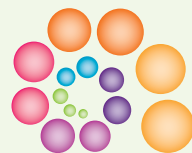


# seizing opportunity

2009-2010 Annual Report



**cece**  
college of  
early childhood  
educators

“Our College continues to grow in membership and establish itself while the provincial government affirms its commitment to a stabilized system of early learning and care that supports children and families.”

**Lois Mahon, RECE**  
President

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The [College of Early Childhood Educators](#) is a professional self-regulatory body for early childhood educators formed to protect the public interest and focused on quality and standards in the practice of early childhood education.

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.



Lois Mahon, RECE  
President

## Message from the President

### Dear Members,

The theme of this year's annual report is **seizing opportunity**. During its second fiscal year of July 1, 2009 to June 30, 2010, the College of Early Childhood Educators (the College) moved out of its infancy and into its formative years. Early childhood educators know how important a child's early years of development are, and the same is true for your professional self-regulatory body.

Our College continues to grow in membership and establish itself while the provincial government affirms its commitment to a stabilized system of early learning and care that supports children and families.

**Public focus on early learning and care resulted in the College being recognized as a key stakeholder across the sector and beyond.**

The College built relationships with groups within the early learning and care sector including the Ministry of Children and Youth Services and the Ministry of Education. When policy makers were shaping Ontario's new full-day Early Learning Program, the College met with them regularly so that only registered early childhood educators (RECEs), accountable to the College, would be able to work, in partnership with teachers, in the program for four- and five-year-olds.

In its second fiscal year, the College continued consultations with members and stakeholders in the development of professional and ethical standards applicable to members of the College. These standards will be approved as a by-law of the College as the Code of Ethics and Standards of Practice for members of the College. This provides the public with confidence

that individuals practising the profession of early childhood education are accountable to practise competently and ethically.

The College also implemented a process, required by the *Early Childhood Educators Act, 2007 (the Act)*, by which it investigates written complaints about the conduct of its members. In the event that the competence or conduct of a member of the College is called into question, the College has a process, required by *the Act*, by which it investigates the complaint and decides on the appropriate action to take. Such action may include, if warranted, a referral of allegations for a discipline hearing.

During the same fiscal year, the College worked with the Association of Early Childhood Educators Ontario (AECEO) and the Association francophone à l'éducation des services à l'enfance de l'Ontario (AFÉSEO) in order to facilitate a transition arising from the closure of their equivalency services. With a steadily growing membership of over 27,000, the College began to directly handle applications for membership from individuals who required an individual assessment of their educational qualifications.

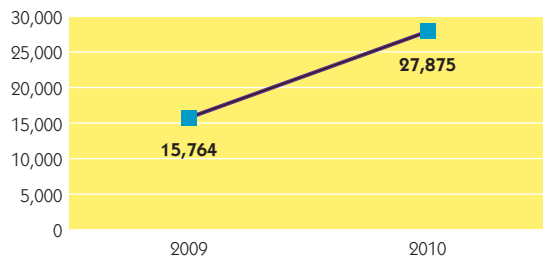
The College seized many opportunities, big and small, in its second fiscal year. It is my wish that members across the sector will seize an opportunity to get involved in their professional self-regulatory body and its work as the College continues to grow.

Sincerely,

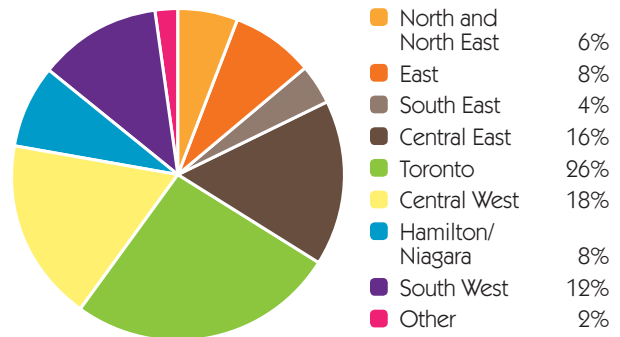
Lois Mahon, RECE  
President

# Membership Rise

(During Second Fiscal Year)



# Members by District



# 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, 2010 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, 2010 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, August 20, 2010

