

2008
Spring
Edition



QUEBEC ASSOCIATION OF EDUCATORS
Association des Édicateurs et des Édicateurices du Québec

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EDUCATORS COALITION SHINES AT THE NATIONAL ASSEMBLY HEARINGS

History in the making: On March 5th the QAE along with its Coalition partners were invited to present its formal response to the National Assembly hearings on modifying the Professional Practice Code in Quebec under the (projet de loi) Law 50. This was the first formal opportunity, in my experience, to speak on behalf of Educators and the extremely important work Educators perform in the Health & Social Services and Education network!

The Coalition was well received by all MNA's who were seating on this Parliamentary Commission. This Commission was presided by the Minister Jacques Dupuis, Minister of Justice & Public Security.

The presentation consisted of informing the Commission some of the important milestones in the history of Educators and the role Educators have played in the "reseau", the educational programs that support the formation/training of educators and the current "picture" of the various tasks/responsibilities that are performed by Educators in many settings in the Province.

The Coalition represented ten organizations, potentially representing 10,000 educators in the Province. The Coalition worked long hours to build consensus and came up with a series of recommendations for the Commission.

Some of the recommendations reflected in our view, the Minister's direction, to place greater structures and monitoring of Professional Practices was seen as important and it was timely to review current practices in the different Professions.

However, we recommended that the Minister and its Commission recognize the role of Educators play in the overall delivery of services in the Province and that specific tasks and competencies be identified for Educators in the Code des Professions, along side the other professionals.

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MESSAGE FROM THE PRESIDENT



It is the spring of 2008 and as we prepare for a busy spring, let us remember that next year will be the 25th Anniversary of the founding of the Quebec Association of Educators. We would like some ideas from the membership of ways to celebrate this great achievement.

This year the Association will also be working on providing the membership with an opportunity to celebrate with a Holiday/Christmas party. The idea came out of giving Child and Youth Care workers the opportunity to get together, meet fellow educators and recognize our own for their accomplishments.

The annual Educator Awards for Excellence in Practice and Commitment To The Field will now be presented during the holiday party. We would like to inform you that the Nominee forms are presently available, with September 30th, 2008 at 5:00 pm as the date and time to submit these forms to the Q.A.E., c/o Tony Maciocia @ 6 Weredale.

In May 2008 the Q.A.E will once again be co-sponsoring their conference with the C.C.C. The theme is "Communication, Understanding and Partnership". Bill 83 and its implications for practitioners in the field of child and youth care will be a possible focus topic. Be on the look out for more detailed information.

The Canadian Council continues their efforts to maintain and promote the field of Child and Youth Care. They have prepared a manual on how to start an association. The next National Conference is scheduled for this fall in P.E.I. This will be followed by the International Conference in Florida from May 26 to 29, 2009 and the Manitoba conference in 2010. Members can go to the websites for more information.

Nominations are being accepted for the National Child and Youth Care Award; please think of your co-workers that are deserving of this award. You can get further information on the Council's website as well.

The Association is working for the members; we have reached a critical point in the service to members with the addition of Bill 50 (see updated information on front cover). We continue to have an increase in membership and the goals for the future will continue to advocate and promote the profession. Remember to take up the open invitation to the monthly meetings on the third Thursday of the month at 6 Weredale.

Phillip Alleyne President, Q.A.E.
phillip_alleyne@ssss.gouv.qc.ca

Visit our Q.A.E. webpage at:


[www.
cyccanada.ca](http://www.cyccanada.ca)

Double click on the blue box indicating Q.A.E. on the left side of the home page...



Des éducateurs spécialisé du Centre de réadaptation Miriam ont décider de sensibilisé leurs confères au sujet du rapport Trudeau

Une réunion d'information sur le rapport Trudeau s'est tenue le 17 octobre 2007 au collège Vanier et une autre le 27 novembre 2007 au centre Miriam pour informer les éducateurs et éducatrices spécialisées. Suite à ces deux rencontres, un comité s'est formé au centre Miriam pour se pencher sur cette question ; **Le comité de sensibilisation des éducateurs et éducatrices spécialisé (e).**

Nous avons voulu faire part de nos inquiétudes face à l'avenir de notre profession et de l'importance et du rôle essentiel que jouent les éducateurs spécialisés au sein de l'organisation soit :

