



COLLEGE OF  
EARLY CHILDHOOD  
EDUCATORS

ORDRE DES ÉDUCATRICES  
ET DES ÉDUCATEURS  
DE LA PETITE ENFANCE

# MEMBER NEWSLETTER

VOL. 1 : ISSUE 2 | WINTER '10

## WHY YOUR EMAIL ADDRESS MATTERS

In the Fall 2009 newsletter, the College asked members who have not provided their email address to contact us with that information. Since issuing that request we've received several thousand new email addresses and continue to ask that you ensure we have a valid email address on file as part of your membership contact information.

### E-BLASTS

Beginning in November 2009 the College initiated its first email communication to members through "e-blasts". In order to stay informed on the work of the College and ensure you have an opportunity to provide input when possible, it would be greatly appreciated if you would provide us with an email address.

In future you will learn about updates to our website and receive publications such as this newsletter through our "e-blasts".

The College is communicating with our members through email in an effort to use the money collected through membership fees as wisely as possible, and we are being environmentally conscious by reducing the use of paper and energy-related resources such as printing and mail transportation.

If you have not yet received any email from the College, it may be because we do not have an email address on file for you. Please contact us at [info@collegeofece.on.ca](mailto:info@collegeofece.on.ca) or call 1-888-961-8558 so

that we can update your profile with that information and ensure you are kept informed.

### NEWS

The College has received many requests from members who would like to be kept informed of news affecting the profession of early childhood education, including developments of full-day early learning for four and five-year-olds. We would also like to keep our members informed of new processes and developments at the College.

Please take a few minutes to provide us with your email address if you haven't already provided it, so that we may update you on important news about the College and the profession of early childhood education.

*Thank you to all those members who took a few moments to send us their email address at [info@collegeofece.on.ca](mailto:info@collegeofece.on.ca)! We will continue to work toward the goal of having email addresses for all 24,000+ members of the College.*

## COMING SOON: PUBLIC REGISTER ON THE COLLEGE WEBSITE

The College is preparing to launch a public register of its members on the College website in early 2010. It is a requirement under Section 29 of the Early Childhood Educators Act, 2007 that the College maintain a register of its members which is available to the public. Maintaining a public register demonstrates the early childhood education profession's commitment to openness and accountability.

This will be a benefit to members of the College because for the first time, they may quickly and easily obtain proof of registration with the College through the College website. Parents, employers and prospective employers will also be able to easily find a Registered Early Childhood

Educator by name and/or registration number.

A public register of early childhood educators contributes to the recognition of RECEs as members of a self-regulated profession, alongside professions such as social work, nursing, and teaching.

### What will appear on the public register?

All members of the College will be searchable on the public register. Their name, registration number, registration status and the date on which their Certificate of Registration was issued will be available. The search results will also include the current day's date so that a member can easily print off the page as proof of registration with the College.

There will be other information available on the public register in accordance with the

Act and the College's by-laws, such as 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.

### What will not appear on the public register?

Personal information such as date of birth, home or business address, or other contact information will not be available on the public register.

### Looking Ahead

More information will be available when the public register is launched and available through the College website, and we will keep members informed of new information as it is available.

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## MESSAGE FROM THE REGISTRAR | *thank you to our members!*

THE COLLEGE CONTINUES TO CELEBRATE “FIRSTS”, AND IN THIS ISSUE I’D LIKE TO REFLECT ON THE VERY POSITIVE IMPACT OUR MEMBERS ARE HAVING ON THE PROGRESS OF THE COLLEGE. WHETHER IT BE THROUGH SHARING YOUR OPINION OR RESPONDING TO OUR REQUESTS PROMPTLY, YOUR COOPERATION AND CONTRIBUTION IS SINCERELY APPRECIATED.

### Survey Response Rate

I would like to express my gratitude to members for responding to our questionnaire about the development of Standards of Practice and a Code of Ethics for the profession of early childhood education, which many of you read about in our Fall 2009 newsletter.

