



QUEBEC ASSOCIATION OF EDUCATORS

Association des Édicateurs et des Édicateurices du Québec

Member of the Council of Canadian Child and Youth Care Associations (CCCYCA) and the Association des Édicateurs et des Édicateurices Spécialisés du Québec (AEESQ)

NEWSLETTER

2018-2019 FALL/WINTER EDITION

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Batshaw Youth & Family Centres
 Concordia University
 Champlain College
 Care Jeunesse
 Philip Clement, Royal LePage Champlain



www.qae-aeq.com
www.cyccanada.ca

Facebook: QAE-AEQ become a friend



A BRIGHTER FUTURE LIES AHEAD FOR CIUSSS-ODIM (BATSHAW) ACTION PLANS DEVELOPED!

The Coalition (Quebec Association of Educators, Batshaw Alumni Association and Care Jeunesse) have been meeting with some of the senior managers in the CIUSSS-ODIM to address concerns regarding staff morale, the shortage of staff, waiting lists, etc... As well, the Coalition recently sent a letter to the CIUSSS Board addressing the ongoing concerns at Batshaw (*see letter on page 6 in this issue*). The President of the Board, Mr. Richard Legault, responded quickly and offered to meet with the Director of the Youth Programs (Katherine Moxness), the Associate Director of Youth Services and Clientele Trajectories (Beverley Robinson), the newly appointed Director of Youth Protection (Linda See), the Director of Human Resources (Jean-Francois Miron), and the newly appointed President and CEO (Lynne McVey).

On November 12 we met to discuss the issues and concerns we raised in our letter to the Board. The meeting was very interactive and provided a good exchange on what is occurring in the organization and also gained a better perspective of what is taking place in the network (Province).

The CIUSSS-ODIM has developed an action plan to address the number of issues raised and has proposed to meet with the Coalition on a regular basis to help address and monitor the action plan.

See summary of some initiatives discussed that may help the current situation on page 7 in this issue.

Tony Maciocia, Coalition Rep, QAE



President's Message

Hello QAE members!

Hoping this edition of our newsletter finds you healthy and warm. We have had a busy Fall season and now we are all strapping down for another long Winter. Luckily, we have a lot of exciting things coming up to keep us busy!

Last May 2018, we held our AGM at Champlain College during our lunch hour at the annual conference. We are excited to announce some new members to the team. Welcome to Faith Fraser, Dionne Higginson and Jasmine Brown. I am certain that these members will add incredible value to the QAE board. A huge thank you also goes out to the returning board members, Kerry-Ann Carty (Treasurer), Vanessa Hunt Ladouceur (Secretary), Sam Barile, Laura Malbogot and last but not least our Executive Director Tony Maciocia.

At our annual conference last May, we had an incredible turn out of 250 people from all different fields in the helping profession. We began our conference with a key note from Nakuset and followed the day with 10 different workshops. We were very excited and proud to announce that this conference was accredited by the Order of Social Workers. We have already started preparing for our 2019 annual conference and I am sure we will have over 300 attendees. Save the date, May 23rd at Champlain College! More information to follow shortly. Please check our website in the new year to reserve your spot!

Our Website has also been updated thanks to our Webmaster Ron Zinn. Here you can find job postings, QAE news, membership sign up/renewal information as well as our newsletter archive and previous conference details.

We are also continuing to advocate for workers in the field by meeting with the coalition group (Batshaw Alumni Association, Care Jeunesse, QAE). The aim of this group is to keep the lines of communication open between the CIUSSS-ODIM and its staff in the hopes of making working conditions manageable so that staff can offer best practice and service to their clients.

Hoping you have a great Fall and happy holidays!

Melanie Fournier
QAE President
514-932-7161 ext. 1270



YOUTH CONFERENCE AT PREVOST CAMPUS

On August 1st Prevost campus hosted the 11th Annual Youth Conference. The Youth Conference is an event that allows the adolescence in our care to express their opinion, learn from each other, gather information from guest speakers or community resources and have a positive experience while learning and having fun.

The theme for this years' event was *Community Connections*. The rain held off and we were able to accommodate campus and community youth/staff, Camp Weredale, Community Organizations and select special guests for a day filled with activities.

The launch of our day was CARE Jeunesse speaking about what supports they can offer to youth in and after care (www.carejeunesse.com/). One young lady who experienced Social Services first hand spoke of the impact care had on her and her siblings as well as how C.A.R.E Jeunesse assisted her.

This was followed by an interactive game of Family Feud. The questions were strategically formulated to have the youth generate responses related to Community Resources available to youth.

