



REACHING NEW HEIGHTS  
*2010-2011 Annual Report*



“Working together, ordinary people can perform extraordinary feats. They can push things that come into their hands a little higher up, a little further on towards the heights of excellence.”

- *Anonymous*

# Message From the President

Dear Members,

It is a pleasure to provide you with a report on behalf of the College's governing Council. This year we chose the theme "Reaching New Heights" as a reflection of the College's evolving position after nearly three years in operation since the *Early Childhood Educators Act, 2007* (the ECE Act) was fully proclaimed.

The College matured further in 2010-2011 when it assumed responsibility for the assessment of educational credentials for all English-speaking Canadian and internationally trained applicants. We now provide individual assessment services to all applicants to the College in both English and French.

We also broke new ground with the first ethical and professional standards for the profession with the passing of the *Code of Ethics and Standards of Practice* as a by-law of the College in December 2010. These standards, published and distributed to members in February 2011, were developed over an 18-month period with consultation from members and stakeholders in the early learning and care sector.

The Code of Ethics and the Standards of Practice, along with the College's Professional Misconduct Regulation and the ECE Act, serve as the basis on which members are held accountable to the public. The standards are one way in which the College safeguards the public interest by ensuring quality and competency in the practice of early childhood education, and they are the first of their kind in Canada.

Throughout the last year the College continued to participate in the implementation of the province's pioneering full-day kindergarten program. Members of the College's Council and senior staff worked with the Ministry of Education and provided input at working groups and committees.

The College's membership also grew substantially, reaching 33,450 at the end of our 2010-2011 fiscal year.

In our 2011 election of Council members, the College received 220 applications from members who applied for non-Council committee member positions. We are thankful for your desire to participate in the work of our College and encourage you to seek opportunities to be involved as we continue to reach new heights.

A handwritten signature in blue ink that reads "Lois Mahon RECE". The signature is written in a cursive style.

LOIS MAHON, RECE





## Message From the Registrar & CEO

I joined the College in April 2011 and I'm pleased to report on the hard work of the College's staff over the last year.

I arrived in time to take part in the 2011 election of Council members, which began with a Notice of Election and Nomination Package sent to members in December 2010 and culminated with elections in all of the College's eight districts in April 2011. Members were acclaimed in four districts and a new Council was formed at a meeting held in June 2011 at the College.

The College also introduced online voting for its second election, which provided both financial savings and convenience to members. When the next election takes place in 2013, the College will again offer members the option to vote either online or by paper ballot.

The Professional Practice Department was particularly busy in the winter of 2011 with the launch of the College's *Code of Ethics and Standards of Practice*. The publication was released in February 2011 and each member of the College received a printed copy. An Employer Bulletin was mailed to over 5,000 organizations with information about the publication and a poster for display in public areas.

The College made over 80 presentations at post secondary institutions, licensed child care centres, early learning networks and at sector events during the year. The presentations informed students, applicants, members and the public about the College's mandate and the *Code of Ethics and Standards of Practice*, the beginning of a comprehensive outreach strategy to inform members and employers about the standards.

In October 2010 we expanded our office space in downtown Toronto. This was to accommodate an increase in staff, particularly in our Complaints and Discipline Department which is now fully staffed.

Along with new office space, we introduced an updated public website which makes accessing information easier for members, applicants and the public. Plans are underway to add more features and services to our website in the near future.

Furthermore, the College's necessary operating policies and procedures are fully developed and the College is meeting its service standards for the registration and renewal of members.

Most importantly, I am pleased to report that at the close of our third year of operation we are on sound financial footing.

A handwritten signature in black ink that reads "S.E. Corke".

S.E. CORKE

# Second College Council



The College of Early Childhood Educators (the College) is governed by a Council of 14 elected members of the College and 10 public members appointed by the Lieutenant Governor-in-Council. The Council oversees policy directions and administration of College affairs and also makes decisions related to entry to practice requirements, the standards of practice, a code of ethics and professional misconduct.

## New Council Formed

In April 2011, the College's second Council was formed after an election of Council members in all eight electoral districts, involving over 30,000 members.

