



MINUTES Meeting of Council

Date: Tuesday June 18, 2019 and Wednesday June 19, 2019

Time: June 18, 2019 from 11:00 am to 3:25 pm
June 19, 2019 from 9:00 am to 12:00 pm

Location: College of Early Childhood Educators
Council Chamber
Suite 1900, 438 University Avenue, Toronto, ON M5G 2K8

Attendees: Stacey Lepine, RECE (President) Paul Jackson, RECE
Kristine Parsons, RECE (Vice-President) Cyndy Jefferson, RECE
Mary Broga Karen Kennedy, RECE
Pamela Carkner Cecile Kim, RECE
Kim Cole, RECE Ashleigh Molloy
Sheri Coles Ann Robichaud-Gagné
Julie Cyr, RECE Barney Savage
Tricia Doyle, RECE Teresa Sulowski, RECE
Lori Huston, RECE Laura Urso, RECE
Gillian Jackson, RECE Kim White, RECE

Registrar
and CEO: Beth Deazeley

Regrets: Karen Damley

Guests: Cynthia Abel, RECE (Deputy Registrar; Director, Registration)
Mélanie Dixon, RECE (Director, Professional Practice)
Russ Harrington (Chief Operating Officer)
Marc Spector (Director, Professional Regulation)
Heidi Barnett (Project Manager & Executive Coordinator)
Lara Gertner (Manager, Governance and Tribunals Secretariat)
Carmen Petitclerc (Executive Assistant: Council & Committees)

Jeff Butler (Ministry of Education, Early Years and Child Care Policy Branch)
Shannon Fuller (Ministry of Education, Early Years and Child Care Division)
John Wilkinson (WeirFoulds LLP)

*** N.B. Minutes are recorded in the order in which the Agenda items were discussed**

I. Call to Order and Administration

The meeting was called to order at 11:00 am by the Registrar and CEO, Beth Deazeley.

1. Traditional Land and Treaty Acknowledgement

A traditional and treaty acknowledgement with an Indigenous welcome was offered by Council member, Lori Huston.

2. Declaration of Conflict of Interest

No conflict of interest was declared.

3. Approval of the agenda

Moved by: Stacey Lepine
Seconded by: Mary Broga

RESOLVED THAT, the agenda of the June 18-19, 2019 meeting of Council be approved.

Carried

4. Code of Conduct

A copy of the Code of Conduct for members of Council was circulated at the meeting.

5. Approval of Minutes

a. March 27-28, 2019

Moved by: Julie Cyr
Seconded by: Ann Robichaud-Gagné

RESOLVED THAT, the minutes of the March 27-28, 2019 meeting of Council be approved

Carried

6. Registrar's Remarks

The Registrar and CEO, Beth Deazeley, welcomed Council members and provided a verbal update regarding recent activities and meetings.

7. Election of Executive Committee

The Registrar and CEO, Beth Deazeley, assumed the position of Chair of the Council meeting.

- **Appointment of Scrutineers**

Moved by: Gillian Jackson
Seconded by: Laura Urso

RESOLVED THAT, Heidi Barnett and Stafford Henry be appointed scrutineers of the meeting.

Carried

- **Election of President**

The Chair announced that the meeting was open for the election of President and that, in accordance with the by-laws, any Councillor could be nominated for this office. The Chair requested nominations for President.

Gillian Jackson nominated Stacey Lepine as President.

There were no other nominations.

Moved by: Gillian Jackson
Seconded by: Barney Savage

RESOLVED THAT, nominations for President be closed.

Carried

The Chair declared that, subject to the by-laws, Stacey Lepine was duly elected by acclamation as President to hold office until her successor is duly elected in accordance with the by-laws.

The President, Stacey Lepine, assumed the position of Chair of the meeting of Council and thanked Council members for their support.

- **Election of Vice-President**

The Chair announced that the meeting was open for the election of Vice-President and that,

in accordance with the by-laws, any Councillor could be nominated for this office. The Chair requested nominations for Vice-President.

Ann Robichaud-Gagné nominated Laura Urso as Vice-President.