# Statement of Financial Position

| At June 30                                      | 2010         | 2009         |
|---|--------------|--------------|
| <b>ASSETS</b>                                   |              |              |
| <b>Current</b>                                  |              |              |
| Cash and cash equivalents                       | \$ 1,549,753 | \$ 1,283,716 |
| Accounts receivable                             | 216,557      | 21,919       |
| Prepaid expenses and sundry                     | 91,483       | 90,498       |
|   | 1,857,793    | 1,396,133    |
| <b>Equipment and leaseholds</b>                 | 1,259,714    | 1,130,898    |
|   | \$ 3,117,507 | \$ 2,527,031 |
| <b>LIABILITIES</b>                              |              |              |
| <b>Current</b>                                  |              |              |
| Accounts payable and accrued charges            | \$ 298,514   | \$ 135,673   |
| Deferred revenue                                | 2,491,556    | 2,803,088    |
|   | 2,790,070    | 2,938,761    |
| <b>Commitments</b>                              |              |              |
| <b>NET ASSETS</b>                               |              |              |
| Net assets invested in equipment and leaseholds | 1,259,714    | 1,130,898    |
| Unrestricted net assets (deficiency)            | (932,277)    | (1,542,628)  |
|   | 327,437      | (411,730)    |
|   | \$ 3,117,507 | \$ 2,527,031 |

# Statement of Operations

| Year ended June 30                                   | 2010         | 2009         |
|--|--------------|--------------|
| <b>Revenue</b>                                       |              |              |
| Registration and application fees                    | \$ 4,087,143 | \$ 2,388,713 |
| <b>Expenses</b>                                      |              |              |
| Salaries and benefits                                | 1,175,896    | 820,629      |
| Professional fees                                    | 589,286      | 753,100      |
| Rent   | 505,419      | 230,034      |
| Consulting services                                  | 160,132      | 348,843      |
| Council meetings                                     | 123,310      | 50,052       |
| Courier and postage                                  | 117,096      | 74,834       |
| Projects   | 93,581       | 29,445       |
| Printing and graphic design                          | 91,679       | 132,519      |
| Communication and marketing                          | 87,821       | 54,586       |
| Committee meetings                                   | 46,546       | 12,451       |
| Credit card fee                                      | 40,774       | 20,984       |
| Office and general                                   | 24,582       | 61,270       |
| Bad debts  | 23,400       | -            |
| Bank charges   | 20,021       | 43,516       |
| Computer supplies                                    | 18,988       | 14,603       |
| Translation  | 17,840       | 16,129       |
| Telephone  | 16,032       | 17,196       |
| Insurance  | 12,780       | 5,448        |
| Council – communication/outreach                     | 5,824        | 6,803        |
| Office equipment                                     | 5,423        | 16,999       |
| Repairs and maintenance                              | 3,624        | 25,888       |
| Bookkeeping  | 682          | 2,835        |
| Amortization   | 167,240      | 57,643       |
|  | 3,347,976    | 2,795,807    |
| <b>Excess (deficiency) of revenues over expenses</b> | \$ 739,167   | \$ (407,094) |

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

# Activities of the College

## Registration and Membership Services

- Registered over 12,000 new members.
  - Launched an online public register of members.
  - Undertook the direct handling of applications from Canadian trained applicants who required an individual assessment of their educational qualifications.
  - Implemented a membership renewal system for current members.
- 

## Professional Practice

- Conducted focus groups and an online questionnaire to compile data to complete Phase One of the development process of the Code of Ethics and Standards of Practice.
  - Analyzed and synthesized data to produce Draft Principles for the Code of Ethics and Standards of Practice to complete Phase Two of the development process.
  - Held roundtables around the province and made an online questionnaire available to gain feedback on the Draft Principles for the Code of Ethics and Standards of Practice as part of Phase Three of the development process.
- 

## Communications

- Published three Member Newsletters in October, January and June.
  - Distributed two Employer Bulletins in November and March.
  - Published the College's first Annual Report in May.
  - Held the College's first Annual Meeting of Members in May.
  - Regularly updated the College's website with College activities, information for members, and articles of interest to the profession and sent e-blast updates to members.
  - Conducted 15 presentations/keynote speeches around the province at various conferences and educational institutions.
- 

