



School of **Early  
Childhood**



UNIVERSITY OF TORONTO  
OISE | ONTARIO INSTITUTE  
FOR STUDIES IN EDUCATION

A young child with dark hair, wearing a yellow protective smock, is focused on painting a red shape on a white canvas. The child's smock is splattered with various colors of paint. The background is softly blurred, showing what appears to be an art studio or classroom setting.

Children deserve  
the best start in life

Thursday, June 12<sup>th</sup>, 2014

George Brown College, Waterfront Campus, 51 Dockside Drive, Toronto

ELEVENTH ANNUAL

Summer Institute on Early Childhood Development

Investing in the  
Early Childhood Workforce

# INVESTING IN THE EARLY CHILDHOOD WORKFORCE

## About the Institute

The early childhood workforce has long been identified as central to the delivery of high quality early childhood education. Despite continuing workforce issues including access to professional development opportunities, gaps in skills and competencies, and ongoing challenges regarding wages, benefits, and retention, the changing landscape in Ontario's early years sector presents the workforce with both new opportunities and challenges.

The 11th Annual Summer Institute on Early Child Development examines the early childhood workforce - locally and internationally. This year's institute explores the new skills and knowledge early childhood educators need to bring to early learning and family support programs.

## OVERVIEW OF THE PROGRAM

8:30 a.m. **Registration & Refreshments**  
(Waterfront Lobby)

9:15 a.m. **Welcome and Introduction**  
*Eugene Harrigan, Vice President, Corporate Services, George Brown College*

9:30 a.m. **Award Presentation**  
*Patricia Chorney Rubin, Director, Community Services & Early Childhood, George Brown College*

### **AECEO ECE Award Recipient**

The Association for Early Childhood Educators Ontario (AECEO) has represented Early Childhood Educators for over 60 years advocating for the professional recognition and working conditions that support healthy child development. Join us in recognizing the contribution of the AECEO to the professional status of early childhood educators.

9:45 a.m. **Keynote: What makes a High Quality Early Childhood Workforce?**  
*Jan Peeters, Coordinator of the Centre for Innovation in the Early Years of the Department of Social Welfare Studies, Ghent University (Belgium)*  
Dr. Peeters is an international expert on workforce preparation and inclusion in the early childhood workforce.

The early childhood workforce is being called upon to adapt to new delivery systems as they support children and families with diverse needs navigate unprecedented socio-economic changes. These external developments require an innovative, more sophisticated workforce. Dr. Peeters discusses the preparation and character required for the new Early Childhood Educator and approaches that can assist the profession to rise to the challenges and opportunities.

10:15 a.m. **Early Childhood Workforce Development in Canada**

Trends in ECE Preparation and Supports across Canada  
*Jane Bertrand, Program Director, The Margaret and Wallace McCain Family Foundation*

Strategies to Advocate for a Professionally Recognized Workforce  
*Jamie Kass, National Childcare Coordinator, Canadian Union of Postal Workers*

Responding to the New Service Delivery Environment  
*Elaine Baxter-Trahair, General Manager, Toronto Children's Services*

*Moderator: Kerry McCuaig, Fellow Early Childhood Policy, Atkinson Centre, OISE/University of Toronto*

11:00 a.m. **Break**

11:15 a.m. **Morning Workshops: Research to Inform Practice**  
(Please select a session from page 3)

12:45 p.m. **Lunch**

1:45 p.m. **Keynote: Leadership on the Line: How to Shine in Challenging Situations**  
*Jim Grieve, Assistant Deputy Minister, Early Learning Division, Ministry of Education*

Jim Grieve, Assistant Deputy Minister of early years for the Ministry of Education, tackles the most contentious issues facing early years leaders. The session will offer practical strategies and solutions based on international research and Jim's own leadership experience. The new provincial pedagogy *How Does Learning Happen* will also be highlighted. Through pre-surveying, Jim will identify and address specific leadership challenges of interest and concern to the audience during this highly interactive and informative session.

2:30 p.m. **Roundtables: New Policy Directions in Ontario**  
(Please select a session from page 4)

3:30 p.m. **Closing Remarks: Professional Recognition for Professional Work**  
*Colette Murphy, Executive Director, Atkinson Charitable Foundation*

# MORNING WORKSHOPS

(Please select one on your registration form)

## 1. **Voices from the Field: Full Day Kindergarten Teaching Teams Share Their Wisdom**

This study examines the perspectives of RECE/OCT teaching teams in Full-Day Kindergarten who are making this professional partnership work. Survey and interview results highlight the complexity of the new teaching model and identify conditions that support inter-professional team building and effective team teaching in school settings. Participants will be invited to explore the implications of the study including structural and interpersonal factors that support professional collaboration, professional learning and advocacy.