Almost 4,000 people went online and shared their knowledge and opinions, and your feedback will assist the College in developing its Standards of Practice and Code of Ethics. Of those who responded, 97 per cent were members of the College.

To learn more about the next steps in the development of our Standards of Practice and a Code of Ethics please see page 8 of this newsletter.

### 24,000 members and counting

On December 1, 2009, the College surpassed 24,000 members and is well on its way to reaching a milestone 25,000 registered members. The College is now the seventh largest self regulatory body in the province of Ontario. The Ontario College of Teachers tops the list with over 219,000 members, and the College of Nurses is Ontario’s second largest self-regulatory body with approximately 150,000 members.

### High renewal rate

In September of this year, the College launched a renewal process for its first registered members. To date we have experienced a very high renewal rate of 96 per cent. The College would like to thank those members who have renewed for doing so promptly and efficiently.

*Best wishes for a happy  
and healthy year in 2010,*



DAINORA JUOZAPAVICIUS | REGISTRAR & CEO



## NOTICE | *annual meeting*

The College will hold its first Annual Meeting in early May 2010. This event is open to members of the College. Specific details including the date, time, and location will be available on the College website soon.

Please also note that notification of meetings of the College’s Council, which are generally held on a quarterly basis, will be made available on the College website 30 days prior to the meeting date.

[www.collegeofece.on.ca](http://www.collegeofece.on.ca)

## NOTICE | *1st annual report coming*

The College will publish its first Annual Report in April 2010. This report will detail the work of the College from June 2008-June 2009 and includes audited financial statements of the College. The report will be provided to members and the public through the College website in both English and French.

# MORE LABOUR MOBILITY FOR CANADIAN ECES

*The Ontario Labour Mobility Act (OLMA) received Royal Assent on December 15, 2009 and is now in force. The purpose of the OLMA is to eliminate or reduce measures that restrict the ability of an individual to obtain a certification of registration in Ontario when the individual is already certified in the same occupation by a regulatory authority of another Canadian province or territory.*

## **What is the OLMA?**

The OLMA was introduced by the Minister of Training, Colleges and Universities on May 5, 2009 in order to support the Ontario government's ability to comply with amendments to the Agreement on Internal Trade (AIT) made by the federal, provincial and territorial governments.

Amendments to the AIT were endorsed by Canada's premiers in January 2009, as a commitment by all provinces and territories to improve labour mobility for certified workers in professions and trades.

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 applies to applications to the College received on or after the day on which the OLMA came into force, or to any application where a final decision has not been made by that date, December 15, 2009.

The Labour Mobility Code ensures that workers who are certified to practise by a regulatory authority in one 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.

Now that the OLMA is in force, it overrides provisions in any other Act, regulation or bylaw that conflict with the Labour Mobility Code.

## **What does it mean for the College of Early Childhood Educators?**

The College has changed its registration process for applicants who are already certified in the same occupation by a regulatory authority of another Canadian province or territory. The College will not require these applicants to undergo material additional training, experience, examinations or assessments. These applicants will be required to meet certain requirements for registration, such as payment of an application fee, providing evidence of good character and providing evidence from the regulatory authority of the province or territory in which the applicant is certified that the licence or certificate is in good standing.

The College may refuse to register an applicant certified by a regulatory authority of another province or territory or may impose terms, conditions or limitations on the applicant's certificate of registration under certain circumstances set out in the Labour Mobility Code. For example, these measures can be taken if, in the College's opinion, such action is necessary to protect the public interest as a result of complaints, or criminal, disciplinary or other proceedings, against the individual in any jurisdiction, whether in or outside Canada, relating to the individual's competency, conduct or character.

## **What does it mean for applicants to the College who are certified by a regulatory authority of another province or territory?**

If you 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, you are able to apply for registration with the College and will not be required to complete material additional training, experience, examinations or assessments.

