

CURRICULUM RESOURCE

Resources to Support Your Child Care Career

OALCF ALIGNMENT

Competency	Task Group	Level
Competency A - Find and Use Information	A1. Read continuous text	2
Competency A - Find and Use Information	A2. Interpret documents	2
Competency B - Communicate Ideas and Information	B2. Write continuous text	2
Competency B - Communicate Ideas and Information	B1. Interact with others	2
Competency E - Manage Learning	N/A	2

Goal Paths (check all that apply)

- ☒ Employment
 ☐ Postsecondary
- ☒ Apprenticeship
 ☐ Independence
- ☐ Secondary School Credit

Embedded Skills for Success (check all that apply)

- ☒ Adaptability
 ☒ Numeracy
- ☒ Collaboration
 ☒ Problem Solving
- ☒ Communication
 ☒ Reading
- ☒ Creativity and innovation
 ☒ Writing
- ☒ Digital

NOTES: This Level 2 resource is the fifth series introducing learners to a career in child care. This resource is designed for learners to work independently or with a tutor. It recaps some of the concepts introduced in the first four resources and then focuses on three important guiding organizations or resources used in child care: The College of Early Childhood Educators, the document Early Learning for Every Child Today (or ELECT), and the document How Does Learning Happen?

ACKNOWLEDGEMENTS

Project Host

Community Literacy of Ontario

Research & Writing

Summer Burton



This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario through the Canada-Ontario Job Fund Agreement.

Canada



Ontario



The opinions expressed in this report are the opinions of Community Literacy of Ontario and do not necessarily reflect those of our funders.



communityliteracyofontario.ca



(705) 733-2312



info@communityliteracyofontario.ca



@CommunityLiteracyOntario



@love4literacy



@love4literacy

Glossary of Terms

Before we begin, let's look at some documents and organizations that are important for people who work in child care. We will look at each of them in this resource.



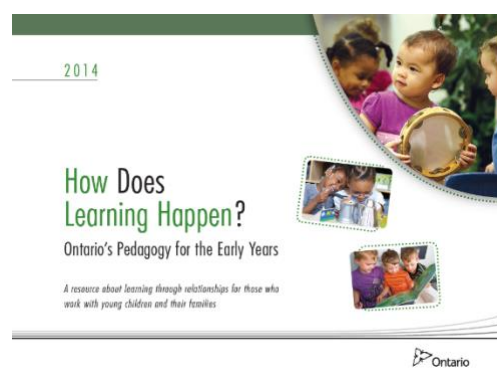
The College of Early Childhood Educators was created in 2009. It isn't actually a college. It's an organization that all Registered Early Childhood Educators (RECEs) must belong to. The job of the 'College' is to monitor RECEs in the work that they do and to help promote the profession of being an ECE.

Find them online at: <https://www.college-ece.ca/>

Early Learning for Every Child Today. This resource, originally developed in 2007 and updated in 2014, describes how young children learn and develop. It is used in all child care centres, regulated home child care settings, nursery schools, Kindergartens, and EarlyON Centres.

Find it online at:

<https://www.dufferincounty.ca/sites/default/files/rtb/Excerpts-from-Early-Learning-for-Every-Child-Today.pdf>



How Does Learning Happen? This resource, originally developed in 2014, describes how people who work with young children can encourage learning through relationships. It is used by all early learning programs including centre-based and home-based child care, child and family programs, and before and after school programs.

Find it online at: <https://files.ontario.ca/edu-how-does-learning-happen-en-2021-03-23.pdf>

Skills for Success

The **Skills for Success** are the nine skills that everyone needs to be successful in learning, work and life. They are:



- Adaptability
- Communication
- Collaboration
- Creativity and Innovation
- Digital Skills
- Numeracy
- Problem Solving
- Reading
- Writing

You can read more about each of the Skills for Success on this Government of Canada website: <https://www.canada.ca/en/services/jobs/training/initiatives/skills-success/understanding-individuals.html>

Are you familiar with all of these skills? If not, two resources in this series look at how each of the Skills for Success is used in our lives and how they are used in a child care setting. Both are called **Skills for Successfully Working in Child Care**.

