

# Continuous Professional Learning Program Factsheet



The [Continuous Professional Learning \(CPL\) Program](#) is an ongoing professional learning program for RECEs that is grounded in self-reflection, self-directed learning and the *Code of Ethics and Standards of Practice*.

The CPL Program was developed to complement and formalize the ongoing professional learning many RECEs do every day.

It also communicates to families, colleagues and the public that RECEs are members of a distinct profession that demonstrates accountability, maintains public trust, remains current in practice and values ongoing professional learning.

Here are some facts about the CPL Program.

## Fact 1: Participating in the CPL Program is mandatory

All RECEs, regardless of their role or the setting in which they practise, have a professional responsibility to [complete their CPL Program requirements each year](#). This professional responsibility is a requirement to maintain registration with the College and continue practising as an early childhood educator in Ontario.

All members are accountable to uphold the [Code of Ethics and Standards of Practice](#) and need to remain current in their field.

## Fact 2: The CPL Program contributes to your professional growth and benefits the profession overall

Participation in ongoing learning:

- Demonstrates your professionalism and leadership in early childhood education;
- Supports your ethical and professional responsibility to enhance knowledge about current research and practice, and develop your competencies;
- Builds your confidence, competence and capacity to practise in the best interest of all children and families; and
- Promotes a culture of growth and advancement within the profession.

## Fact 3: The CPL Program is self-directed and flexible ongoing learning

You get to decide what your annual CPL Portfolio learning goal related to your ethical and professional responsibilities will be, and you choose the activities or experiences to support you toward your goal.

You are not required to complete a specific number of learning hours or activities. The choice and number of activities is up to you.

Does your employer offer professional development activities and experiences? This learning could be considered for your CPL Portfolio goal and plan if it's related to your practice as an RECE.

## **Fact 4: Participation in the CPL Program can be completed at no cost to the RECE**

Both educational requirements, the [Expectations for Practice Module](#) and the [Sexual Abuse Prevention Program](#) are available via My College Account at no cost.

For the annual [CPL Portfolio Cycle](#) there are an abundance of learning activities/experiences you might want to consider that have no cost.

Here are a few examples:

- Engaging (independently or with colleagues) with any of the [College's resources for members](#) (i.e., Practice Guidelines, Practice Notes, case studies, webinars, YouTube channel, etc.)
- Communities of practice
- Webinars, podcasts, documentaries
- Reading and reflecting on sector-related books, blogs or articles
- Mentorship

For more examples of CPL Portfolio activities, click [here](#).

While there are costs associated with some learning opportunities, such as conferences, courses and workshops, you decide the types of learning activities to engage in. You are not required to choose options with a cost.

## **Fact 5: You are required to keep copies of your CPL documents for two membership years**

When renewing your membership every year, you confirm whether you have completed the CPL Program requirements for the past membership year. **Keep your completed CPL Portfolio(s) and documentation for at least two membership years.**

The College conducts regular reviews of members' CPL progress and completion through the audit process. The audit process also helps the College understand where or how the College can better support members in their CPL journey. If you are selected for an audit, the College will ask you to send your CPL documents to us for review.

## **Fact 6: Establishing and implementing the CPL Program for the ongoing education of members is one of the roles of the College**

The College's role and responsibilities are set out in the *Early Childhood Educators Act, 2007*. This includes providing for the ongoing learning of members through the Continuous Professional Learning Program.