

PROFESSIONAL AND PEER DEVELOPMENT POLICY AND PROCEDURES

Government Policy

Educators must engage in professional/peer development annually. It's a Child's World, FDH Agency must provide at least six agency professional/peer development in-services each year.

Agency Professional Development Standards

Day home educators are required to complete 12 hours of professional development each year. These hours can be fulfilled through government-approved agencies or community professional development opportunities. If a day home educator does not meet these requirements and has not made alternative arrangements with the agency, they will be considered non-compliant in the agency assessment/action plan.

Professional Development Ideas

- Environmental /Safety Regulations
- Sleeping and Sudden Infant Death Syndrome (SIDS)
- Child Development and Programming
- Child Abuse and Neglect
- Child Guidance
- Family violence and its impact on children
- Inclusive Child Care
- Diversity and Indigenous Training
- Building Relationships with Parents and Community
- Ethics and Professionalism
- Literacy and Numeracy
- Physical Literacy
- Outdoor Play
- Loose Parts
- Early Learning Child Care Curriculum FLIGHT (ARCQE /MacEwan)
- ARCQE –Supporting Curriculum Practice/ Leading Through a Pedagogical Lens
- Nutrition and Healthy Eating Choices (Nourishing Beginnings)
- Brain Story and Theory to Practice

Peer Development

The agency will provide opportunities for day home educators to connect, communicate, and support each other in a social environment to enhance their personal and work relationships. It's a Child's World will offer peer development through agency meetings and events such as "Educators Learning Together Evenings," "Santa Breakfast," "Educator Appreciation Evening," and "Play in the Parks". The agency's professional development requirements will include participation in these events.

The Alberta government requires an annual performance assessment /action plan to demonstrate the day home educator's participation in their early learning and child care training and peer development opportunities. The action plan will be coordinated with the annual goal plans set with the day home educator's consultant. The educator's professional development will be recorded in the day home educator's agency file and on Timesavr.

Professional Development Funding

Educators have access to approved professional development (PD) funding. This funding is provided to childcare educators to assist with the costs of approved post-secondary tuition, textbooks, and approved conferences or workshops.

Eligibility

Professional development funding is intended for family day home program educators working under licensed family day home agencies, who:

- provide direct child care, including program supervisors and alternate supervisors (as defined in the Early Learning and Child Care Regulation), as well as people hired in the role of family child care consultants/coordinators with a licensed family day home agency
- are certified as an Early Childhood Educator Level 1, 2 or 3
- are a Canadian citizen or an official Permanent Resident of Canada
- have worked at least 29 hours in at least one month preceding the date of the expenditure or the date the application was received

Paid Release Time Grant

The Paid Release Time Grant allows certified day home educators to be paid while studying, completing post-secondary coursework, and attending workshops or conferences approved for professional development funding.

Eligibility

This grant is for Early Childhood Educators who:

- are eligible for the professional development grant

IMPORTANT TO NOTE

- You must pay for your professional development upfront, and then you will be reimbursed.
- The agency will provide the funding, and will be paid once the agency has received the funds
- Please ensure that you submit your application immediately after making the payment.
- The government allocates funding during its fiscal year from April 1st to March 31st. Funding applications submitted after March 31st will not be granted for that year.