Five members of the College's first Council chose not to seek re-election: Leslie Kopf-Johnson, RECE (District 2); Marian Archer, RECE (District 3); Aurelia Di Santo, RECE (District 5); Alexa (Lexi) Goring, RECE (District 6); and Theresa Kralovensky, RECE (District 8). The College thanks these elected members for their service on Council. Publicly appointed members Mary Gordon and Diane Martin also concluded their terms on Council and the College is grateful for their service.

New public appointees Ann Robichaud-Gagné and Rosemary Sadlier were welcomed at the first meeting of the College's new Council in June 2011, along with elected members Lisa Lamarre-O'Gorman, RECE (District 2); Susan Quaiff, RECE (District 3); Valerie Sterling, RECE (District 5); Sophia Tate, RECE (District 6); and Barbara Brown, RECE (District 8).



## Executive and Committees Established

The new Council met for the first time on June 21 and 22, 2011, when the President, Vice-President and Executive Committee were elected and the committees were organized.

Members of Council are required to serve on one or more of the College's nine committees. The statutory committees of the Council make decisions related to registration appeals, complaints, professional misconduct, incompetence and incapacity. The non-statutory committees make recommendations to Council regarding policy matters.

Full Council meetings are held four times a year at the College's office and are open to members of the public. Committees meet frequently throughout the year and also include a small number of non-Council committee members who are registered early childhood educators (RECEs).

## Future Elections

Beginning in 2013, elections in the College's eight electoral 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.

For more information about the elections, Council member biographies and full Council and committee structures, please see the "Council and Committees" page under "About Us" on the College's website, [www.collegeofece.on.ca](http://www.collegeofece.on.ca).

### College Council

**Back row, left to right:** Delora Deravi; Nerene Virgin; Anna Baas-Anderson, RECE; Janette Pelletier; Linda Cottes, RECE; Sophia Tate, RECE. **Middle row, left to right:** Richard (Dick) Winters, RECE; Vera Niculena (Nici) Cole, RECE; Younglee Ha; Roxanne Lambert, RECE; Eugema Ings, RECE; Rosemary Sadlier; Valerie Sterling, RECE; Lisa Lamarre-O'Gorman, RECE; Barbara Brown, RECE. **Front row, left to right:** Susan Quaiff, RECE; Christine Forsyth; Heather Yeo, RECE; Lois Mahon, RECE (President); Ann Robichaud-Gagné; Susan (Darlene) Edgar, RECE (Vice-President); Carol Crill Russell. **Absent:** Brigitte Berneche

# Council Committees Report

The College of Early Childhood Educators' (the College) statutory and non-statutory committees are comprised of both Council members and non-Council members who meet throughout the year to conduct their work. The statutory committees are those the College must establish according to the *Early Childhood Educators Act, 2007* (the ECE Act), and the non-statutory committees are those the Council may establish as 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, reviewed the annual audit and considered reports received from the Registrar. Of particular note is the leadership of the Executive Committee in providing input into the creation of the Ontario College of Trades by ensuring the protected title of "early childhood educator" (ECE) was fully understood. The Executive Committee also reviewed matters to be considered by Council and made recommendations to Council where appropriate.

The Executive Committee took great pride in overseeing the successful search for a new Registrar and CEO, which resulted in the appointment of Sue Corke to the role in April 2011.

### Complaints Committee

The Complaints Committee met five times, issued eight decisions and ratified one memorandum of understanding. None of the complaints considered

by the Complaints 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 2010-2011 fiscal year.

### Fitness to Practise Committee

No matters were referred to the Fitness to Practise Committee for a hearing during the 2010-2011 fiscal year.

### Registration Appeals Committee

The Registration Appeals Committee met seven times over the past fiscal year. The Committee received 45 requests for review. One request for an appeal was withdrawn by the applicant and 30 requests for an appeal were reviewed. After considering the requests for review, the submissions and any documents that the Registration Appeals Committee considered relevant, the Committee adjourned two reviews and made 28 orders to direct the Registrar to refuse to issue a Certificate of Registration.