The following list sets out the licences or certificates, granted by a regulatory authority of the provinces or territories indicated below, which are considered a **match** to the certificate of registration issued by the College:

- Alberta: Child Development Supervisor Level 3
- British Columbia: Infant Toddler Educator or Special Needs Educator
- Saskatchewan: Early Childhood Educator Level III
- Manitoba: Early Childhood Educator Level II or III
- Newfoundland and Labrador: Child Care Services Levels 2, 3, 4
- Prince Edward Island: Early Childhood Supervisor
- Yukon Territory: Child Care Worker Level III

## **What does it mean for members of the College of Early Childhood Educators?**

If you are already registered as a member of the College, your status and process for renewing your membership are not affected by the OLMA.

The Certificate of Registration issued to you by the College will make it easier for you to be certified in another Canadian province or territory without having to complete additional training, experience, examinations or assessments.

**For more information,  
visit our website at  
[www.collegeofece.on.ca](http://www.collegeofece.on.ca)**

# CENTRE STAGE – COMMITTEE PROFILE

## Registration Committee of the College

### THE COMMITTEE DOES:

- Advise Council on the development of policies that relate to the registration of members of the College. The committee is also tasked with advising the Council on the development of processes to assess and approve educational programs and to assess the educational qualifications of individuals for the purposes of Section 7.1.ii, iii, and iv of Ontario Regulation 221/08 made under the ECE Act.

### THE COMMITTEE DOES NOT:

- Review individual applications for membership or renewal and does not make decisions on individual applicants who are applying for membership.
- If an applicant requests a review of a registration decision, a separate committee called the **Registration Appeals Committee** conducts the review of the applicant's file.

### COMMITTEE MEMBERS:

**CHAIR:** Leslie Kopf-Johnson

**VICE CHAIR:** Anna Baas-Anderson

**ELECTED MEMBER:** Theresa Kralovensky

**PUBLIC APPOINTEE:** Diane Martin

**NON-COUNCIL MEMBERS:**

- Hala Hasabelnaby
- Barbara Vanry

**STAFF SUPPORT:**

- Laura Sheehan
- Laura Buburuzan

### CURRENT TASKS:

The Registration Committee has been very active since it was established in February 2009. It sets and reviews policies and guidelines for the College, which the staff of the College then implements.

The committee has been reviewing the College's application guides and forms, and established the groundwork for the College's first membership renewal forms. Included in its review was the College's Post Secondary Approved Programs List. To date, two changes resulted from the review:

**ADDITIONS:**

**Ryerson** - Diploma program - Home Economics-Early Childhood Education.  
**Institute of Child Study** - Diploma in Child Studies.

**DELETION:**

**University of Toronto** - Two-year Certificate in Curriculum - Institute of Child Study.

The Committee also responds to legislative requirements. It was tasked with reviewing changes to the Agreement on International Trade (AIT) and how those changes will affect the College's registration process.

To learn more, please see the article on page 3 of this newsletter about the Ontario Labour Mobility Act. The Registration Committee has also begun a study of different processes for registering applicants that come from outside Ontario and Canada through the granting of equivalency. More work will be done over the coming months as the College reviews how out of province and foreign trained credentials are recognized, and members will be kept informed.

Other projects undertaken by the Registration Committee over the past nine months include the policy framework necessary to launch the College's Public Register and an online renewal process for members.

#### Work of the College's Registration Department

The staff of the College's Registration Department has processed over 24,000 applications since September 2008. When an application arrives at the College, an applicant's information is first entered into a computer database that tracks all of the College's members. The application is then screened to determine whether the applicant meets the registration requirements of the College and all documents are reviewed to ensure they meet the College's entry to practice requirements.

Once an application has received approval, the applicant becomes a member of the College and a Certificate

of Registration is prepared, signed, and mailed to the member. The member's documents are then filed and stored in a secure area that ensures all personal information remains confidential.

Membership renewal occurs on the anniversary date of initial registration with the College. Members can find their anniversary date on both their Certificate of Registration and membership card. Sixty (60) days before the annual renewal date, members receive a renewal package that contains a renewal notice, renewal form, and change of information form with instructions on how to renew their membership with the College.

