DISCIPLINE COMMITTEE OF THE
COLLEGE OF EARLY CHILDHOOD EDUCATORS

B E T W E E N:

COLLEGE OF EARLY CHILDHOOD EDUCATORS

- and -

SYNTICHE TEKWA
RECE # 146999

NOTICE OF HEARING

The Complaints Committee of the College of Early Childhood Educators has directed the matter regarding your conduct, as set out in the attached statement of allegations, to be referred to the Discipline Committee pursuant to paragraph 31(5)(a) of the *Early Childhood Educators Act, 2007* (the "Act").

A panel of the Discipline Committee (the "Panel") will hold a hearing pursuant to paragraph 33(1)(a) of the Act on **November 19, 2026 at 1:00 p.m., electronically by videoconference**, to determine whether you engaged in professional misconduct and/or are incompetent.

If you prefer to communicate with the College in French, or would like the hearing of your case to be conducted in French, then you must notify the College as soon as possible so that it can make reasonable attempts to accommodate your request.

The Act provides that where the Panel finds a member guilty of professional misconduct and/or to be incompetent, it may make an Order doing one or more of the following:

1. Directing the Registrar to revoke the member's certificate of registration.
2. Directing the Registrar to suspend the member's certificate of registration for a specified period, not exceeding 24 months.
3. Directing the Registrar to impose specified terms, conditions or limitations on the member's certificate of registration.

4. Requiring that the member be reprimanded, admonished or counseled by the Committee or its delegate.

5. Imposing a fine in an amount that the Committee considers appropriate, to a maximum of $2,000, to be paid by the member to the Minister of Finance for payment into the Consolidated Revenue Fund.

6. Fixing costs to be paid by the member.

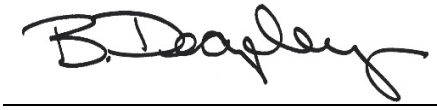
The Panel may also direct the Registrar to not carry out a direction made under paragraphs 1, 2 or 3 above for a specified period and to not carry out the direction at all if specified terms are met within that period. The Panel may specify the terms it considers appropriate, including but not limited to terms requiring the successful completion of specified courses of study.

In making an order under paragraphs 1, 2 or 3, the Panel may also fix a period during which the member may not apply to have a new certificate issued, to have the suspension removed, or to vary the terms, conditions and limitations.

The Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee can be found on the Hearings Office website at hearings-ece.ca. The Rules can also be made available to you upon request.

IF YOU DO NOT ATTEND AT THE HEARING, IN PERSON OR BY REPRESENTATIVE, THE PANEL MAY PROCEED IN YOUR ABSENCE AND YOU WILL NOT BE ENTITLED TO ANY FURTHER NOTICE OF THE PROCEEDINGS.

DATE: October 6, 2026



Beth Deazeley
Registrar & CEO
College of Early Childhood Educators

STATEMENT OF ALLEGATIONS

SYNTICHE TEKWA, RECE # 146999

1. At all material times, Syntiche Tekwa (the "**Member**") was a member of the College of Early Childhood Educators and was employed as a Registered Early Childhood Educator at Mouvement d'implication francophone d'Orléans – École Notre-Dame-des-Champs (the "**Centre**"), in Ottawa, Ontario.

2. Between approximately May 6, 2023 and August 10, 2023, the Member engaged in the following pattern of aggressive, forceful and/or intimidating conduct towards preschool-aged children she was responsible for supervising:

    a. On multiple occasions, during nap time, the Member pinched, slapped, and/or hit a 4-year-old child ("**Child 1**").

    b. On multiple occasions, including during naptime, the Member forcefully grabbed, pinched, pushed, and/or hit children.

    c. On multiple occasions, during nap time, the Member roughly and forcefully rubbed the back of a 4-year-old child ("**Child 2**"), applying her body weight to Child 2's body.

    d. On multiple occasions, during nap time, the Member covered children's heads with a blanket, including Child 1, despite the children's resistance and attempts to remove the blankets. At least one of the children, a 4-year-old child ("**Child 3**"), experienced difficulty breathing while his head was covered with the blanket.

    e. On one occasion, during nap time, the Member instructed Child 2 to cover another child's head with a blanket. Child 2 complied, out of fear of the Member.

    f. On multiple occasions, the Member threatened children that if they did not sleep during nap time "the wolf" would come or "get them", or words to that effect, referring to a wolf mask, which was used in the classroom during story time.

    g. On one occasion, the Member instructed Child 3 to "defend himself and hit back" when another child had accidentally hit him.

3. As a result of the Member's conduct described in paragraph 2 above, on multiple occasions, children felt pain, were scared, and cried. Additionally, multiple children feared the Member and resisted attending the preschool classroom.

4. By engaging in the conduct set out in paragraphs 2 – 3 above, the Member engaged in professional misconduct as defined in subsection 33(2) of the Early Childhood Educators Act, 2007, S.O. 2007, c. 7, Sch. 8 (the "**Act**"), in that:

    a. The Member physically abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.1);

    b. The Member verbally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3);

    c. The Member psychologically or emotionally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.2);

    d. The Member failed to maintain the standards of the profession, contrary to Ontario Regulation 223/08, subsection 2(8), in that:

        i. The Member failed to be knowledgeable about a range of strategies that support ongoing positive interactions with children and families, contrary to Standard I.B.2 of the College's Standards of Practice;

        ii. The Member failed to engage in supportive and respectful interactions with children to ensure they feel a sense of security and belonging, contrary to Standard I.C.2 of the College's Standards of Practice;

        iii. The Member failed to work in partnership with children, families and colleagues to create a safe, healthy and inviting environment that promotes a sense of belonging, well-being and inclusion, contrary to Standard III.C.1 of the College's Standards of Practice;

        iv. The Member failed to know the current legislation, policies and procedures that are relevant to her professional practice and to the care and education of children, contrary to Standard IV.B.1 of the College's Standards of Practice; and/or

v. The Member failed to model professional values, beliefs and behaviours with children, families and colleagues, and/or she failed to understand that her conduct reflects on her as a professional and on her profession at all times, contrary to Standard IV.C.4 of the College's Standards of Practice.

e. The Member acted or failed to act in a manner that, having regard to the circumstances, would reasonably be regarded by members as disgraceful, dishonourable, or unprofessional, contrary to Ontario Regulation 223/08, subsection 2(10); and/or

f. The Member acted in a manner that is unbecoming a member, contrary to Ontario Regulation 223/08, subsection 2(22).