



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 (RECEs) reflect on, plan for and document their professional learning in a meaningful way. As registered members of the CECE, ETFO's 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 communicated its opposition to mandatory professional learning at an information session at the College in July 2013 and in a written submission to the Ministry of Education in August 2013. The Federation has not been provided with any subsequent opportunities to provide feedback on the program. ETFO's position is that professional learning should be voluntary and self-directed.

The College of Early Childhood Educators has a section on their website that outlines the CPL Program requirements. As of September 2016, DECEs will be required to complete the following CPL Program phases:

CPL Introductory Phase (First Year)

Expectations for Practice Module: the module is a video that informs members of their ethical and professional responsibilities as RECEs. It provides information about the *Early Childhood Educators Act, 2007* and related regulations and by-laws.

Members receive the link to the Expectations for Practice Module upon membership renewal when they are invited to participate in the CPL Program.

Portfolio Cycle (Second Year)

The two-year Portfolio Cycle begins when members plan their continuous learning by using the Self-Assessment Tool, the Professional Learning Plan 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 at this time?

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

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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 have participated in the CPL Program and met the requirements for the year. Members do not need to send portfolios to the College. The college recommends that copies of documents be kept for three portfolio cycles (six 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)?

Teachers are required under legislation like the DECEs 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 his or her 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.

Each year, in consultation with the principal, the teacher must review and update the ALP. Teachers must take into account their learning and growth over the year and the suggestions for growth in the summative report of their most recent performance appraisal.

In an evaluation year, the teacher and principal must review and update the teacher's ALP in a meeting as part of the performance appraisal process. Performance Appraisals are carried out on a five year cycle.

In a non-evaluation year, a meeting is not required unless the teacher or the principal requests it. The principal must sign the ALP each year.

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

- www.etfopley.ca
- Videos
- Conversation with Kimberly Bezaire about Learning in the Early Years
- Math Happens in Kindergarten
- Observation: A Window into Children's Thinking
- Classroom Tours
- Books
- Learning in the Early Years: Exploring our Thinking
- DVD's and Facilitators' Guides
- Conversations, Math, Observation
- 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, www.college-ece-ca

**For further information contact
your local ETFO president or
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