Based on the policy work done by the College's Registration Committee, staff of the College has revised application forms and guides, and developed membership renewal forms, which are now available online.

Staff has also supported the Registration Committee by undertaking research on the process of assessing out of province and international credentials and adjusting the registration process to meet the current needs of applicants. The Registration Department staff is responsible for registration and member services, answering phone call and email requests, as well as preparing statistical analysis reports on registration data for the Registrar.

For the development of the College's online public register, staff worked with both the Committee and software experts on the project. The online public register will be launched in early 2010.

# UPDATE ON FULL DAY LEARNING

On October 27, 2009 the provincial government announced it would begin to phase-in full day learning for four and five-year-olds starting September 2010, with full implementation by 2015-16.

The announcement indicated that four and five-year-olds will learn under the guidance of a teacher and an early childhood educator. Parents will also be able to enroll their children for extended hours for a reasonable fee, before and after regular school hours. These extended day programs will be staffed by early childhood educators.

The Premier's plan provides a comprehensive learning model that recognizes the valued role registered early childhood educators have in early childhood education as qualified, regulated professionals. As recommended by Dr. Pascal, a team of both early childhood educators and teachers works best for an Early Learning Program.

In a College news release issued on October 28, 2009, Lois Mahon, President of the Council of the College said, "We are

pleased to see early childhood education move forward in Ontario with the combined strength of a team of both early childhood educators and teachers as recommended by Dr. Pascal. With registered early childhood educators in the classrooms, children will get the full benefit of education during these critical early years."

To ensure the success of the early learning program, the College is actively involved in a dialogue with the Ministry of Education and Ministry of Children and Youth Services regarding the details of the rollout of full-day programs across the province.

Pam Musson, who for the last decade has led Toronto's First Duty Project and Best Start Initiative, was recently appointed to the position of Director of the Early Learning Division's Early Learning Implementation Branch in the Ministry of Education. She joined the Early Learning Division on December 21, 2009.

The College will continue to meet with government and other stakeholders to ensure that in the future only qualified and accountable RECEs are teaching and nurturing children in the Early Learning Program.



*Dr. Janette Pelletier, a member of the Council of the College of Early Childhood Educators, sitting on the panel at the 2009 R.W.B. Jackson Lecture: A conversation on the implementation of Charles Pascal's recent report to the Premier of Ontario. The panel also included George Dein, Ben Levin, and Kimberley Bezaire, who are all experts of the University of Toronto's Ontario Institute for Studies in Education. The lecture was moderated by Minister of Education Kathleen Wynne and introduced by Dr. Charles Pascal.*

*Former Minister of Education Kathleen Wynne with Dainora Juozapavicius (left) and Lois Mahon (right) at the 2009 R.W.B. Jackson Lecture: A conversation on the implementation of Charles Pascal's recent report to the Premier of Ontario.*



PHOTOS COURTESY OF OISE

# MEMBER PROFILE

*In our inaugural Fall 2009 newsletter we asked members to submit stories of fellow RECEs so that we can share the stories of early childhood educators in their professional roles.*

*In each newsletter we'll feature a nominated member of the College. By sharing the accomplishments of members and highlighting the professionals in the field, we can continue to build upon the credibility and dedication of early childhood educators in Ontario.*

## IN THIS ISSUE: THERESA ROBILLARD



With over 30 years of experience in the early learning and child care sector, Theresa Robillard's career has touched nearly every aspect of the profession of early childhood education.

She graduated with an ECE Diploma from Algonquin College in 1975 and is currently Home Child Care Program Manager for City View Centre for Child & Family Services in Nepean. In addition to her ECE diploma, Theresa has studied child psychology and is a Parents as Teachers (P.A.T.) program supervisor.

"Theresa has been a teacher, head teacher, program coordinator of a Head Start program, a Child Care Advisor and manager of the Home Child Care division here at City View Centre for Children & Family Services," says colleague Louise Allard, who nominated Theresa.

"The reason Theresa deserves this time in the limelight is due to her ability to foster the very best attributes in her staff while keeping her high expectations within reach by making herself visible and available to each one," she adds.

