interruption in postal service or error made by Canada Post
- Declare the candidate(s) receiving the greatest number of votes in an electoral district to be elected unless there is a request for a recount
- Set procedures for and carrying out recounts if requested
- Perform other duties as set out in by-laws

The Election Committee is comprised of four members, three elected Council members and one publicly appointed member.

This Committee met 10 times during the planning and execution of the College's 2011 election of members to Council. The following is the composition of the Election Committee that served during the College's 2011 election of Council members:

COMMITTEE MEMBERS:

Chair (Elected Member):
Theresa Kralovensky, RECE
Elected Member: *Aurelia Di Santo, RECE*
Elected Member: *Lexi Deece-Cassidy (Goring), RECE*
Publicly Appointed Member: *Younglee Ha*

STAFF SUPPORT:

Laura Sheehan, Director of Registration and Member Services
Tina Vlahos-Bachouris, Records and Office Administrator
Julia Lipman, Communications Manager

NOMINATING COMMITTEE OF THE COLLEGE

At the first regular Council meeting following an election, the Nominating Committee makes recommendations to Council on appointments of both Council and non-Council members to the committees of Council, in addition to appointments of a Chair for each committee (other than the Executive Committee).

The Committee will consider representation from each of the electoral districts and representation of peoples of First Nations or Aboriginal heritage and Francophones.

The Nominating Committee will also consider the preferences, and relevant background and experience of Council members and non-Council members. The Nominating Committee must also take into consideration the *Early Childhood*

Educators Act, 2007 and the College's by-laws, which set out the Committee's composition and exclusions.

The Nominating Committee is comprised of three elected members and two public members.

Below are the Council members that served on the Nominating Committee at the first meeting of Council on February 24 and 25, 2009:

COMMITTEE MEMBERS:

Chair (Elected Member): *Eugema Ings, RECE*
Elected Member:
Leslie Kopf-Johnson, RECE
Elected Member: *Roxanne Lambert, RECE*
Publicly Appointed Member: *Mary Gordon*
Publicly Appointed Member: *Younglee Ha*

ELECTION 2011: THE RESULTS ARE IN...



The College of Early Childhood Educators (the College) conducted its 2011 election of Council members during the month of April and final results of the election are now available. The following 14 members of the College have been elected to Council:

ELECTORAL DISTRICT	NUMBER OF MEMBERS OF THE COLLEGE	COUNCIL MEMBERS
1 - North and North East Region	2	Eugema Ings Lois Mahon
2 - East Region	1	Lisa Lamarre-O'Gorman
3 - South East Region	1	Susan Quaiff
4 - Central East Region	2	Linda Cottes Roxanne Lambert
5 - Toronto Region	3	Valerie Sterling Richard (Dick) Winters Heather Yeo
6 - Central West Region	2	Anna Baas-Anderson Sophia Tate
7 - Hamilton / Niagara Region	1	Susan (Darlene) Edgar
8 - South West Region	2	Barbara Brown Vera Niculena (Nici) Cole

Biographies of both the College's 14 elected Council members and 10 publicly appointed members will be available in July 2011 on the College's website, www.collegeofece.on.ca.

WHAT HAPPENS NEXT?

The new Council will meet for the first time on June 21 and 22, 2011. During the first meeting a President, Vice-President and Executive Committee will be elected. Organization of the Statutory and Non-Statutory Committees of Council will also take place at this meeting. *(Please see our website, www.collegeofece.on.ca, for more information).*

As part of the first meeting, Council members take part in an orientation. Areas of focus include governance, legislation and operations.

Continued on Page 5...

Election 2011 continued...

APPLICATIONS TO SERVE ON COMMITTEES

Over 200 members submitted applications to serve the College as a non-Council committee member.

The College's committee structure permits for 11 non-Council committee members. The Nominating Committee considers all applications from non-Council members when it makes recommendations to Council.

All those who submitted an application to serve on committees will be contacted by the College in July 2011.

RESPONSIBILITIES OF COUNCIL

The College's Council is responsible for making decisions related to entry to practice requirements, ethical and professional standards, and professional misconduct. Each member of the Council also serves on one or more committees.

The Statutory Committees of the Council make decisions related to registration appeals, complaints, professional misconduct, incompetence and incapacity. The Non-Statutory Committees of the Council make recommendations to Council regarding policy matters.