Lori Huston nominated Kristine Parsons as Vice-President.

There were no other nominations.

Moved by: Teresa Sulowski
Seconded by: Mary Broga

RESOLVED THAT, nominations for Vice-President be closed.

Carried

Short speeches were given by the candidates. The election of the Vice-President of Council took place by secret ballot in accordance with Schedule I to By-law No. 11.

The Chair declared that Kristine Parsons received the highest number of votes cast.

The Chair declared that, subject to the by-laws, Kristine Parsons was duly elected as Vice-President to hold office until her successor is duly elected in accordance with the by-laws.

- **Election of two positions of Executive Committee to be filled by elected members of Council**

The Chair announced that the meeting was open for the election of the two positions on the Executive Committee to be filled by elected Council members, and that in accordance with the by-laws, any elected Council member could be nominated for the two positions. The Chair requested nominations for the two positions on the Executive Committee to be filled by elected members of Council.

Gillian Jackson nominated Laura Urso as a member of the Executive Committee.

Kim White nominated Teresa Sulowski as a member of the Executive Committee.

Ann Robichaud-Gagné nominated Cyndy Jefferson as a member of the Executive Committee.

Laura Urso nominated Julie Cyr as a member of the Executive Committee.

There were no other nominations.

Moved by: Gillian Jackson
Seconded by: Kim White

RESOLVED THAT, nominations for the two positions on the Executive Committee to be filled by elected members of Council be closed

Carried

Short speeches were given by the candidates. The election of the two members of the Executive Committee to be filled by elected Council members took place by secret ballot in accordance with Schedule I to By-law No. 11.

The Chair declared that Julie Cyr and Laura Urso received the highest number of votes cast. The Chair declared that, subject to the by-laws, Julie Cyr and Laura Urso, being elected Council members, are duly elected as members of the Executive Committee to hold office until their successors are duly elected in accordance with the by-laws.

- **Election of two positions on Executive Committee to be filled by public members of Council**

The Chair announced that the meeting was open for the election of the two positions on the Executive Committee to be filled by public members of Council, and that in accordance with the by-laws, any public member of Council could be nominated for the two positions. The Chair requested nominations for the two positions on the Executive Committee to be filled by public members of Council.

Kristine Parsons nominated Barney Savage as a member of the Executive Committee.

Julie Cyr nominated Ann Robichaud-Gagné as a member of the Executive Committee.

Laura Urso nominated Karen Damley as a member of the Executive Committee.

There were no other nominations.

Moved by: Teresa Sulowski

Seconded by: Laura Urso

RESOLVED THAT, nominations for the two positions on the Executive Committee to be filled by public members of Council be closed.

Carried

Short speeches were given by the candidates. Laura Urso made a short speech on behalf of Karen Damley, who was not present but had consented in advance to the nomination. The election of the two members of the Executive Committee to be filled by appointed members of Council took place by secret ballot in accordance with Schedule I to By-law No. 11.

The Chair declared that the two candidates who received the highest number of votes cast were Barney Savage and Karen Damley.

The Chair declared that, subject to the by-laws, Barney Savage and Karen Damley, being two public members of Council, were duly elected as members of the Executive Committee to hold office until their successors are duly elected in accordance with the by-laws.

The Chair thanked the scrutineers for their assistance.

Destruction of Ballots

The Chair stated that the election of the President, Vice-President and other members of the Executive Committee was concluded.

Moved by: Ashleigh Molloy
Seconded by: Ann Robichaud-Gagné

RESOLVED THAT, the ballots for the election of the President, Vice-President and other four members of the Executive Committee be destroyed

Carried

II. Entry to Practice

1. Management Report

- **Strategic plan key activities report Q3 2019**
- **Registration Trends Q3 2019**

The Entry to Practice Strategic Plan Key Activities Report Q3 2019, together with a memo regarding Fiscal 2018-2019 Q3 Registration Trends, distributed with the agenda, were presented by the Deputy Registrar; Director, Registration, Cynthia Abel. Questions were addressed.

