

Employer Bulletin

Practice Guideline: Supporting Positive Interactions with Children

About practice guidelines

Practice guidelines communicate certain expectations of registered early childhood educators (RECEs) as outlined in the *Code of Ethics and Standards of Practice*. Guidelines also highlight how those expectations may be applied in practice. They are based on recommended practices and provide opportunities for self-reflection and professional learning. The *Code of Ethics and Standards of Practice*, current evidence-based research and related legislation should be consulted when considering practice guidelines. Practice guidelines support the College's role to promote high standards and govern the conduct of RECEs. Guidelines are not enacted by legislation.

This bulletin provides employers with an overview of the *Practice Guideline: Supporting Positive Interactions with Children* for RECEs. It communicates what employers should know, how they can support RECEs and how this guideline could be used in the work place.

Responsibilities of RECEs

The College of Early Childhood Educators published *Practice Guideline: Supporting Positive Interactions with Children* in March 2016. It helps RECEs understand their ethical and professional responsibility to support positive interactions with children. The guideline highlights how RECEs can better support positive interactions with children by:

- Nurturing responsive relationships
- Forming positive perspectives
- Promoting the development of self-regulation
- Developing strategies
- Reflecting on professional practice.

It is essential that RECEs access current research and adhere to related legislation and incorporate this information into how they engage with children.

What should employers know?

- Employers should be aware that current research and changes in the early learning and child care sector have led to a reframing of the definition of behaviour guidance. RECEs must develop responsive relationships, support children's internal capacity to self-regulate and engage in positive interactions, rather than just manage or direct behaviour.
- Employers should be aware of the legislation that communicates both positive and unacceptable practices with regard to RECE interactions such as:
 - By-law 21: *Code of Ethics and Standards of Practice* and the Professional Misconduct Regulation under the *Early Childhood Educators Act, 2007*
 - *Child and Family Services Act, 1990* and the College's *Professional Advisory: Duty to Report*
 - Regulations under the *Child Care and Early Years Act, 2014* that require adherence to *How Does Learning Happen?* and indicate certain prohibited practices.
- Employers should be aware of the many internal and external factors that contribute to how RECEs decide to interact with children and respond to their behaviour. There are often competing interests in the decision-making process such as:
 - Professional experiences and education
 - Employer policies
 - Family requests
 - Workplace cultures and conditions
 - Personal and cultural beliefs or practices
 - Personal coping strategies.
- Employers should also know that RECEs are competent, capable and resourceful professionals who are ready to support the development of children.

How can employers support RECEs?

Employers are in a leadership role and strongly positioned to offer support, guidance and resources to RECEs. Educators need to know they are not alone and they need role models. They need to communicate and collaborate with families, colleagues, employers and community resource persons in order to develop helpful strategies for their professional practice.

How can employers use this practice guideline?

The practice guideline provides links to research areas, encourages discussion with colleagues and provides a short list of relevant legislation and additional resources.

Employers can use this guideline to:

- Support professional learning experiences for staff
- Spark discussion and creative problem-solving at staff meetings
- Support performance review questions and self-reflection
- Guide collaborative policy development with staff.

Where can employers get more information?

The *Practice Guideline: Supporting Positive Interactions with Children* is available on the College's website, college-ece.ca/resources.

For additional information, please contact the College by e-mail at practice@college-ece.ca or call 1 888 961-8558 ext. 803.

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