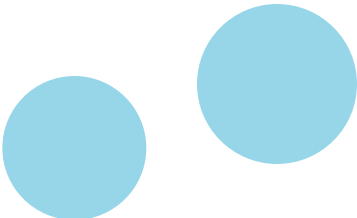
To read more information about the committees of the College and what they do, please visit the "About Us" -> "Council & Committees" page of the College's website, www.collegeofece.on.ca.

NEXT ELECTIONS

Beginning in 2013, elections in the College's eight districts will be spread out 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.

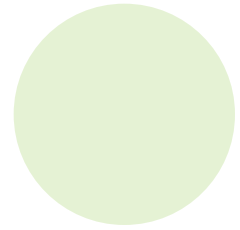
Below is a schedule of the next elections in each of the College's electoral districts:

ELECTORAL DISTRICT	NUMBER OF MEMBERS OF THE COLLEGE	NEXT ELECTION
3 - South East Region	1	April 2013
4 - Central East Region	2	April 2013
5 - Toronto Region	3	April 2013
7 - Hamilton / Niagara Region	1	April 2013
8 - South West Region	2	April 2013
ELECTORAL DISTRICT	NUMBER OF MEMBERS OF THE COLLEGE	NEXT ELECTION
1 - North and North East Region	2	April 2014
2 - East Region	1	April 2014
6 - Central West Region	2	April 2014



**THANK YOU TO ALL MEMBERS WHO
TOOK PART IN THE IMPORTANT PROCESS
OF ELECTING A NEW COUNCIL FOR
THE COLLEGE.**

GETTING THE WORD OUT



Since its establishment, representatives from the College of Early Childhood Educators (the College) have sought opportunities to speak with various groups in the early learning and child care sector to help build an understanding of the College and its purpose.

Over the last six months the College has significantly increased its presentations to members, employers and students in an effort to educate the sector on its new *Code of Ethics and Standards of Practice*.

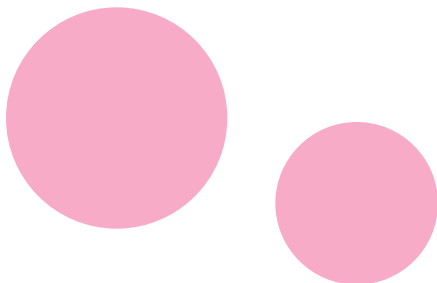
The College is reaching out to students by making special presentations at educational institutions to help explain the role of

the College. Presentations provide an opportunity to introduce graduates to professional self-regulation and membership in the College. Presentations have a special focus on the College's registration process, including recent changes that allow students to start the application process before they graduate.

In 2011, the College has already conducted over 65 presentations across the province. Below is an overview of where the College has been so far this year:

STAKEHOLDER TYPES	IN ATTENDANCE
<ul style="list-style-type: none">• Ontario College of Applied Arts and Technology (OCAATs)• Best Start Networks• Community Networks• Supervisors Networks• Child Care Centres• School Boards• Service Provider Groups• Professional Associations• Ministry of Education• Career Fairs• Conferences	<ul style="list-style-type: none">• Over 1,000 students• Over 1,200 RECEs/Employers• Members of the Francophone community• Members of the Aboriginal community

Many more presentations are already planned for 2011. If you would like to request a presentation for your organization, or for more information, please contact the College at 1 888 961-8558 or by e-mail at info@collegeofece.on.ca.



PROGRAM PROFILE: FROM INTERN TO ECE

In 2007, London Bridge Child Care Services Inc. (London Bridge) turned a challenge into an opportunity by creating a program for students that provides meaningful employment and the opportunity to experience the joys of a career in early childhood education.

As a large, non-profit child care organization with locations in Sarnia, Exeter, London and a multi-generational facility coming soon in Zurich, Ontario, London Bridge has a lot of staff vacations to cover. The organization cares for 1,200 children from infancy to preschool with a staff of 300.

It was an increased pressure during the summer months to arrange for vacation coverage that originally spawned the idea for a Summer Intern Program that could both meet this need and serve a greater purpose for the profession.