In addition to her breadth of experience, Theresa is the creator of a program called Pyramid of Learning, a series of parent and child care provider training workshops based on early learning and brain development.

"It's free, and I think we have about 25 workshops, and I designed and created 17," explains Theresa, who facilitates many of them as well.

Theresa also works as a Child Development Advisor for the Ottawa Catholic District School Board. "I go into homes and do a pre-assessment on where a child is developmentally before they start school and make recommendations to the teacher and principal. Then I'm there for the first month of school to help," she says, pointing out that this experience will be valuable as the province looks to roll out full day learning for four and five-year-olds.

"I also worked in school age programs for 12 years right in the schools with the Ottawa public system. That gave me a really good perspective as well, and then I worked for Head Start, which gives you a whole other perspective on what we do."

Theresa feels very humbled by her nomination to be profiled in the College newsletter. "Most people my age have done as much as I have," she says.

"I think the College is long overdue. I've been around nearly 40 years and I'll tell you I never thought I'd see the day when we have this recognition and understanding of our profession. I feel that this is something that has been very anticipated, very welcomed, very needed."

"It creates that level of quality in what we do," she continues. "It not only raises the bar, but it raises the public education on what we do. It qualifies us and it validates us. When I talk to people about the College I try to make them understand that this is their College and they need to be part of it."

Theresa also pointed out that with full day learning on the horizon, the College is more important to the profession than ever.

"It's important for the recognition and the statement of professionalism to have the College. Up to now we haven't had that. Now we have this professional standing and that's important for communities and for the investors and the lenders and all the people invested in child care and early childhood," she says. "It's the fact that we are [recognized as] Registered Early Childhood Educators, not babysitters."

**IF YOU KNOW A REGISTERED EARLY  
CHILDHOOD EDUCATOR WHO YOU'D  
LIKE TO SEE PROFILED IN THE COLLEGE  
NEWSLETTER, PLEASE WRITE TO US AT  
INFO@COLLEGE OFECE.ON.CA.**

# CONGRATULATIONS

## Prime Minister Honours Four Registered Early Childhood Educators

Did you know that each year, Canada's Prime Minister hands out teaching awards of excellence to early childhood educators across the country? The Prime Minister's Awards for Excellence in Early Childhood Education honour outstanding and innovative early childhood educators who excel at fostering the early intellectual and social development of the children entrusted to their care — teachers who help build the foundation children need to meet life's challenges.

On October 5, 2009, Prime Minister Stephen Harper honoured four members of the College of Early Childhood Educators as part of the 2009 Prime Minister's Awards for Teaching Excellence and Excellence in Early Childhood Education.

**The following members of the College received awards on October 5, 2009:**

### CERTIFICATE OF EXCELLENCE

**Sherry Lalonde**

*YWCA of St. Thomas-Elgin, St. Thomas*

### CERTIFICATE OF EXCELLENCE

**Susan Watson**

*Erindale Nursery School, Mississauga*

### CERTIFICATE OF ACHIEVEMENT

**Sally Da Silva**

*Future Scholars Daycare Centre, Georgetown*

### CERTIFICATE OF ACHIEVEMENT

**Ava Gomes**

*Blue Wave Child Care Centre, Don Mills*

A total of 84 Prime Minister's Awards were presented at a ceremony in Ottawa on the occasion of World Teachers' Day.

Nominees are judged on their overall merits as educators, while the awards are selected by an external selection committee comprised of early childhood education experts from across Canada.

The committee selects recipients based on their innovative approaches and outstanding ability to engage and support the development of children in their care, as well as on their overall commitment to the development of the early childhood education and care profession.

"As a parent, I know the difference an outstanding teacher can make in a child's life," said Prime Minister Harper. "As Prime Minister, I am grateful for the contributions of all Canadian teachers, and especially this year's Prime Minister's Award recipients, whose dedication and skills are enriching the lives of young Canadians across the country."