## Non-Statutory Committees

### Election Committee

The Election Committee considered over 30 nominations and amended election documents. Election by-law No. 7 was revised to accommodate online voting. Elections were held in all eight electoral districts. Voting was conducted by paper and electronic ballot in four districts and seven Council members were acclaimed in the remaining districts.

The Committee provided oversight of the election process, ensuring compliance with election procedures. The Committee also made recommendations to Council for future elections.

### Nominating Committee

The Nominating Committee met during the June 2011

Council meeting to make recommendations for the statutory and non-statutory committees of Council. The Committee considered 220 non-Council committee member applications and made recommendations to Council regarding the appointment of Council members and Chairs to committees.

### Registration Committee

The Registration Committee continued its involvement in policy development related to the registration and renewal of members, including individual assessment of academic qualifications held by Canadian and internationally trained applicants. This policy development articulated the assessment criteria for Canadian and internationally trained applicants.

The Committee devised an outreach strategy and streamlined the application process for graduating students to support entry into the profession in a timely fashion. Additionally, the Registration Committee reviewed the implications of provincial and federal legislation on labour mobility.

### Standards of Practice Committee

The Standards of Practice Committee concluded the standards development process initially approved by Council in May 2009. To complete the validation phase in the summer of 2010, the committee obtained feedback through stakeholder focus groups, interviews and correspondence received by the College.

A recommended code of ethics and standards of practice were presented to Council and approved in a by-law of the College in December 2010. The fourth and final phase of the standards development process was the publication and distribution of the *Code of Ethics and Standards of Practice*, which came into force on February 28, 2011.

The Committee also provided input into the development of materials to accompany the release of the publication to members, employers and stakeholders.

# Accomplishments July 1, 2010 - June 30, 2011

## Administration

- Welcomed Sue Corke as Registrar and CEO in April 2011.
- Conducted an election of Council members in all eight electoral districts, involving over 30,000 members.
- Conducted orientation and training for the College's second Council in June 2011.

## Registration and Member Services

- Reached a membership of 33,450 registered early childhood educators (RECEs).
- Implemented an educational qualification document requirement change in February 2011 for all new applicants so that original transcripts from the educational institution must be sent directly to the College.
- Executed a change in the registration process in January 2011 to allow students in their final semester of a post secondary program to apply for membership with the College rather than waiting until their program is completed.
- Undertook the direct handling of applications from internationally trained applicants who required an individual assessment of their educational qualifications in all languages except French. (The department undertook French-language individual assessments in the previous fiscal year).

## Professional Practice

- Enacted the Code of Ethics and the Standards of Practice into a by-law of the College in December 2010.

- Published the first edition of the *Code of Ethics and Standards of Practice* and distributed a copy to all members in February 2011.
- Made over 80 presentations and speeches across the province at various post secondary institutions and conferences to educate RECEs, students, employers and stakeholders about the *Code of Ethics and Standards of Practice* and other important information about the College.

## Communications

- Published three Member Newsletters: November 2010, March 2011 and June 2011.
- Distributed one Employer Bulletin in February 2011 about the *Code of Ethics and Standards of Practice*.
- Published the College's second Annual Report in November 2010.
- Held the College's second Annual Meeting of Members in December 2010.
- Launched a re-designed College website in February 2011.

## Complaints and Discipline

- Developed and implemented training for members of the Complaints, Discipline and Fitness to Practise Committees.
- Revised the complaints and investigations processes to increase efficiency.
- Consolidated the departmental Policy and Procedures Manual for intake, investigations, hearings, conditions administration and reinstatement.

- Processed one Mandatory Report, seven complaints and 72 inquiries.
- Eight decisions issued by the Complaints Committee.
- Formulated a procedure for handling Mandatory Reports from school boards and non-mandatory Employer Notifications.

## Hearings

- Completed the first draft of the Rules of Procedure for the Discipline Committee and the Fitness to Practise Committee.