- ✦ Que nous ne pourrions plus exercer certains actes professionnels, entre autres : faire l'évaluation des besoins, élaborer et actualiser des plans d'intervention, utiliser des techniques d'intervention, des approches et outils cliniques, de pouvoir mettre notre expertise au service des usagers et autres collègues etc...
- ✦ Nous craignons à plus ou moins long terme de devenir de simple exécutant ;
- ✦ Le centre sera dans l'obligation d'engager du personnel ayant les droits d'exercer ces actes réservés comme des psycho éducateurs ce qui alourdirait également l'organigramme de l'établissement ;
- ✦ Qu'il y aura un coût financier relié à l'engagement de psycho-éducateur, le centre ayant déjà investi dans la formation plus spécialisée de son personnel.
- ✦ Cela affecterait grandement la qualité de notre travail et pourrait changer radicalement notre façon de travailler ;
- ✦ Nous aurions le sentiment d'avoir les mains liées ce qui nous affecterait également dans le plaisir que nous éprouvons présentement à faire notre travail.

Nous avons demandé de rencontrer le comité de direction afin d'expliquer les enjeux qui sont présentement en cours par une lettre venant du comité. Ainsi, sensibiliser les différents services et départements du centre Miriam et apporter l'information pertinente pour bien prendre connaissance du dossier. Ceci dans le but éventuel que le centre Miriam puisse prendre position en faveur des éducateurs et éducatrices spécialisées au niveau du gouvernement.

Nous apprécions le fait que le centre Miriam a déjà pris l'orientation d'engager des éducateurs et éducatrices spécialisées et reconnaît le travail accompli quotidiennement sur le terrain.

La lettre formelle expliquant ce qui est inscrit précédemment à été remise le 22 février 2008 à tous les directeurs ainsi qu'à la directrice générale par intérim.

Nous sommes présentement dans l'attente d'une réaction.

Maude Couturier
Éducatrice spécialisée pour le comité de sensibilisation des éducateurs, éducatrices spécialisé(e)s du centre Miriam
Nancy Silva, Special Care Counsellor part of the Miriam Home and Services Special Care Counsellors Awareness Committee

Special Care Counsellors have decided to form an awareness committee at Miriam Home and Services to inform their colleague on the Trudeau report

An information session on "Rapport Trudeau" was held on October 17th, 2007 at Vanier College and on November 27th, 2007 at The Lori Black Community Center in order to inform Special Care Counsellors of the Trudeau Report. Following those two meetings, a **Special Care Counsellors Awareness Committee** was formed at Miriam Home and Services to address this issue.

We decided to present our concerns about the future of our profession as well as the importance and essential role that Special Care Counsellors play in the organisation. They are as follows:

- ✦ We would not be able to implement the following: needs assessments create and update intervention plans, implement intervention techniques, approaches and clinical tools, utilize our expertise to service users or share that expertise with colleagues, etc.
- ✦ We are concerned that in the near future, we would become preposes.
- ✦ That Miriam Home and Services would have to hire staff, such as psycho-educators, with the right to perform some restricted acts resulting in a bigger organization chart to support.
- ✦ Hiring psycho-educators would have a financial impact on the agency considering that they have already invested in specialized training for its existing professionals.
- ✦ That it would greatly affect the quality of our work and could radically change the way in which we apply our work.
- ✦ That we would have the imposed restriction which would affect the pleasure we presently gain from our work.

We asked to have opportunity to meet with the Executive Committee in order to discuss the issues presently at stake. This would enable us to inform the different departments of the agency, as well as bring forth all the information required in order to transmit a better understanding of the situation. It is our hope that, Miriam Home and Services may take a position favourable to Special Care Counsellors regarding this issue at the government level.

We appreciate that Miriam Home and Services already incorporated hiring Special Care Counsellors and recognizes the work educators implement on a daily basis.

A formal letter explaining our concerns has been given to all directors as well as the interim Executive director on February 22/2008. We are now waiting for their response.

Maude Couturier
Éducatrice spécialisée pour le comité de sensibilisation des éducateurs, éducatrices spécialisé(e)s du centre Miriam
Nancy Silva, Special Care Counsellor part of the Miriam Home and Services Special Care Counsellors Awareness Committee

The Child and Youth Care Profession

Seven International Ethical Principles for People Working with Children and Young People

It is the professional responsibility of each child care worker to:

1. Value and respect each child or young person as an individual in his/her own right, in his/her role as a member of his/her family, and in his/her role as a member of the community s/he lives in;
2. Respect the relationship of the child or young person to his/her parents, his/her siblings, other members of his/her family and other significant persons, taking account of his/her natural ties and interdependent rights and responsibilities;
3. Facilitate the optimal growth and development of each individual child or young person to achieve his or her potential in all aspects of functioning;
4. Help each child or young person for whom he or she bears responsibility by preventing problems where possible, by offering protection where necessary, and by providing care and rehabilitation to counteract or resolve the problems faced;
5. Use information appropriately, respecting the privacy of children and young people, maintaining confidentiality where necessary, respecting the right of children and young people to be informed of matters concerning themselves, and avoiding the misuse of personal information;
6. Oppose at all times any form of discrimination, oppression or exploitation of children and young people, and preserve their rights;
7. Maintain personal and professional integrity, develop skills and knowledge in order to work with competence, work co-operatively with colleagues, monitor the quality of services, and contribute to the development of the service and of policy and thinking in the field of childcare.

All other standards expected of child care workers stem from these seven clauses.

A much more complete discussion regarding the building of a code of ethics of the child and youth care field are grounded can be found on the **FICE web site**.

ASSOCIATION DES ÉDUCATEURS ET DES ÉDUCATRICES DU QUÉBEC
QUEBEC ASSOCIATION OF EDUCATORS



EDUCATOR AWARDS
EXCELLENCE IN PRACTICE AND COMMITMENT TO THE FIELD

Deadline for nominations: SEPTEMBER 30, 2008



CCC & QAE Annual Conference

On May 08, 2008 the CCC and the QAE will once again have the pleasure to invite you to their Annual Conference. This year's event is planned as a half-day forum of exchange.

Understanding, Communicating, & Developing Partnerships: OUR VOICES: In Shaping Quality Services for Children, Youth & Families will provide an opportunity for youth and staff to look at how our voices are shaping the quality of service delivery in a context where the legislation is supporting continuous improvement of quality of services sustained by continuous feedbacks from both the users' and the employees of the establishments.



Carleen Joseph Program Director, Aspen Youth Experience, in Aspen, Colorado, and former youth-in-care will share with participants her views on how we can use **“Our Voices”** to help develop quality programs/services for children, youth and their families. Margaret Douek, Assistant Executive Director and Elizabeth Pusztai, Local Commissioner will also nourish our discussions by sharing with us many ways in which the new legislation have already sharpen our daily practice, and will continue to do so. These three voices will help us understand and situate the context of the discussion. The biggest part of the day will be the unique opportunity to have users and staff exchange and hear about issues that they each wish to raise. We are hoping that this event will help develop constructive ideas and will be a fun process. It will of course be followed by the CCC-QAE traditional Bar-B-Q. The day is open to all, registration is limited. Posters and registration information will soon be available.

Submitted by Marie-Pierre Ulysse, CCC Liaison Officer

Cont'd from front cover...

EDUCATORS COALITION SHINES AT THE NATIONAL ASSEMBLY HEARINGS

As well, we recommended that a National (Provincial) Table be established involving key players in the network, in order to study the Educator's role in the context of the “reseau” here in Quebec.

After fifteen minutes of the formal presentation, the MNA's held a Q&A forum that lasted over 45 minutes. All MNA's were very impressed with the Coalition's presentation and its well articulated recommendations.

The next step for the Coalition is to meet and discuss where we go from here while we await the Minister's decision to the projet de loi 50. Several of the coalition partners continue to have discussions and are eager to continuing to work together, in some form or another.

On behalf of the QAE Board, we would like to thank all of you, who have contributed to the earlier discussions and deliberations on the Trudeau Report and all who were so passionate about advocating and advancing the cause of Educators here in our

Belle Province!

Say tuned for more exciting times ahead!

Tony Maciocia, QAE, Director & Coalition Representative





ÉDUCATEURS SUR LA LISTE DE RAPPEL

Les Centres de la jeunesse et de la famille Batshaw s'efforcent de maintenir une liste d'employés qui reflète adéquatement le caractère culturel diversifié de notre clientèle. Notre établissement recrute des éducateurs pour l'équipe de relève pour les remplacements à Prévost (près de St. Jérôme).

Un éducateur sur la liste de rappel doit posséder les qualités suivantes:

- **Détenir un DEC avec spécialisation en techniques d'éducation spécialisée, en services d'intervention correctionnelle ou un diplôme de premier cycle en travail social.**
- **Posséder six (6) mois d'expérience de travail auprès des enfants.**
- **Vouloir travailler des quarts de travail les soirs et les week-ends.**
- **Avoir des connaissances fondamentales en informatique.**
- **Maîtriser l'anglais oral et écrit.**
- **Détenir un permis de conduire valide et disposer d'une voiture**
- **Connaître une deuxième langue serait un atout.**

VEUILLEZ ENVOYER VOTRE CURRICULUM VITAE AU:

**Service des ressources humaines
LES CENTRES DE LA JEUNESSE ET DE LA FAMILLE BATSHAW
5, rue Weredale Park, Westmount, Québec H3Z 1Y5
cv.batshaw@ssss.gouv.qc.ca**

Nous remercions tous les candidats, mais nous ne communiquerons qu'avec ceux qui auront été retenus pour une entrevue.
N.D.T. : Toutes les expressions désignant des personnes visent à la fois les hommes et les femmes.