The first looks at Adaptability, Communication, Collaboration, Creativity and Innovation. The second focuses on Digital Skills, Numeracy, Problem Solving, Reading, and Writing. They would be helpful to review before reading about the direction and support provided to child care centres and educators by:

- The College of Early Childhood Educators
- Early Learning for Every Child Today
- How Does Learning Happen

This is because you will be asked how the Skills for Success are related to the information you learn. If you have not seen these resources, please ask your teacher or tutor for a copy!

Working in Child Care

There are many different jobs you can do in child care. Some of the most well-known jobs include Registered Early Childhood Educators, Child Development Practitioners, Child Care Assistants, and home-based child care providers.

Registered Early Childhood Educator (RECE)

Registered Early Childhood Educators are the most recognized child care professionals. To become an ECE, many people will complete a two-year Early Childhood Education program at an Ontario college. When they have finished all of their classes and passed their tests, they receive a diploma in Early Childhood Education.

To become an RECE, educators must have a professional certification like an ECE diploma and also be active members of the College of Early Childhood Educators.

Child Development Practitioner

Child Development Practitioners learn their trade through an apprenticeship. This means they spend 80 to 85% of their time doing on-the-job training and the other 15 to 20% of their time in school. It is an excellent way to earn money while learning a trade!



When they have completed all of their training and passed their tests, they receive a Certificate of Apprenticeship. Many Child Development Practitioners then go on to earn an Early Childhood Education (ECE) diploma by completing a couple of additional college courses. This is called “bridging.”

To learn more about the entire process of becoming an Early Childhood Educator or Child Development Practitioner, ask your tutor or teacher for a copy of the first two resources in this series: **Your Path To a Job in Child Care 1 and 2!**

Child Care Assistant

Child Care Assistants do not have the same level of responsibility as Registered Early Childhood Educators or Child Development Practitioners. For example, they are not permitted to supervise children on their own and must work with an RECE at all times.

Most organizations are interested in hiring Child Care Assistants who want to work towards their professional certification in child care. Working as an assistant is a great way to prove what a good worker you are! Many people who sign an apprenticeship contract and begin training as a Child Development Practitioner start as Child Care Assistants.

Home-based child care provider

Home-based child care providers have to follow many rules intended to protect children. For example, they can only care for a small number of children at one time.



Unlike Registered Early Childhood Educators or Child Development Practitioners, home-based child care providers do not have to have a diploma, certificate of apprenticeship, or other professional certification. Those that do, however, can often earn more money than those that do not.

To qualify for most of these child care jobs you will need:

- a high school diploma or equivalent
- a record of your immunizations
- a negative tuberculosis (TB) test
- a standard first aid certificate with child and infant CPR
- a police check with a Vulnerable Sector Screening

Question: Do you have all of these things? If not, what are you missing?

The College of Early Childhood Educators

The first resource we will learn about is the **College of Early Childhood Educators (CECE)**. You can visit their website using this link: <https://www.college-ece.ca/>

To use the title “Early Childhood Educator,” child care professionals **must** register with the College of Early Childhood Educators (CECE). Remember, “Early Childhood Educator” is the most recognized professional title for someone working in child care. Unless you are a child care professional registered with the CECE, you are not allowed to use that title on your resume, LinkedIn profile, or when you are applying for jobs.

Tip: That is one of the reasons some Child Development Practitioner apprentices attend a bridging program to earn their Early Childhood Education diploma.

The College of Early Childhood Educators (CECE) oversees all of Ontario’s Registered Early Childhood Educators (RECEs). They make sure that child care professionals:

- have the training needed to do their jobs well
- are qualified to provide child care
- follow child care rules and guidelines
- keep the children in their care safe
- continue learning throughout their careers
- stay up-to-date on changes happening in the child care system

If an employer or family believes that a child care provider isn’t following these rules and guidelines, they can complain to the College of Early Childhood Educators. The CECE will investigate, and if they find the child care provider has broken those rules (especially if it puts the children in their care in danger) the CECE can remove that person’s professional certification.

The College of Early Childhood Educators also helps families understand the importance of high-quality child care. Look at the two posters created by the CECE on the next two pages to see how they talk about child care when talking to the public. Then, answer the questions that appear after the two posters.



For more information on the practice of early childhood education, check out the *Code of Ethics and Standards of Practice* at: college-ece.ca/standards.

Did you know that early childhood education is a regulated profession?