# *Independent Auditors' Report*

To the Council of the College of Early Childhood Educators,

We have audited the accompanying financial statements of College of Early Childhood Educators, which comprise the statement of financial position as at June 30, 2011 and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

## ***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

## ***Auditors' Responsibility***

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 comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether

due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## ***Opinion***

In our opinion, the financial statements present fairly, in all material respects, the financial position of College of Early Childhood Educators as at June 30, 2011, and its results of 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

# Statement of Financial Position

At June 30	2011	2010
<b>ASSETS</b>		
<b>Current</b>		
Cash and cash equivalent	\$ 2,284,073	\$ 1,549,753
Accounts receivable	91,836	216,557
Prepaid expenses and sundry	73,541	91,483
	<b>2,449,450</b>	1,857,793
<b>Equipment and leaseholds</b>	<b>1,367,254</b>	1,259,714
	<b>\$ 3,816,704</b>	\$ 3,117,507
<b>LIABILITIES</b>		
<b>Current</b>		
Accounts payable and accrued charges	\$ 248,783	\$ 298,514
Deferred revenue	2,640,225	2,491,556
	<b>2,889,008</b>	2,790,070
<b>Lease inducement</b>	<b>59,729</b>	--
	<b>\$ 2,948,737</b>	\$ 2,790,070
<b>NET ASSETS</b>		
<b>Net assets invested in equipment &amp; leaseholds</b>	<b>1,367,254</b>	1,259,714
<b>Unrestricted net assets (deficiency)</b>	<b>(499,287)</b>	(932,277)
	<b>867,967</b>	327,437
	<b>\$ 3,816,704</b>	\$ 3,117,507

# Statement of Operations

Year ended June 30	2011	2010
<b>Revenue</b>		
Registration and application fees	\$ 4,934,178	\$ 4,063,743
Interest income	1,307	--
	<b>4,935,485</b>	4,063,743
<b>Expenses</b>		
Salaries and benefits	1,808,150	1,175,896
Professional fees	520,772	589,286
Rent	625,640	505,419
Consulting services	190,046	160,132
Council meeting	62,980	123,310
Courier and postage	93,970	117,096
Projects	346,502	93,581
Printing and graphic design	40,013	91,679
Communication and marketing	125,595	87,821
Committee meeting	94,835	46,546
Credit card fee	73,810	40,774
Office and general	33,142	25,264
Bank charges	21,383	20,021
Computer supplies	52,315	18,988
Translation	28,561	17,840
Telephone	27,833	16,032
Insurance	13,049	12,780
Council - communication / outreach	13,143	5,824
Office equipment	8,762	5,423
Repairs and maintenance	8,234	3,624
Amortization	206,220	167,240
	<b>4,394,955</b>	3,324,576
<b>Excess (deficiency) of revenues over expenses</b>	<b>\$ 540,530</b>	\$ 739,167

# 2011 - 2012 Fiscal Year Outlook

July 1, 2011 - June 30, 2012 is another big year for the College of Early Childhood Educators (the College). While we continue to place a heavy emphasis on reaching out to promote the *Code of Ethics and Standards of Practice* to members and employers, we will also be laying the foundation for future developments.

Beginning in 2012, the College Council will undertake a strategic planning process and hopes to publish its vision, mission, values and strategic priorities for the next few years in June 2012.

The Discipline Committee held its first disciplinary hearing in November 2011 and directed the College to post its findings on the College's website. This experience will help the Council solidify its publication and disclosure policies, which are currently under discussion.

The College is turning its attention to the challenge of ongoing education and how such a program should be designed for registered early childhood educators (RECEs).

At the request of the Fairness Commissioner, the College will be looking at how we can make it

easier for newcomers to complete many of the requirements for registration before they arrive in Canada.

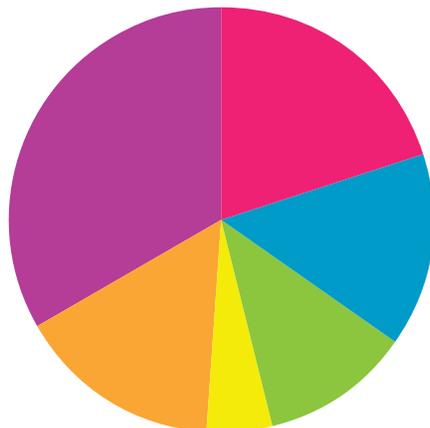
In addition, we will begin a study of the career track of graduates from programs in early childhood education to discover how the field might best attract and retain its workforce.