2. Committee Reports

- **Registration Committee**

The Registration Committee Report, together with Appendix A – Background for updates under the Registration Requirements and Membership Structure (RRMS) project, distributed with the agenda, were presented by the committee Chair, Cyndy Jefferson. There were no questions.

- **Registration Appeals Committee**

The Registration Appeals Committee Report, distributed with the agenda, was presented by the committee Chair, Ann Robichaud-Gagné. There were no questions.

III. Continuing Competence

1. Management Reports

- **Strategic plan key activities report Q3 2019**
- **CPL compliance trends Q3 2019**

The Continuing Competence Strategic Plan Key Activities Report Q3 2019, together with a memo regarding CPL Program Compliance Trends for 2018-2019 Q3, distributed with the agenda,

were presented by the Director, Professional Practice, Mélanie Dixon. Questions were addressed.

2. Committee Reports

- **Standards of Practice Committee Report**

A copy of the report from the Standards of Practice Committee, together with Appendix A - Revised Notice of Continuous Professional Learning Requirements, distributed with the agenda, were presented by the committee designate, Julie Cyr. There were no questions.

Moved by: Gillian Jackson
Seconded by: Laura Urso

WHEREAS:

1. Ontario Regulation 359/15: Continuous Professional Learning (“CPL Regulation”) was enacted on January 1, 2016 under the Early Childhood Educators Act, 2007;
2. Section 6 of the CPL Regulation requires the College of Early Childhood Educators (“College”) to provide notice to members of the requirements of the Continuous Professional Learning program on its website;
3. The Notice of CPL Program Requirements (“Notice”) was published on the College’s website on June 30, 2016, and revised on July 1, 2017.

RESOLVED THAT, the revised Notice of Continuous Professional Learning (CPL) Program Requirements be approved for posting on the College’s website on July 1, 2019.

Carried

Appendix B - Changes to the Self-Assessment Tool, distributed with the agenda, was presented by the committee designate, Julie Cyr. Questions were addressed.

Moved by: Mary Broga
Seconded by: Pamela Carkner

WHEREAS:

1. Ontario Regulation 359/15: Continuous Professional Learning (“CPL Regulation”) was enacted on January 1, 2016 under the Early Childhood Educators Act, 2007;
2. The CPL Program requires members to complete self-assessments, develop professional learning plans and complete records of professional learning as part of their CPL Portfolio Cycle, in any form and manner specified by the College;
3. The CPL Portfolio Cycle 2017 commenced on September 1, 2017 with the required components of the Self-Assessment Tool, Professional Learning Plan and Record of Professional Learning.
4. The second portfolio cycle will commence on September 1, 2019.

RESOLVED THAT, the revised Self-Assessment Tool, to be used by members of the College as part of the CPL Portfolio Cycle 2019 of the CPL program, in conjunction with the Professional Learning Plan and Record of Professional Learning be approved.

Carried

IV. Professional Regulation

1. Management Reports

- **Strategic plan key activities report Q3 2019**
- **Professional regulation trends Q3 2019**

The Strategic Plan Key Activities Report Q3 2019, together with a memo regarding Professional Regulation Trends Q3 2019, distributed with the agenda, were presented by the Director, Professional Regulation, Marc Spector. Questions were addressed.

Update from the Ministry of Education (Timed Item: June 18th @ 1:30 pm)

Shannon Fuller (Ministry of Education, Early Learning Division) and Jeff Butler (Ministry of Education, Early Years and Child Care Policy Branch), provided an update to Council on recent child care plans and initiatives at the Ministry of Education. Questions were addressed.

2. Committee Reports

- **Complaints Committee**

The Complaints Committee Report, distributed with the agenda, was presented by the committee Chair, Ann Robichaud-Gagné. There were no questions.

- **Discipline Committee**

The Discipline Committee report, distributed with the agenda, was presented by the committee Chair, Kristine Parsons. There were no questions.

- **Fitness to Practice Committee**

The Fitness to Practice Committee report, distributed with the agenda, was presented by the committee Chair, Julie Cyr. There were no questions.

