90-Hour Introduction to ECE Online Course Training for Untrained Educators

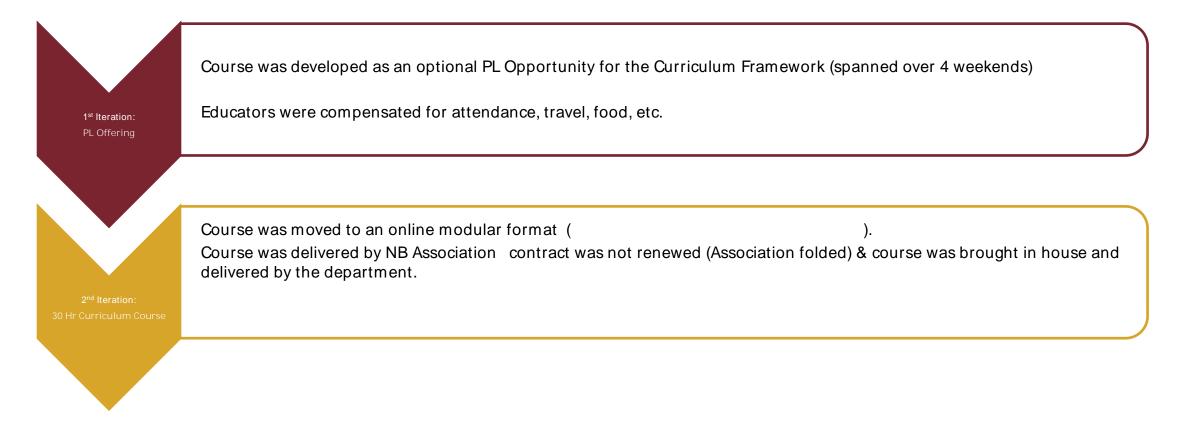


Overview

Purpose: Why the 90 Hour Introduction to ECE Course?

1. Establish Foundational Knowledge: Provide untrained ECEs with a baseline of Is 0 1 108.aBTd gabilit

Course Evolution



90 Hour Course Overview

Component	Detail
14 Modules:	Focuses on key early childhood education aspects, including legal responsibilities, positive child guidance, early literacy, responsive environments, transitions, and the well-being of children and educators
Flexible Schedule:	Each module: 8 hours of engagement spread over 2 weeks.
Targeted Assignments:	Align with specific learning objectives to increase knowledge and understanding.
Collaborative Components:	Engage in discussion forums to share insights and build community.
Interactive Sessions:	Virtual chat sessions for networking and support.
Reflective Practice:	Opportunities to deepen learning through thoughtful reflection.

Benefits & Impact of 90 Hour Course



Data Collection

of participants registered

of participants on waitlist

of participants enrolled (

learner, withdrawals, qualitative/anecdotal data about learner supports/ challenges/strengths

Data is reviewed quarterly and reported annually to Deputies & informs decision making on

Opportunities for Growth

Ongoing Quality Assurance: Developing a process for annual reviews of course delivery and participant follow up to ensure alignment with promising practices.

Seamless Professional Development: Bridging foundational PD that will seamlessly move into continuous learning opportunities across the districts (*ex. We are piloting a CoP with a cohort who has just completed the 90. They will continue as a cohort in a CoP format lead by a facilitator in the district*).

Enhanced Accountability: The course just went under a rigorous review by an external course developer to clarify learning objectives to improve accountability in training programs.

Increased Training Capacity: Expanding department teams to meet the growing demand for untrained ECE training. In 2025, the Provincial office will have 7 anglophone course facilitators taking on cohorts of approximately 80-100 learners at a time.



Establishing New Brunswick Quality Framework: Cultivating a shared understanding of quality in 7 different areas.

Robust Recruitment & Retention Strategy: Website, recognition and equivalencies, leadership training, coaching & mentorship program, newcomer support, etc.

Establishing Occupational Standards: Aligning standards with certification for trained ECEs as the workforce exceeds 60% trained professionals. Adaptation of National Occupational Standards: Occupational-Standards-for-ECEs-comp.pdf

Focusing on Certification: Set for completion 2026. No current plans to develop standards for untrained staff.

Expand Career Pathways : Increased opportunities and resources for formal ECE training.

NB Reflections:

If we establish an occupational standard for trained ECEs, is the 90hour Intro to ECE enough to support untrained educators?

How will we clarify standards for untrained educators?

How would those standards differ from trained educators?

What will governance look like?

Group Thoughts & Curiosities:

Untrained educators (director approvals) do not have training.

Trend is to settle for untrained staff. Pressures from for profit sector to address the workforce.

How can we boost retention now and in the future?

What skills need to be developed in the long term?

How can we scale up training for untrained staff?

Data Strategy how are we tracking current state and using data to inform where we are heading.