There were two 1-hour Workshops animated by L.O.V.E (Leave Out Violence); Circus/Music program facilitated by a Prevost Campus educator Adam Clark and Hans Bongers. Hans offers support to youth through his S.A.F.E Neighborhood program in a variety of milieus. The third activity was 2 basketball games of 1 hour each. Thank you to Krystle Douglas and Nathaniel Saunders for leading this program.

Additional community resources joined at lunch and presented their materials at individual Kiosks. This gave the youth an opportunity to mingle and gather information about positive activities and organizations available to them when in their community. We were fortunate to have YMCA Montreal; C.A.R.E Jeunesse; Carrefour Jeunesse; Batshaw Service Quality and Complaints Commission and L.O.V.E join us.

The day carried on with a BBQ provided by Prevost Kitchen and served by our Recreation Team. Several prizes were distributed thanks to the generosity of our sponsors. The pool was available to finish off the days' events.

Thank you very much to our sponsors: The Quebec Association of Educators; Batshaw Foundation; Batshaw Youth and Family Centres; Youth Empowerment and Ways and Means for helping make this day a success.

Days such as this one can not happen successfully without the efforts of many people.

Thank you all!!

Sam Barile, Clinical Activity Specialist

Scott Laekas, Recreation Technician

Laurie Meyer, Interim Clinical Activity Specialist

THE Q.A.E. ANNUAL MEETINGS

ALL MEETINGS ARE HELD AT 6 WEREDALE PARK FROM 10:00 a.m. TO 11:30 a.m.



December 17, 2018 (12:00 at Shangai Grill)

January 21, 2019

February 18, 2019

March 18, 2019

April 15, 2019

May 20, 2019

June 17, 2019

July 15, 2019

Prior to attending, please check with Tony Maciocia by email (tonymaciocia@mail.com) to ensure meeting is taking place.

THE 2018 QAE CONFERENCE

Healing Ourselves – Healing Others

Held on May 23, 2018 at Champlain College

Guest Speaker: Nakuset



This year's conference was primarily focused on helping professionals to help and "Heal Others" by providing support, guidance, tools and care. There has been an unspoken, and very real need for self-care amongst professionals making it equally important to help and "Heal Ourselves". This conference provided the opportunity for participants to address both.

Participants acquired innovative tools and strategies to extend and hone their ability to work with clients who have diverse and complex needs. Participants shared and reflected on best practices, as well as connected with other professionals.

Nathalie Masson, Odette Côté, Nakuset (Keynote Speaker), Don Shewan, Tony Maciocia & Laura Malbogot

The QAE and the Champlain College RAC/SCC along with the support of the AEESQ and the CIUSSS-West Island played host to over 250 participants from across the Province. Our Keynote Speaker Nakuset, Executive Director Native of the Native Women's Shelter, led the day with a powerful and inspirational address about her own journey dealing with identity issues.

For more pictures and information about the conference visit our website at: www.qae-aeq.com



The QAE Annual conference on working with Special Needs at Champlain College will be held this year on **Thursday May 23, 2019**.

This year's theme will focus on **EMPATHY in ACTION**

From our opening Keynote speaker and all our workshops, we will focus on the issue of EMPATHY. Whether it be with service delivery, policy development, assigning resources, etc... we would like to ensure that we are able to offer our clients an emphatic approach when providing care and services.

Please mark this date in your calendar and let your employer know that you would like to attend.

Like last year we will be requesting 6 training hours from the ORDER of Social Workers.

For more details, please contact Tony Maciocia at tonymaciocia@gmail.com

« Le bâton, ce n'est pas notre approche » Danielle McCann, nouvelle ministre de la Santé

La nouvelle ministre de la Santé et des Services sociaux Danielle McCann le répète comme un leitmotiv : elle ne croit pas à l'approche du bâton pour faire fonctionner le réseau de la santé.

En entrevue à l'émission *24/60* avec Anne-Marie Dussault, la nouvelle ministre affirme qu'elle veut aider les médecins de famille qui ont eu maille à partir avec l'ex-ministre Gaétan Barrette.



« La loi 20 a été très difficile pour les médecins de famille. C'est le bâton la loi 20. Nous, ce qu'on veut c'est vraiment de la collaboration, notamment avec la Fédération des médecins omnipraticiens, mais aussi avec d'autres associations de médecins. »

Concernant les besoins criants au centre-ville de Montréal et le manque de médecins qui force notamment la fermeture de la clinique médicale La Cité, une clinique qui a pignon sur rue depuis 40 ans et qui a vu le nombre de ses médecins passer de 25 à 5, la ministre affirme qu'elle se penchera sur le problème.