DEVELOPING THE NEXT GENERATION OF ECES

“Through the Summer Intern Program, the intern can cover staff on vacation with the intention that [the experience] will showcase child care as a viable career choice,” says Chris Wylie, Recruitment and Orientation Coordinator for London Bridge. “We believe that the internship program is grounded in building strong relationships and rich, meaningful experiences.”

Interns work collaboratively alongside registered early childhood educators (RECEs), assisting in program planning and various aspects of the daily routine. They are guaranteed a 35-hour work week from the end of May to the beginning of September. Through blocks of time in infant, toddler and preschool rooms, interns develop relationships with various groups of children, parents and staff. The hours also allow students to experience a typical work week.

Before interns begin, they undergo an orientation and learn what is expected of them. Each one is assigned a mentor teacher to help guide them over the summer. Mentors check in with interns regularly to offer support and ensure a successful experience.

Ellen Van Lierop, RECE, went through the Summer Intern Program in 2009 between her first and second year of study in the Early Childhood Education Program at Fanshawe College. “I liked that I was able to experience all age groups while I was still in school. It made me aware of my strengths and weaknesses and I felt prepared when I was finished school because I knew what was expected of me and what my responsibilities would be.”

THE RECRUITMENT PROCESS

Recruitment for the Summer Intern Program begins in late February and early March when the Summer Intern Application Package is posted on London Bridge’s website. Positions are available to recent graduates or students currently enrolled in Early Childhood Education or other programs related to the care and education of young children.

In the past, London Bridge found it challenging to get the word out to students about the program. However, this year representatives from London Bridge were able to speak with students at Fanshawe and Lambton Colleges, which resulted in 50 applications. With only 20 intern positions available, students undergo a series of interviews at the different London Bridge sites before the 20 successful applicants are selected.



Ellen Van Lierop, RECE, engages with a child building a tower during her time as a summer intern.

THE BENEFITS

The Summer Intern Program yields benefits far beyond effectively covering off staff vacations. Through building relationships with staff and families, students really feel like part of a team and learn about London Bridge as a potential employer for the future. In fact, the program has become a very successful recruitment tool; 60 – 65 per cent of the organization’s hires in the last five years went through the program as summer interns.

Ellen loved the experience so much that she now works as a full-time, permanent RECE for London Bridge. “I would recommend this program very highly to every student. It was the most enjoyable, educational job I have ever had.”

For further information about the Summer Intern Program or about London Bridge Child Care Services Inc., please visit their website at www.londonbridge.com or call 519 432-5606.

WE WANT TO HEAR FROM YOU! IF YOU HAVE A UNIQUE PROGRAM OR KNOW OF A REGISTERED EARLY CHILDHOOD EDUCATOR YOU’D LIKE TO SEE PROFILED IN THE MEMBER NEWSLETTER, PLEASE WRITE TO US AT COMMUNICATIONS@COLLEGEOFECE.ON.CA.

UPDATES FROM THE COLLEGE

Have you read your copy of the Code of Ethics and Standards of Practice yet?

Registered early childhood educators need to know, understand and abide by these ethical and professional standards. For more information visit the “Members” -> “Professional Standards” section of our website, www.collegeofece.on.ca.

For Employers

Earlier this year, the College provided over 5,000 employers around the province with a poster about these new standards. In an effort to help increase the public’s awareness of these standards for the profession, the College requests that all employers display the poster in a highly visible location for parents/guardians, staff and colleagues. To obtain more copies of the poster, please contact the College.

Have a question?

The College’s new website makes finding information even easier. Frequently asked questions about renewing your membership, the public register, professional standards and the complaints process are all available in the “Members” section of our website. Visit www.collegeofece.on.ca for answers to your questions today!

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 Unit of the College at communications@collegeofece.on.ca or call 1 888 961-8558.

IMPORTANT NOTICE: The College **no longer** uses its P.O. Box address. Going forward, please send all mail correspondence to the College’s office, listed in the box below.

CONTACT US...

COLLEGE OF EARLY CHILDHOOD EDUCATORS
438 UNIVERSITY AVENUE, SUITE 1900
TORONTO ON M5G 2K8

TELEPHONE: 416 961-8558
TOLL FREE: 1 888 961-8558
FAX: 416 961-8772

e-mail: info@collegeofece.on.ca | website: www.collegeofece.on.ca