VI. Governance

1. Management Reports

- **Strategic Plan Key Activities Report Q3 2019**

The Strategic Plan Key Activities Report Q3 2019, was presented by the Registrar and CEO, Beth Deazeley. There were no questions.

2. Committee Reports

- **Executive Committee**

The Executive Committee report, together with a copy of the Strategic Plan 2018-2021, 2019-2020 Council and Executive Committee Meeting Dates, and the May 23-24, 2019 Executive Committee Meeting Agenda, distributed with the agenda, were presented by the President, Stacey Lepine. There were no questions.

- **Election Committee**

The Election Committee report, distributed with the agenda, was presented by the committee Chair, Lori Huston. There were no questions.

The meeting recessed for the day at 3:25 pm and was called back to order by the President, Stacey Lepine, on June 19, 2019 at 9:00 am.

Executive Committee Report

Appointment of Committee Members, Committee Chairs and Rosters

A presentation titled, "Guiding Principles for Committee Appointments," was circulated at the meeting.

A copy of the Executive Committee Report to Council, circulated at the meeting, was presented by the President, Stacey Lepine.

Registration Committee

Moved by: Ann Robichaud-Gagné
Seconded by: Gillian Jackson

RESOLVED THAT, the following individuals be appointed to the Registration Committee, for the term set out in the by-laws and subject to the provisions of the by-laws:

1. Cyndy Jefferson, member of Council who is a member of the College
2. Tricia Doyle, member of Council who is a member of the College

3. Teresa Sulowski, member of Council who is a member of the College
4. Kim White, member of Council who is a member of the College
5. Lori Huston, member of Council who is a member of the College
6. Sheri Coles, member of Council who is appointed by the Lieutenant Governor in Council
7. Lois Mahon, member of the College who is not a member of Council
8. Taylor Jenkins, member of the College who is not a member of Council
9. Dick Winters, member of the College who is not a member of Council

Carried

Chair of the Registration Committee

Moved by: Karen Kennedy
Seconded by: Laura Urso

RESOLVED THAT, Cyndy Jefferson be appointed as chair of the Registration Committee, for the term set out in the by-laws and subject to the provisions of the by-laws.

Carried

Registration Appeals Committee

Moved by: Kim White
Seconded by: Kristine Parsons

RESOLVED THAT, the following individuals be appointed to the Registration Appeals Committee, for the term set out in the by-laws and subject to the provisions of the by-laws:

1. Laura Urso, member of Council who is a member of the College
2. Kristine Parsons, member of Council who is a member of the College
3. Ann Robichaud-Gagné, member of Council who is appointed by the Lieutenant Governor in Council
4. Ashleigh Molloy, member of Council who is appointed by the Lieutenant Governor in Council
5. Darlene Edgar, member of the College who is not a member of Council

6. Yalin Gorica, member of the College who is not a member of Council

Carried

Chair of the Registration Appeals Committee

Moved by: Cyndy Jefferson
Seconded by: Mary Broga

RESOLVED THAT, Ann Robichaud-Gagné be appointed as chair of the Registration Appeals Committee, for the term set out in the by-laws and subject to the provisions of the by-laws

Carried

Discipline Committee

Moved by: Kim Cole
Seconded by: Kim White

RESOLVED THAT, the following individuals be appointed to the Discipline Committee, for the term set out in the by-laws and subject to the provisions of the by-laws:

1. Kristine Parsons, member of Council who is a member of the College
2. Julie Cyr, member of Council who is a member of the College
3. Lori Huston, member of Council who is a member of the College
4. Cecile Kim, member of Council who is a member of the College
5. Paul Jackson, member of Council who is a member of the College
6. Karen Damley, member of Council who is appointed by the Lieutenant Governor in Council
7. Ashleigh Molloy, member of Council who is appointed by the Lieutenant Governor in Council
8. Sheri Coles, member of Council who is appointed by the Lieutenant Governor in Council
9. Barney Savage, member of Council who is appointed by the Lieutenant Governor in Council
10. Barbara Brown, member of the College who is not a member of Council
11. Sasha Fiddes, member of the College who is not a member of Council