**KIMBERLY BEZAIRE** Professor, School of Early Childhood, George Brown College

**MONICA MCGLYNN-STEWART** Professor, School of Early Childhood, George Brown College

## 2. **Leadership, Professionalism and Public Recognition**

The process of professionalization can be viewed as a self-actualization journey of leadership. In order to be viewed as professionals we need to first see ourselves as having professional status. The role of the College of Early Childhood Educators is to promote public trust and accountability. Please join in a guided discussion on the relationship between professional identity, the regulatory body, and the catalytic nature of leadership in pursuit of quality outcomes.

**SUE CORKE** Registrar and CEO, College of Early Childhood Educators

**ELAINE WINICK** Professor, School of Early Childhood, George Brown College

## 3. **Schools at the Centre: An Evaluation of the Impact of Full Day Kindergarten on Education and Care Systems, Educators and Families**

The study analyzes data related to program access, affordability and workforce developments in Ontario between 2010 - 2014. The study includes surveys of educators documenting the nature and status of working relationships, interviews with administrators, and parent surveys assessing potential changes to parent workforce behaviour and family stress. Findings to date have implications for policy makers, administrators and postsecondary educator training.

**EMIS AKBARI** Post Doctoral Fellow, Atkinson Centre, OISE/University of Toronto

**ROMONA GANANATHAN** PhD Candidate, OISE/University of Toronto

**ZEENAT JANMOHAMED** Visiting Scholar, Atkinson Centre, OISE/University of Toronto

## 4. **Assessing Child Care Centre Quality to Drive Quality Improvement and Accountability in ECEC Programs**

This study tests the validity of the Operating Criteria as a measure of quality as well as the City's process for collecting quality ratings. Research, implementation and policy issues will be discussed.

**ANNE HEPDITCH** Quality Assurance Consultant, Toronto Children's Services

**MICHAL PERLMAN** Associate Professor, OISE/University of Toronto

## 5. **Science of Early Child Development**

The Science of Early Child Development (SECD) initiative includes online, video-rich resources and courses that present current research on early development, health and well-being. Topics include: social determinants of health, self-regulation, population health, and early literacy and numeracy. In this session, we will demonstrate some of the ways SECD is used for ECE post-secondary education and professional development, in Canada and around the world. We will also show examples of filming done around the world and review the results of student surveys on SECD use.

**MIA ELFENBAUM** Project Lead, The Science of Early Child Development, School of Health Sciences and Community Services, Red River College

**SHELLY MEHTA** Professor, School of Early Childhood, George Brown College

## 6. **Changing the Educational and Professional Development Requirements of Early Childhood Educators: How did Five OECD Jurisdictions Engage in this Policy-Changing Work?**

There are many elements in policy-changing work: initiating the process, determining who is to be involved in policy development and in what capacity; gathering information; policy design, and moving from recommendations to action. This workshop, based on key informant interviews and emerging literature, will examine the presence or absence of these steps in five jurisdictions—Prince Edward Island, Ontario, Australia, New Zealand and England—that designed and introduced strategies to increase their ECEC workforce's required levels of education and/or professional development. The workshop will then explore what can be learned as we engage in policy-changing work to address Ontario ECEC workforce issues.

**RACHEL LANGFORD** Director, School of Early Childhood Studies, Ryerson University

# AFTERNOON ROUNDTABLES

(Please select one on your registration form)

This is your opportunity to shape the direction of early childhood education in Ontario. These facilitated roundtables will capture participant input into a discussion paper to circulate for feedback and submission to policy makers.

## 1. Pre-Service Training

Are post-secondary institutions keeping pace with the new demands placed on graduates? What is the right kind of training and how much training is enough?

**DEBRA HARWOOD** Associate Professor, Faculty of Education, Brock University

**PATRICIA CHORNEY RUBIN** Director, Community Services & Early Childhood, George Brown College

**MARY-LOUISE VANDERLEE** Associate Professor, Faculty of Education, Brock University

## 2. Professional Pay for a Professional Workforce

Public funding is allocated to early years services in a variety of ways, via the space, the child and/or the staff. What works best? Who should pay early childhood educators and how?

**JAMIE KASS** National Childcare Coordinator, Canadian Union of Postal Workers

**RACHEL LANGFORD** Director, School of Early Childhood Studies, Ryerson University

**EDUARDA SOUSA** Executive Director, AECEO

## 3. Professional Learning

Early childhood educators value lifelong learning. As professionals, they are expected to engage in continuous professional learning. Who should provide professional learning? How can the sector address issues of access to professional learning?

**MELANIE DIXON** Director of Professional Practice, College of Early Childhood Educators

**PHYLLIS HESSION-WHITE** Professional Relation Services, Executive Assistant, ETFO

## 4. How Does Learning Happen? Ontario's Pedagogy for the Early Years

*How Does Learning Happen?* is Ontario's newly released pedagogy for the early years. It is a professional learning resource developed to support Ontario's renewed vision for the early years. How does this resource help inform and transform practices in early years settings?