The College will work with the Ministry of Education as it rolls out its early learning and care agenda, and with the Ministry of Training, Colleges and Universities and the Ontario Colleges of Applied Arts and Technology (OCAATs) as curriculum standards for early childhood education programs are reviewed.

Early in 2012, the College will publish a Professional Advisory on the use and misuse of the professional titles RECE, ECE and the French equivalent, EPEI and EPE.

The College continues to grow and could reach a membership of 37,000 by the end of June 2012. We are committed to providing our members with responsive service and we are always happy to reply to invitations from our members to explain our policies and initiatives and to hear your thoughts on the future of the profession.

## Allocation of College Funds



- Corporate and Overhead Services
- Registration and Member Services
- Professional Practice
- Complaints and Discipline
- Council and Committees
- Office of the Registrar

## College of Early Childhood Educators

### Operating Budget Year ending June 30, 2012

#### Revenue

Registration and application fees	\$ 4,789,643
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#### Expenses

Salaries and benefits	2,293,977
Rent	683,030
Professional fees	570,000
Consulting services	181,575
Communication and marketing	37,000
Committee meeting	108,949
Courier and postage	120,115
Credit card fee	57,586
Council meeting	87,544
Computer supplies	6,980
Printing and graphic design	132,323
Office and general	59,784
Translation	23,600
Telephone	33,528
Bank charges	10,047
Council - communication / outreach	35,600
Insurance	14,230
Office equipment	48,493
Repairs and maintenance	29,568
Amortization	236,656
	4,770,586

<b>Excess (deficiency) of revenues over expenses</b>	<b>\$ 19,057</b>
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# The Answer is Simple - Early Learning

## Message from Laurel Broten, Minister of Education

One of my favourite authors for children—of all ages—is Ted Geisel, better known to most of us as Dr. Seuss. He’s quoted as saying, “Sometimes the questions are complicated, and the answers are simple.”

Well, that’s certainly true when it comes to early learning. Boosting academic attainment, improving health outcomes and well-being throughout life, counteracting poverty—these are complex issues. But we have ample evidence that one answer to all of these issues is early learning.

Children’s early learning experiences have a profound effect on their development and their future well-being. The health of our communities depends on our capacity to care for them, to support them, to teach them, to help them grow and develop in a healthy way that allows all of their potential to flourish.

That’s why we’re so excited, at the Ministry of Education, to be bringing early learning together under one ministry. Our aim—creating a more integrated system. Bringing child care and education together under one ministry will help create a more comprehensive support system for families and young children. It also positions us to create a seamless and integrated early learning and care system.

We value our child care partners and commend the College of Early Childhood Educators on its third year of operation. Clearly, the College is reaching new heights. As the only self-regulating organization for ECEs in Canada, you are contributing to the recognition of your profession. I want to congratulate the College for the release of the *Code of Ethics and Standards of Practice*.

As ECEs, you’re on the front lines of serving young children and families of Ontario. Day in and day out, you deliver high quality early learning and child care services.

We want to make sure that you have the information and professional resources you need to do your job effectively. Recently, for example, we launched a new web-based resource about the early learning framework.



Minister Laurel Broten with her six-year-old twin boys, Zachary and Ryan.

Based on the Best Start Expert Panel report *Early Learning for Every Child Today*, it provides early childhood educators with:

- Six guiding principles for optimal learning and development
- Video clips and photos illustrating ways the principles can be used to guide daily practices
- Reflective questions and considerations for those who work with young children.

I encourage you to visit the website at [www.edu.gov.on.ca/childcare/oelf](http://www.edu.gov.on.ca/childcare/oelf).

But our work together is really just starting. We believe that together as partners, we’re doing just about the most important work there is. Helping children in Ontario get off to a great start is an investment that will pay off for an entire lifetime. And you are the skilled, dedicated professionals who make it happen. I want you to know how deeply we appreciate your contribution and expertise.

## Employees of the College



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educators