12. Julie Benoit, member of the College who is not a member of Council

Carried

Chair of the Discipline Committee

Moved by: Barney Savage
Seconded by: Cyndy Jefferson

RESOLVED THAT, Kristine Parsons be appointed as chair of the Discipline Committee, for the term set out in the by-laws and subject to the provisions of the by-laws

Carried

Fitness to Practise Committee

Moved by: Mary Broga
Seconded by: Kim Cole

RESOLVED THAT, the following individuals be appointed to the Fitness to Practise Committee, for the term set out in the by-laws and subject to the provisions of the by-laws:

1. Kristine Parsons, member of Council who is a member of the College
2. Julie Cyr, member of Council who is a member of the College
3. Lori Huston, member of Council who is a member of the College
4. Cecile Kim, member of Council who is a member of the College
5. Paul Jackson, member of Council who is a member of the College
6. Karen Damley, member of Council who is appointed by the Lieutenant Governor in Council
7. Ashleigh Molloy, member of Council who is appointed by the Lieutenant Governor in Council
8. Sheri Coles, member of Council who is appointed by the Lieutenant Governor in Council
9. Barney Savage, member of Council who is appointed by the Lieutenant Governor in Council
10. Barbara Brown, member of the College who is not a member of Council
11. Sasha Fiddes, member of the College who is not a member of Council

12. Julie Benoit, member of the College who is not a member of Council

Carried

Chair of the Fitness to Practise Committee

Moved by: Kim Cole
Seconded by: Cyndy Jefferson

RESOLVED THAT, Kristine Parsons be appointed as chair of the Fitness to Practise Committee, for the term set out in the by-laws and subject to the provisions of the by-laws

Carried

Complaints Committee

Moved by: Barney Savage
Seconded by: Julie Cyr

RESOLVED THAT, the following individuals be appointed to the Complaints Committee, for the term set out in the by-laws and subject to the provisions of the by-laws:

1. Tricia Doyle, member of Council who is a member of the College
2. Teresa Sulowski, member of Council who is a member of the College
3. Stacey Lepine, member of Council who is a member of the College
4. Mary Broga, member of Council who is appointed by the Lieutenant Governor in Council
5. Ann Robichaud-Gagné, member of Council who is appointed by the Lieutenant Governor in Council
6. Pamela Carkner, member of Council who is appointed by the Lieutenant Governor in Council
7. Nancy Roscoe, member of College who is not a member of Council
8. Darlene Chandon, member of the College who is not a member of Council
9. Josée Latulippe, member of the College who is not a member of Council

Carried

Chair of the Complaints Committee

Moved by: Gillian Jackson
Seconded by: Karen Kennedy

RESOLVED THAT, Teresa Sulowski be appointed as chair of the Complaints Committee, for the term set out in the by-laws and subject to the provisions of the by-laws

Carried

Election Committee

Moved by: Barney Savage
Seconded by: Cyndy Jefferson

RESOLVED THAT, the following individuals be appointed to the Election Committee, for the term set out in the by-laws and subject to the provisions of the by-laws:

1. Gillian Jackson, member of Council who is a member of the College
2. Kim Cole, member of Council who is a member of the College
3. Kim White, member of Council who is a member of the College
4. Ashleigh Molloy, member of Council who is appointed by the Lieutenant Governor in Council

Carried

Chair of the Election Committee

Moved by: Kristine Parsons
Seconded by: Lori Huston

RESOLVED THAT, Gillian Jackson be appointed as chair of the Election Committee, for the term set out in the by-laws and subject to the provisions of the by-laws

Carried

Standards of Practice Committee

Moved by: Ann Robichaud-Gagné
Seconded by: Julie Cyr

RESOLVED THAT, the following individuals be appointed to the Standards of Practice Committee, for the term set out in the by-laws and subject to the provisions of the by-laws:

1. Julie Cyr, member of Council who is a member of the College
2. Kim Cole, member of Council who is a member of the College
3. Karen Kennedy, member of Council who is a member of the College
4. Paul Jackson, member of Council who is a member of the College
5. Cecile Kim, member of Council who is a member of the College
6. Gillian Jackson, member of Council who is a member of the College
7. Pamela Carkner, member of Council who is appointed by the Lieutenant Governor in Council
8. Noor Kabani, member of the College who is not a member of Council
9. Nathalie Daoust, member of the College who is not a member of Council
10. Candace Linklater, member of the College who is not a member of Council

Carried

Chair of the Standards of Practice Committee

Moved by: Cyndy Jefferson
Seconded by: Gillian Jackson

RESOLVED THAT, Julie Cyr be appointed as chair of the Standards of Practice Committee, for the term set out in the by-laws and subject to the provisions of the by-laws

Carried

Finance and Audit Committee

Moved by: Kim White
Seconded by: Mary Broga

RESOLVED THAT, the following individuals be appointed to the Finance and Audit Committee, for the term set out in the by-laws and subject to the provisions of the by-laws:

1. Cyndy Jefferson, member of Council who is a member of the College

2. Karen Damley, member of Council who is appointed by the Lieutenant Governor in Council
3. Barney Savage, member of Council who is appointed by the Lieutenant Governor in Council

Carried

Chair of the Finance and Audit Committee

Moved by: Laura Urso
Seconded by: Sheri Coles

RESOLVED THAT, Karen Damley be appointed as chair of the Finance and Audit Committee, for the term set out in the by-laws and subject to the provisions of the by-laws.

Carried

Roster

Moved by: Lori Huston
Seconded by: Ann Robichaud-Gagné

RESOLVED THAT, Diane Laframboise be appointed to the Roster for the Complaints and Discipline / Fitness to Practise Committees for a one year term

Carried

Moved by: Laura Urso
Seconded by: Teresa Sulowski

RESOLVED THAT, Tricia Doyle and Kim Cole be removed from the Roster for the Complaints and Discipline / Fitness to Practise Committees

Carried

V. Communications and Stakeholder Relations

1. Management Reports

- **Strategic plan key activities report Q3 2019**
- **Communications highlights Q3 2019**

The Communications & Stakeholder Relations Q3 2019 report, together with a memo regarding Communications and Stakeholder Relations Q3 Highlights, distributed with the agenda, were presented by the Chief Operating Officer, Russ Harrington. Questions were addressed.

VI. Governance

2. Committee Reports

- **Advisory Committee on Funding for Therapy**

A presentation titled, "Funding for Therapy," was presented by the committee Chair, Mary Broga, the Registrar and CEO, Beth Deazeley, and the Deputy Registrar; Director, Registration, Cynthia Abel. Questions were addressed and discussion ensued.

A memo regarding the Funding for Therapy and Counselling Program, distributed with the agenda, was presented by the Committee Chair, Mary Broga.

VII. Strategy

1. Strategic Plan Key Activities Year 2

A presentation titled, "Strategic Planning 2018-2021," circulated at the meeting, was made by the Registrar and CEO, Beth Deazeley, the Deputy Registrar; Director, Registration, Cynthia Abel, and the Director, Professional Practice, Marc Spector. A memo regarding the Strategic Plan Key Activities – Year 2, together with the Key Activities under Priority Areas and Initiatives, was distributed with the agenda. Questions were addressed and discussion ensued.

In Camera Session

Moved by: Teresa Sulowski
Seconded by: Ann Robichaud-Gagné

RESOLVED THAT, pursuant to section 13(2)(a) and (e) of the Early Childhood Educators Act, the Council meeting move in camera on the basis that financial or personal or other matters may be disclosed of such a nature that the desirability of avoiding public disclosure of them in the interest of any person affected or in the public interest outweighs the desirability of adhering to the principle that meetings be open to the public, and that litigation affecting the College will be discussed or instructions given to or opinions received from solicitors for the College

Carried

Reports

Moved by: Laura Urso
Seconded by: Kim Cole

RESOLVED THAT, all reports be received for information

Carried

IX. Termination

There being no further business, the meeting was terminated at 12:00 pm.

Moved by: Kristine Parsons
Seconded by: Gillian Jackson

RESOLVED THAT, the meeting be terminated

Carried

President

Registrar