Registered early childhood educators (RECEs):

- ▶ Are held accountable by the College of Early Childhood Educators
- ▶ Demonstrate leadership and act with integrity in their workplace and the community
- ▶ Are required to follow ethical and professional standards
- ▶ Must engage in continuous professional learning



What do RECES do?



Design curriculum for child-centered, play-based learning



Support children's learning and development by responding to their unique needs and interests



Build caring relations with families, children and communities



Create safe, healthy and inclusive early learning environments



What do you know about your child's registered early childhood educator?

A registered early childhood educator (RECE) is a member of the College of Early Childhood Educators. RECEs are trained, qualified and accountable.

An RECE:

- Understands child development
- Attends to children's identified needs, interests and stages of development
- Plans programs for learning through play
- Maintains safe, healthy and stimulating environments
- Communicates regularly with parents

Online Public Register

You can look up the professionals working with your child on the College's online public register of members. Go to college-ece.ca.

Ethical and Professional Standards

You can read the *Code of Ethics and Standards of Practice*, which defines the professional skills, knowledge, practice and values expected of RECEs. It is available at college-ece.ca/resources.

Continuous Professional Learning

Did you know that continuous professional learning is an ethical and professional responsibility of RECEs? Learn more at college-ece.ca.

Have a concern?

RECEs are responsible for their practice, decision-making and behaviour. If you have a concern about an RECE's practice, you can contact the College.



Contact Us:
416 961-8558
1 888 961-8558
info@college-ece.ca
college-ece.ca



cece
college of
early childhood
educators

Check Your Learning

1. What is the most recognized professional title for someone working in child care?

2. What is the name of the apprenticeship that can help you train for a career in child care?

3. Fill in the blanks: The College of Early Childhood Educators (CECE) makes sure that child care professionals:

- have the _____ needed to do their jobs well
- are _____ to provide child care
- _____ child care _____ and guidelines
- keep the children in their care _____
- continue _____ throughout their careers
- stay up-to-date on _____ happening in the child care system



4a. If an employer or family believes that a child care provider isn't following these rules and guidelines, what can they do?

4b. True or False: The CECE will investigate. If they find the child care provider has broken those rules, the child care provider won't face any consequences.

☐ True

☐ False

5. Fill in these blanks from the poster "Did you know early childhood education is a regulated profession?"

Registered Early Childhood Educators (RECEs):

- demonstrate _____ and act with _____ in their workplace and the community
- are required to follow _____ and professional standards

6. According to the same poster, RECEs "build caring relations with families, children, and communities." Which of the Skills for Success is this connected to?

7. According to the poster "What do you know about your child's early childhood educator?" an RECE communicates regularly with parents. Which of the Skills for Success is this connected to?

8. True or False: There is an online public register where families can look up the Early Childhood Educator who is caring for their children.

☐ True

☐ False

9. Put a checkmark next to the correct statement:

☐ Continuous professional learning is an option for RECEs interested in furthering their careers.

☐ Continuous professional learning is an ethical and professional responsibility of RECEs.



Share your answers with a tutor, teacher, or classmate.



The Six Principles of ELECT

Now let's look at **Early Learning for Every Child Today** (which we also call **ELECT**). ELECT shares six principles that are used in early years settings. All licenced child care centres, EarlyON programs, and elementary schools must follow these principles.

Note: If you decide to enroll in an Early Childhood Education diploma program at an Ontario college, the six ELECT principles will be part of your coursework. They will also be part of what guides the work you do if you apprentice as a Child Development Practitioner.



The **Six Principles of ELECT** are:

Principle 1: “Positive experiences in early childhood set the foundation for lifelong learning, behaviour, health, and well-being.”



What does it mean? The things children experience when they are young, particularly between the ages of birth and six years old, have a big impact on their lives.

Children who experience good things when they are very young are more likely to grow into happy and successful adults. They learn how to handle emotions in a positive way, how to get along with other people, how to communicate, and how to learn.

Why does it matter? Child care and early learning programs can help make sure children have good experiences during this important stage of their lives.

Principle 2: “Partnerships with families and communities are essential.”

What does it mean? No matter how educated child care providers are, families know their kids best. Families are the first and most important teachers in a child's life.

Children can be influenced by their parents and caregivers but also by the environment around them. This includes their neighbourhood, the resources they have access to (like libraries and parks), and their religious community.

Why does it matter? Child care professionals and teachers can use what they know about a child's family and community to make learning relevant, fun, and effective for children.