## Working with Government

- Held meetings with the Ministry of Education and the Ministry of Children and Youth Services so that only registered early childhood educators, accountable to the College, would be able to work, in partnership with teachers, in the full-day Early Learning Program for four- and five-year-olds.
  - Hosted a discussion with the Minister of Children and Youth Services and a group of 12 registered early childhood educators from around the province.
  - Submitted a formal letter to the Minister of Children and Youth Services outlining the College's concerns regarding proposed amendments to the regulations made under the **Day Nurseries Act**.
  - Made recommendations to the Standing Committee on Social Policy regarding **Bill 242: Full Day Early Learning Statute Law Amendment Act, 2010** to strengthen the Bill in accomplishing its objectives and to support the College in meeting certain requirements under the **Education Act**.
- 

## Complaints and Mandatory Reports

- Received nine complaints.
  - Investigated complaints under the direction of the Complaints Committee.
  - Issued six decisions under the direction of the Complaints Committee.
  - Received four mandatory reports.
  - Initiated investigations of mandatory reports.
- 

## Hearings

- No hearings of the Discipline or Fitness to Practise Committees were held.

The College of Early Childhood Educators (the College) has several statutory and non-statutory committees, many of which are comprised of both Council members and non-Council members. The statutory committees are those the College must establish according to the **Early Childhood Educators Act, 2007** (the Act) and the non-statutory committees are those the Council may establish if needed.

## Statutory Committees

### **Executive Committee**

The Executive Committee met in person and via teleconference throughout the year and continued to oversee the implementation of policy and the administration of College affairs. As part of its regulatory role, the Executive Committee received mandatory reports and approved the appointment of investigators. In the area of College operations, the Executive Committee reviewed and monitored the annual budget and operational plan, approved human resources and financial policies, and received and considered reports from the Registrar. The Executive Committee also reviewed matters to be considered by the Council and made recommendations to the Council where appropriate.

### **Complaints Committee**

The Complaints Committee met five times during the past fiscal year and issued six decisions. None of the complaints considered by the Committee were referred to the Discipline Committee or Fitness to Practise Committee for a hearing.

### **Discipline Committee**

No matters were referred to the Discipline Committee for a hearing during the 2009-2010 fiscal year.

### **Fitness to Practise Committee**

No matters were referred to the Fitness to Practise Committee for a hearing during the 2009-2010 fiscal year.

### **Registration Appeals Committee**

The Registration Appeals Committee met three times over the past fiscal year. This Committee received further orientation on the legislative requirements related to the review and decision making process for reviews of the Registrar's proposals requested by applicants. To date, the Committee has completed its consideration of one request for review and decided to make an order to direct the Registrar to refuse to issue a certificate of registration.

## Non-Statutory Committees

### **Registration Committee**

The Registration Committee continued its involvement in the development of policies and processes related to the registration of members of the College, including the individual assessment of applicants' educational qualifications. This policy development work was the foundation for the College to undertake the direct handling of applications for applicants who required an individual assessment of their educational qualifications.

### **Nominating Committee**

In accordance with the by-laws, the Nominating Committee did not make recommendations on the appointment of members of committees during the 2009-2010 fiscal year.

### **Election Committee**

The Election Committee became active toward the end of the fiscal year, in preparation for the 2011 election of Council members. Recognizing that the 2011 election

would involve a College membership of over 27,000, this Committee began to explore options that would encourage high membership participation while managing costs and ensuring system efficiencies.

### **Standards of Practice Committee**

The Standards of Practice Committee worked through several phases of the standards development process approved by Council. During the data collection phase in the summer and fall of 2009, this Committee sought input from members and stakeholders about the knowledge, skills, values and responsibilities of an early childhood educator. In the second phase of the development process, the Committee considered the analysis and synthesis of the data collected to develop the Draft Principles for the Code of Ethics and Standards of Practice. In May 2010, the Committee obtained feedback regarding the Draft Principles as part of the first step of the validation phase.

# Council Members



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

# College of Early Childhood Educators



Employees of the College.

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