For early childhood educators, the committee looks for clear evidence that nominees have excelled in the following four areas:

- support of child development
- innovation
- involvement with parents, families and the community
- commitment and leadership in the field

Early childhood educators are eligible for two awards: the Certificate of Excellence and the Certificate of Achievement. Up to 10 Certificates of Excellence and up to 15 Certificates of Achievement are awarded per competition. At least one Certificate of

Excellence and one Certificate of Achievement are designated for the top-ranked Aboriginal early childhood educators.

All recipients receive a certificate and pin, along with a letter from the Prime Minister. A cash award of \$5,000, shared equally between the winning educator and his or her childcare school or daycare, is given with the Certificate of Excellence.

A cash award of \$1,000 is given to recipients of the Certificate of Achievement. These funds may be used for professional development, equipment, resource materials or other tools to improve developmental programming and children's experiences.

Please join the College of Early Childhood Educators in congratulating members Sherry Lalonde, Susan Watson, Sally Da Silva, and Ava Gomes on their outstanding achievement!

**For more information about the program, please visit the Prime Minister's Awards website at [www.pma.gc.ca](http://www.pma.gc.ca).**

congratulations

# STANDARDS OF PRACTICE UPDATE

In our Fall 2009 newsletter we announced that the process for development of the College's Standards of Practice and Code of Ethics was underway. Now we can share information with you about the completion of phase one of the process, and tell you about what's happening next.

A comprehensive process was launched to collect input from members of the College and public stakeholders, which included focus groups across the province and an online questionnaire that was available on the College website during the month of November.

Some of the participants in this data collection phase included:

- Licensed child care – not-for-profit, commercial, municipal, unionized, private home child care
- Ontario Early Years Centres
- Ministry of Children and Youth Services
- Postsecondary programs
- Special needs resourcing
- Professional resource centres
- Provincial associations
- Parents

## ABOUT THE FOCUS GROUPS

A total of 22 focus groups were conducted between July and November 2009, with a minimum of two focus groups in each of the eight electoral districts around the province.

In each district, at least one focus group was conducted with Registered Early Childhood Educators (RECEs) only and one focus group was conducted with a mix of RECEs and public stakeholders.

Two of the focus groups were conducted with members from Aboriginal communities and two focus groups were conducted with members from Francophone communities.

Specific focus groups were also conducted with:

- employers
- postsecondary programs
- provincial organizations
- parents

In total, 140 people participated in the College's focus groups. Eight of them identified themselves as Aboriginal, and 22 participants identified themselves as Francophone.

## ABOUT THE QUESTIONNAIRE

By notifying members through the Fall 2009 newsletter and two e-blasts, the College received an excellent response to its online questionnaire and would like to extend sincere thanks to all those members who took the time to respond.

In total, the College received almost 4,000 responses, with the majority of those being in English. Respondents identified their role and 97 per cent were members of the College, with 2 per cent representing public stakeholders and the remaining one per cent identifying themselves as applicants to the College.

## NEXT STEPS

The College has now completed the first phase of its Standards of Practice and Code of Ethics. For the second phase of the process, audio transcripts of the focus groups and interviews, along with the data collected from the online questionnaire, will be analyzed and synthesized to produce a draft of the Standards of Practice and Code of Ethics for early childhood educators in Ontario.

The data analysis and synthesis phase will occur in the Winter of 2010. A draft of the Standards of Practice and Code of Ethics will be recommended by the Standards of Practice Committee and presented to the College Council for potential approval in the Spring of 2010.

Once the Council has approved a draft version of the College's draft Standards of Practice and Code of Ethics for validation, the focus group and interview participants will personally be sent a copy of this draft and invited to provide their feedback.

Round tables will be conducted in each electoral district across the province to gather feedback from Registered Early Childhood Educators and the early learning and care sector. The draft document will also be available on the College's website along with an online questionnaire for members of the College and the public to provide feedback.

The feedback gathered during the validation phase will be considered in the writing of the final version of the Standards of Practice and Code of Ethics that will be presented to Council for approval in the Fall of 2010.

## CONTACT US...

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