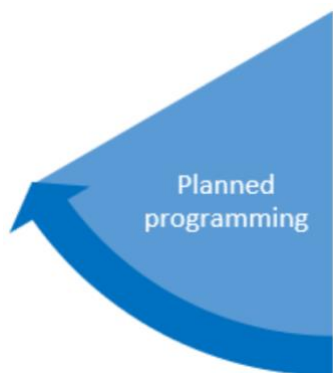
Principle 3: “Respect for diversity, equity, and inclusion is vital.”

What does it mean? Young children with different abilities, challenges, resources, and cultural backgrounds come together in early childhood settings. Everyone must be made to feel welcome.

Children and their families may have different appearances, ages, cultures, ethnicities, races, languages, genders, sexual orientations, religions, and abilities. In early years settings, children are taught to value and respect each other's differences.

Why does it matter? Child care providers know that children thrive when their differences are accepted and respected. They make sure that children of different backgrounds and abilities are fully included and feel that they belong.

Principle 4: “An intentional, planned program supports learning.”



What does it mean? Good quality child care doesn’t happen by accident. Child care programs are very structured and are designed to support children’s development, help them feel included, and promote health and well-being.

Through lesson plans and learning activities, child care programs are very educational. They teach early language and thinking skills, physical skills, literacy, and numeracy.

Why does it matter? Child care professionals understand the different skills children can learn at each age. They use a variety of methods to teach, intentionally designing activities that help children learn naturally.

Principle 5: “Play and inquiry are learning approaches that capitalize on children’s natural curiosity and exuberance.”



What does it mean? Play is how children make sense of the world. Think of how children draw their families in art, play “make-believe” with their friends, or copy the behaviour of people who are important in their lives.

Play is the most important method of learning for young children. It helps them practice their skills and realize that it’s okay to try something and not succeed the first time.

Why does it matter? Early childhood educators know that play isn’t a waste of time – it’s the perfect way for children to learn. They pay attention to what children are interested in and create play-based learning experiences based on their interests.

Principle 6: “Knowledgeable, responsive, and reflective educators are essential.”



What does it mean? Children are always learning, and child care professionals are learning too.

In addition to their formal education, they learn from what children respond well to, how quickly they pick up certain skills, and what impact the child’s family and community have on the way they see the world.

Why does it matter? Educators participate as “play partners” with children so they can see things from the child’s point of view. To reinforce what they learn, professional educators also practice ‘reflective journaling’. This means that they write about their own reaction to what a child has experienced and try to understand how the child and their family are involved in the world around them.

You can read more excerpts from ELECT by visiting this website:

<https://www.dufferincounty.ca/sites/default/files/rtb/Excerpts-from-Early-Learning-for-Every-Child-Today.pdf>



Check Your Learning

1. ELECT is an acronym. That means every letter represents the first letter of another word. What are the words in ELECT?

E_____ L_____ for E_____ C_____ T_____

2. What are the Six Principles of ELECT?

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

3. True or False: Children who experience good things when they are very young are more likely to grow into happy and successful adults. They learn how to handle emotions in a positive way, how to get along with other people, how to communicate, and how to learn.

☐ True

☐ False

4. Who are the first and most important teachers in a child's life? _____

5. Fill in the blanks: Children and their families may have different _____, ages, _____, ethnicities, _____, languages, _____, sexual orientations, _____, and abilities.

6. Which of the six principles does this statement refer to?

“Child care professionals understand the different skills children can learn at each age. They use a variety of methods to teach, intentionally designing activities that help children learn naturally.”

7. What is the most important method of learning for young children? _____

8. Which of the Skills for Success is this connected to? _____

9. Professional educators write about their reactions to what a child has experienced and try to understand how the child and their family are involved in the world around them. What is this called?

10. Which of the Skills for Success is this (referring to #9 above) connected to?



Share your answers with a tutor, teacher, or classmate.

The Four Foundations of Learning

Next, we will look at **How Does Learning Happen?** This document tells us that there are four things children need to learn and grow. They are important for a child's development, no matter:

- how old a child is
- their abilities or disabilities
- the language they speak
- their culture or family background



In child care, they are called the **four foundations**. Educators think about each of the four foundations when designing programs and activities. Including them helps children learn and develop new skills. The four foundations are shown in the circle above.

What do you think **belonging** is? How would you describe it?