EDUCATORS (RECALL)

Batshaw Youth and Family Centres strives to maintain a staff that adequately represents our diverse cultural client population. Our Agency is recruiting recall Educators for our relief pool to work in Prévost (near St-Jérôme).

A recall Educator must have the following qualifications:

- ❖ **A DEC in Special Care Counseling, Correctional Intervention or an Undergraduate degree in Social Services.**
- ❖ **A minimum of 6 months experience working with children.**
- ❖ **A willingness to work evening and weekend shifts.**
- ❖ **Basic computer knowledge.**
- ❖ **Proficiency in English, oral and written.**
- ❖ **A valid driver's license and access to a car.**
- ❖ **Knowledge of a second language would be considered an asset**

PLEASE FORWARD YOUR CURRICULUM VITAE TO:

**Service des ressources humaines
LES CENTRES DE LA JEUNESSE ET DE LA FAMILLE BATSHAW
5, rue Weredale Park, Westmount, Québec H3Z 1Y5
cv.batshaw@ssss.gouv.qc.ca**

We thank everyone who has applied; however, only selected candidates will be contacted.
N.B. All references to persons include both men and women.



Q.A.E. 2008

Board Members



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Kuldip Thind, Board Member
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Faith Fraser, Board Member
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Q.A.E. UPCOMING MEETINGS

April 17th, May 15th, June 19th

NOTE: QAE BOARD MEETINGS ARE OPEN TO ALL MEMBERS AND FUTURE MEMBERS ARE WELCOMED TO ATTEND.

ALL MEETINGS ARE HELD AT 6 WEREDALE PARK FROM 5:00 TO 7:00 P.M.





MEMBERSHIP RECRUITMENT

If you are in the field of child/youth care or life span care, as an Educator, Supervisor, Researcher, Trainer, Director, Administrator, then you need to join the growing numbers of professionals that are promoting the field of child and youth/life-span care.

Joining the Q.A.E. is one concrete way to demonstrate your commitment towards the further development and promotion of Educators and their profession.

There are three categories of membership (full members, associate and student membership)

You can get applications to join the Q.A.E. by approaching the following people or selected locations:

BATSHAW RECEPTION DESKS AT:

*Dorval (514) 636-0910
Prévost (514) 932-7722
6 Weredale (514) 932-7161*

- Concordia University: Dr. Varda Mann-Feder (514) 848-2266
- Teen Haven: Clement Walker (514) 769-5050
- Douglas Hospital: Rick Smith (514) 761-6131

You can also ask any of the Q.A.E. Board Members listed in the front of the Newsletter

Also: go to www.cyccanada.ca

Any other enquiries can also be directed to:
tony_maciocia@ssss.gouv.qc.ca



JOIN THE ASSOCIATION MEMBERSHIP APPLICATION

NAME: _____

ADDRESS OF CORRESPONDENCE

CITY: _____

PROV: _____ POS. CODE _____

TEL(H): _____ TEL(W): _____

e-mail: _____

PLACE OF WORK: _____

POSITION: _____ SINCE _____

EDUCATION:
CEGEP _____ TO _____

CONCENTRATION _____

UNIVERSITY (SPECIFY) _____

MEMBERSHIP CATEGORIES

- FULL: \$45.00 CHEQUE
- OR \$1.73/PAYROLL DEDUCTIONS (Batshaw only)
- STUDENT \$30.00 (two year rate)
- ASSOCIATE \$40.00 CHEQUE
- ORGANIZATION \$250.00

(Receipts are issued annually for tax deductions)
(payroll deductions are on T4 slips)

AUTHORIZATION FOR PAY DEDUCTIONS (WHERE APPLICABLE)

I hereby authorize the payroll to deduct the indicated amount from my paycheque. I realize that I will have to cancel this agreement when I want to cancel my membership in the association.

SIGNATURE

Forward to :

**Quebec Association of Educators
6 Weredale Park
Montreal (Westmount), Quebec
H3Z 1Y6**