

College of Early Childhood Educators Continuous Professional Learning Program

According to the College of Early Childhood Educators (CECE), the Continuous Professional Learning (CPL) Program is a self-directed, self-reflective framework designed to help registered early childhood educators reflect on, plan for, and document their professional learning in a meaningful way. As registered members of the CECE, ETFO's designated early childhood educators (DECEs) are subject to the requirements of the CPL Program.

The *Early Childhood Educators Act*, passed in 2007, included the establishment of a re-certification program. The CPL Program was introduced in September 2014 and was voluntary. Regulation 359/15, Continuous Professional Learning, became law in January 2016. The regulation made participation in the CPL Program mandatory for all members.

ETFO's position is that professional learning should be voluntary and self-directed. The CECE has a section on their website (college-ece.ca) that outlines the CPL Program requirements. DECEs are required to complete the following CPL Program phases:

- **CPL Introductory Phase (first year of registration)**

Expectations for Practice Module: this interactive two-hour online module informs members of their ethical and professional responsibilities as DECEs. It provides information about the *Early Childhood Educators Act, 2007*, related regulations and bylaws, and the role and functions of the CECE.

Sexual Abuse Prevention Program (SAPP): This module consists of 3 required elements that can be completed over several sessions. The time for completion is estimated to be 5 to 6 hours.

- **Portfolio Cycle (annually, following the year of registration)**

The annual Portfolio Cycle begins upon renewal of a DECE's membership each year. Members begin to plan their continuous learning by using the *Reflection and Planning Tool and Record of Professional Learning* found on the CECE website.

Continuous Professional Learning FAQ

1. Are members required to participate in the CECE CPL Program?

Yes. As of September 2016, the CPL Program is mandatory and will affect the renewal of your certificate.

2. How many courses do members need to complete?

The CPL Program is not based on a set number of courses. It is designed to be flexible, self-directed ongoing professional learning of your choice. School boards offer a wide range of professional learning activities that members can access and participate in.

3. Members may be interested in professional learning but feel they don't have time.

There is no specific amount of time required. Many activities can be integrated into daily practice.

4. Do members need to take time off work to participate?

No. Learning can be incorporated into daily practice. ETFO believes that professional learning should be offered during the school day. ETFO provides a wide variety of professional learning opportunities and often release time is provided.

5. Will the College review CPL Program materials every year?

When members renew their membership, they will be required to declare that they participated in the CPL Program and have met the requirements for the year. Members do not need to send portfolios to the College. The College recommends that copies of all CPL documents be kept for two years. The College may conduct audits asking members to send portfolio documents to the College for review. Portfolios may also be used for school board performance appraisals to show as evidence.

6. Do members get penalized if they don't participate in the CPL Program?

According to the College, members who do not comply by completing the Expectations of Practice Module and the CPL portfolio could be suspended by the Registrar of the College for non-compliance. Members will be given opportunities to comply before being suspended.

7. Why are teachers not required to participate in a similar program with the Ontario College of Teachers (OCT)?

Under a separate regulation, teachers are required to complete an Annual Learning Plan (ALP) each year. An experienced teacher must develop an ALP each year that includes the teacher's professional growth objectives as well as their proposed action plan and timelines for achieving those objectives. The ALP is teacher authored and teacher directed and is developed in consultation with the principal.

The ALP is not required for new teachers who are involved in the New Teacher Induction Program (NTIP). New teachers are required to participate in professional learning and are required to have two satisfactory appraisals within the first 24 months of teaching.

Suggestions for possible self-directed ongoing professional development for DECE Members

- Professional dialogues with colleagues
- Webinars and blogs
- Professional reading/writing
- Reflective practice and dialogue
- Video and audio resources
- Attending workshops and conferences
- Job shadowing/practicum

- Preparing and delivering workshops, conferences, parent presentations
- Working with a mentor or mentoring colleagues

For your records, keep copies of

- A list of professional learning activities.
- Copies of your learning plans, DECE performance appraisals.

ETFO Resources

- ✓ Voice magazine articles
- ✓ Elementary podcast - [*The Value of Play-Based Learning with Kimberly Bezaire*](#)
- ✓ [*etfopley.ca*](#) (videos, a photo gallery and resources)
- ✓ [*Fostering Emotional Growth - Gentle Teaching in the Early Years*](#)
- ✓ [*Conversations with Kimberly Bezaire about Learning in the Early Years*](#)
- ✓ [*An ETFO Guide to Your Role as a Kindergarten DECE*](#)
- ✓ [*Building and Enriching Partnerships in Kindergarten*](#)
- ✓ [*Supporting the Kindergarten Team Partnership*](#)
- ✓ [*Little Children, Big Learning*](#)
- ✓ [*Kindergarten A Unique Program A Unique Partnership*](#)
- ✓ [*Playing is Learning*](#)
- ✓ [*Learning in the Early Years - Professional Learning Resources for Educators*](#)
- ✓ [*Math Happens in Kindergarten*](#)
- ✓ [*Observation A Window Into Children's Thinking*](#)
- ✓ [*Learning in the Early Years: Exploring our Thinking*](#)
- ✓ [*Thinking it Through - Teaching and Learning in the Kindergarten Classroom*](#)

ETFO will continue to monitor the implementation of the CPL program for DECEs.

Members are advised to go to the CECE website, college-ece.ca.

For further information contact your local ETFO president or Professional Relations staff in PRS at 416-962-3836 or 1-888-838-3836.

MK:JS