What do you think **engagement** refers to?

What do you think **well-being** is? Can you give an example?

What do you think of when you hear the word **expression**?

The first foundation is **Belonging**. Children feel a sense of belonging when they:

- have healthy relationships with other people
- can share their thoughts and ideas
- feel like they are important to other people
- recognize they are part of a community
- feel connected to nature and the world around them

Have you felt a sense of **belonging** before? If so, where (or with whom) have you felt like you belonged?



Share your answers with a tutor, teacher, or classmate.

Child care professionals help children feel a sense of **belonging** by:

- showing children they care about their health and happiness by responding to their needs
- telling children they are an important part of the child care centre or classroom
- listening to children when they speak
- reading stories that reflect the cultures and experiences of children in their care
- working with families to include their beliefs and wishes in the child care environment

The next foundation is **Well-being**. Children's well-being is based on their:

- physical health
- mental wellness
- beliefs about themselves and their value
- understanding of what is good for them and what is not
- ability to control their behaviours and actions

Is there a time in your life when you felt a sense of **well-being**? If so, how did you feel, and what made you feel that way?



Share your answers with a tutor, teacher, or classmate.

Child care professionals help children develop **well-being** by:

- creating opportunities for children to run, jump, climb, and play
- talking about the importance of eating healthy foods
- taking children into natural environments
- telling children they are important and valued
- teaching children self-control

The next foundation is **Engagement**. Children are engaged when they are:

- actively involved in an activity
- interested in what they are doing or learning
- focused on the task at hand
- curious about the world around them
- given the freedom to explore and figure things out

Describe a time when you felt **engaged** in something. What were you involved and interested in?



Share your answers with a tutor, teacher, or classmate.

Child care professionals help **engage** children in learning by:

- letting children choose between activities to do instead of telling them what they have to do
- building learning activities based on the interests of the children in their care
- encouraging children to ask questions
- giving children many different ways to accomplish a task
- asking children to talk about things they are excited about

The final foundation is **Expression**. Children need to feel they can express themselves in a variety of ways, including:

- body movements
- facial expressions
- verbal communication, sometimes with words and sometimes by making other kinds of sounds, or by crying
- creative means, like drawing, painting, dancing, or putting on skits
- telling stories, and as their skills develop, through writing as well

Note: children recognizing how other people express themselves is an important part of this foundation too.

Describe a time when you **expressed** yourself. How did you express what you were thinking or feeling?



Share your answers with a tutor, teacher, or classmate.

Child care professionals encourage children to **express** themselves by:

- watching babies carefully and responding to their cues (feeding them when they are hungry, changing soiled diapers, comforting them when they are sad or scared)
- setting up activity stations with paints, crayons, chalk, markers, and other art supplies
- encouraging make-believe, dress-up, and role-playing games
- singing songs and acting out scenes with children
- asking children to explain what they think and how they feel

Several of the Skills for Success are connected to the four foundations. For example, when children share their thoughts and ideas (part of the foundation of **Belonging**), they are practicing **Communication**.

What other connection can you find? Give an example from one of the four foundations and share which of the Skills for Success it is connected to.



Share your answers with a tutor, teacher, or classmate.

If you would like to learn more about the information in How Does Learning Happen? you can read the full document using this link: <https://files.ontario.ca/edu-how-does-learning-happen-en-2021-03-23.pdf>



Conclusion

In this resource, you reviewed the nine Skills for Success and four different roles in child care. You also learned about three things that guide the work child care professionals do:

- ✓ The **College of Early Childhood Educators (CECE)**
- ✓ The six principles of **Early Learning for Every Child Today (ELECT)**
- ✓ The four foundations of **How Does Learning Happen?**

Reflect: Now that you have read more about the guidelines and structure of working in child care, is it something you want to do?

☐ Yes

☐ No

☐ Maybe

If you said **no**, what made you decide this wasn't the job for you?

If you said **maybe**, what more do you need to know to decide?

If you said **yes**, what will your next step towards this career be?

This resource is the last in a series that can help prepare you to begin a career in child care. Have you completed the others? They are:

1. Your Path To a Job in Child Care 1
2. Your Path To a Job in Child Care 2
3. Skills for Successfully Working in Child Care 1
4. Skills for Successfully Working in Child Care 2

Be sure to ask your teacher or tutor for a copy of these resources if you haven't seen them yet!