**LYNNE BESNER** Program Policy Analyst, Ministry of Education, Early Years Division

**KIMBERLY BEZAIRE** Professor, School of Early Childhood, George Brown College

**NELSON HILLIER** Manager, School of Early Childhood, George Brown College

**PALMINA IOANNONE** Professor, School of Early Childhood, George Brown College and Executive Director, Atkinson Centre, OISE/University of Toronto

Join us to recognize the  
contribution of the Association  
of Early Childhood Educators  
Ontario (AECEO) to the  
professional status of Early  
Childhood Educators.



# POST-INSTITUTE SEMINAR

**The Atkinson Centre for Society and Child Development**

**Presents**

***The Science of Early Child Development Initiative***



**A Full Day Seminar for early childhood instructors, program supervisors  
and early childhood educators**

Understanding that there is 15 year gap between research and practice, the Early Childhood Education team at Red River College partnered with the Atkinson Centre at the University of Toronto to develop an online resource to deliver child development concepts **and** the latest research in an expedient and interactive way. The ***Science of Early Child Development*** is the result of this effort, a living textbook.

***The Science of Early Child Development*** initiative is an innovative online resource that educators, students and professionals use to increase their understanding of the importance of the first years of life. This multimedia e-learning tool includes videos, interactive elements, games, and content that make learning come alive. Hundreds of high quality captioned videos of children and practitioners, interviews with researchers, and international program examples provide an engaging and enriching educational experience to any sector concerned with health and education. Understanding the long reach of early childhood helps us improve outcomes for children and create a better future for everyone.

This session will take place in a computer lab so that you can start exploring The Science of Early Child Development resource. Whether you do pre-service training or work directly with children and families, you will come away inspired and full of ideas to enhance your work.

**Facilitators:** **Deb Campbell**, Research Faculty, The Science of Early Child Development, School of Health Sciences and Community Services, Red River College; **Mia Elfenbaum**, Project Lead, The Science of Early Child Development, School of Health Sciences and Community Services, Red River College; and **Palmina Ioannone**, Professor, School of Early Childhood, George Brown College and Executive Director, Atkinson Centre, OISE/University of Toronto.

**Friday, June 13, 2014**

**9:00 – 2:00**

**George Brown College, Ryerson Campus**

**99 Gerrard Street East**

**6<sup>th</sup> Floor computer lab**

Space is limited

**Registration fee:** \$60

**Includes:** lunch and an individual **ONE-YEAR license** so you can continue to explore and benefit from the Science of Early Child Development material.

For more information: [www.scienceofecd.com](http://www.scienceofecd.com)

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## Investing in the Early Childhood Workforce

Thursday, June 12, 2014

8:30 a.m. to 4 p.m.

George Brown College  
Waterfront Campus  
51 Dockside Drive  
Toronto

Please complete and submit the form below by mail or fax. \*Required fields.

\*Name: \_\_\_\_\_ Title: \_\_\_\_\_

\*Organization: \_\_\_\_\_

\*Address: \_\_\_\_\_

\*City: \_\_\_\_\_ Province: \_\_\_\_\_ \*Postal Code: \_\_\_\_\_

\*Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ \*Email: \_\_\_\_\_

### \*Session Choices (please circle your first and second choice)

Morning Workshop First Choice 1 2 3 4 5 6 Second Choice 1 2 3 4 5 6

Afternoon Roundtable First Choice 1 2 3 4 Second Choice 1 2 3 4

**Registration Fees**  Special Student Rate: \$55  Full Conference: \$150

**Post – Institute Seminar Friday, June 13th Science of ECD: \$60**

Please make your cheque payable to George Brown College. The HST Registration Number is 108082868RTR0001.

Notes: The fees do not include overnight accommodations or travel. Advance payment is required to register. **Space is limited.**

\*Total Remittance: \$ \_\_\_\_\_

### \*Method of Payment (please check)

Please print clearly. Make cheques payable to George Brown College.

Visa  Mastercard  Cheque  Money Order  Please invoice me

Name of Cardholder: \_\_\_\_\_ Authorized Signature: \_\_\_\_\_

If you are paying by credit card we will call you for card details

Fax in your completed registration form to 416.415.2565, or mail to:

Kathleen Alexander, George Brown School of Early Childhood, Ryerson Campus, P.O. Box 1015, Station B, Toronto, ON M5T 2T9

Please identify any required disability-related accommodations. Every attempt will be made to fulfill your request.

- |  |   |
|--|---|
| <input type="checkbox"/> Sign Language Interpreter | <input type="checkbox"/> Braille                    |
| <input type="checkbox"/> Computerized Note taker   | <input type="checkbox"/> Large Print                |
| <input type="checkbox"/> Real-Time Captionist      | <input type="checkbox"/> Assistive Listening Device |
| <input type="checkbox"/> Intervenor                | <input type="checkbox"/> Captioned Media            |

Food Allergies:

Other (e.g. scribe, accessible parking):

### General Inquiries:

For further information about this program, please contact:

**George Brown School of Early Childhood, George Brown College  
Ryerson Campus**

P.O. Box 1015, Station B, Toronto, ON M5T 2T9

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