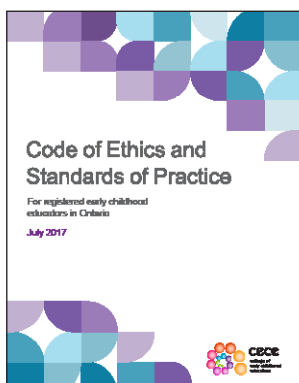


Employer Bulletin

Release of New Code of Ethics and Standards of Practice

In June 2017, all members of the College will receive a copy of the new *Code of Ethics and Standards of Practice*. The 2017 edition will replace the original version, published in 2011.

The Code of Ethics and the Standards of Practice communicate to RECEs and the public the scope and nature of the profession. The Code of Ethics sets out the ethical values that guide the professional practice of RECEs. The Standards of Practice outline the expectations regarding knowledge, skills and practice in six key areas. The four ethics and six professional standards are interconnected and, taken together, they support RECEs in using their professional judgement and making ethical decisions in their daily practice.



Highlights

The updated document reflects many significant changes the profession has undergone since 2011. It places greater emphasis on leadership, relationships, well-being, learning environments, current pedagogical approaches and the value of communication and collaboration. It also provides more clarity on use of the protected title, the duty to report and dual relationships, and addresses the use of technology.

The updated *Code of Ethics and Standards of Practice* is written as a practical guide to help RECEs understand the expectations for their professional knowledge and practice.

The titles and format for each of the six standards has changed. Each Standard of Practice now has three elements:

Principle – serves as an important summary of each standard and offers key highlights of the knowledge and practice sections from each standard

Knowledge – identifies the knowledge related to each standard that RECEs must have in order to practise the profession

Practice – the skills, actions and behaviours related to each standard that RECEs must demonstrate in order to practise the profession

Accountability

All RECEs are legally required to adhere to the *Code of Ethics and Standards of Practice*, regardless of their role or practice setting. If there is a conflict between the *Code of Ethics and Standards of Practice* and an RECE's work environment or the policies and procedures of their employer, they have an obligation to comply with the *Code of Ethics and Standards of Practice*. The College recommends employers review existing policies and procedures in light of this.

The Code and Standards, along with the Professional Misconduct Regulation, the Continuous Professional Learning Regulation and the *Early Childhood Educators Act, 2007*, serve as the basis upon which RECEs are held accountable for their practice and to the public. They may be used to determine and evaluate issues of professional conduct. Failing to maintain the standards of the profession is a defined act of professional misconduct under the Professional Misconduct Regulation.

Members must practise according to the new Code and Standards as of July 1, 2017.

New Poster for Employers

To increase awareness of the standards, the College is requesting that employers display the enclosed *Code of Ethics and Standards of Practice* (2017) poster in an area visible to families and staff. To avoid potential confusion, please dispose of posters that feature the 2011 version of the document.

Additional Resources

Numerous resources from the College illustrate the meaning and purpose of the *Code of Ethics and Standards of Practice*. They are also a source for reflection and dialogue about the practice of RECEs. Resources include professional advisories, practice guidelines, case studies, vignettes, reflection and discussion guides, webinars and video resources.

Employers can download the *Code of Ethics and Standards of Practice* (2017) and hard copies can be purchased for \$5 a copy. Go to **college-ece.ca/standards** for more information.

If you wish to update your contact information, please get in touch with us:

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Cette publication est aussi disponible sous le titre :
Bulletin de l'employeur – Juin 2017 : Volume 12