« Il y a une situation particulière à Montréal parce que les médecins à Montréal voient les travailleurs qui viennent d'autres régions. Il faut voir comment on en tient compte dans le calcul pour les Plans régionaux d'effectifs médicaux (PREM) [la distribution des effectifs, NDLR]. Et s'il y a des modifications à faire, nous allons les faire. »

La ministre réitère la nécessité d'un décloisonnement pratique, d'un renforcement de la première ligne des intervenants et d'une modification du mode de rémunération, « qui est une clé importante de ce que nous voulons faire. »



On July 3, 2018 at the Provincial Cabinet Meeting, the Minister of Health and Social Services Gaétan Barrette obtained consent and subsequently announced the nomination of Lynne McVey as President and Chief Executive Officer (CEO) of the Montreal West Island Integrated University Health and Social Services Centre (IUHSSC). This four-year term appointment will be effective July 9, 2018.

The Quebec Association of Educators is looking forward to working with the new leadership in order to improve services and collaborating on professional development opportunities for its staff and our members.

COALITION UPDATE

Mr. Richard Legault, President of the Board of Directors
CIUSSS de L'Ouest-de l'île- de Montréal.

October 18, 2018

Dear Mr. Legault,

In June of 2017 our Coalition presented an open letter to the Board of the CIUSSS expressing concerns about the decline in the quality of services to youth and families and the dismal state of morale among employees of Batshaw Youth and Family Centers. At that time our members representing youth in care and recent graduates of care, as well as employees or retirees of the youth center identified the April 2015 merger as the beginning of an erosion of programs, an elimination of essential services and positions, a decline in the quality of services still being offered and a deterioration in staff morale and workplace support.

In response, the Board of Directors advised a meeting with the directors of the youth center

The Coalition representatives had two meetings with the directors. During these meetings the directors characterized the negativity of our members and the instability in services as a reflection of change and as a temporary situation during a transitional process. While the coalition recognized that some issues were related to inevitable adjustments they believed the merger had caused a fundamental shift in the mission and philosophy of Batshaw Youth and Family Centers and a permanent loss of some of its core values.

Today, three years after the merger, the association members continue to describe a serious decline in services to clients and a devastating impact on staff. Collectively, we believe the underlying cause of this ongoing deterioration is a result of the merger and does not reflect on the management of the youth center.

A major concern is the waiting list of children who require protection and intervention. This list reached 300 this summer, the largest ever, and it continues to be dangerously long. Staffing ratios are as high as 1 worker to 27 families, making it a near impossibility to adequately and safely serve children at risk. Managers are required to supervise as many as 20 staff making clinical support more like crisis intervention. Several Clinical Activity Specialists positions go unfilled. There are many vacant positions at every level which has put an extra burden on the staff that remain. We have heard that recruitment is a problem due to a lack of potential applicants in the community. At the same time, we are told that there is a consistent turnover of new and long-term staff because of job dissatisfaction and workplace demands and stress.

The weakened infrastructure, the lack of human resource support and the mode of crisis intervention have taken a toll on the clients and staff of Batshaw Youth and Family Center.

They have had a direct impact on clients who often struggle with isolation, poverty, mental health problems and addiction. For the most part, these children and families do not have a voice in our society's dialogue about consumer rights and quality of care.

On their behalf and on behalf of the staff of the youth center we ask three questions:

Is the Board aware of the crisis in its youth protection services?

Is it aware of the potential for tragic outcomes unless there is meaningful and sustained change?

Does the Board have a comprehensive action plan to remedy this unstable situation?

C.A.R.E. Jeunesse
Amanda Keller

Batshaw Alumni Association
Julia Paré

Quebec Association of Educators
Tony Maciocia

Cc. Judy Martin, Independent
Member of the Board of
Directors; Vigilance Committee
for Quality and Services.

Cc. Ms. Katherine Moxness,
Director of the Youth Program

Cc. Ms. Beverley Robinson,
Associate Director, Youth
Services and Clientele
Trajectories

Cc. Ms. Linda See, Interim
Director of Youth
Protection/Provincial Director

Cc. Ms. Lynne McVey, President
and CEO

cont'd from front page...

A BRIGHTER FUTURE LIES AHEAD FOR CIUSSS-ODIM (BATSHAW)

It is IMPORTANT and imperative that the QAE members and their colleagues who work in this organization provide feedback, both positive and/or negative, of what they are experiencing on the front-line. This includes front-line staff and managers. Your contribution will go a long way towards helping both the staff and the families (better quality service delivery). Your suggestions, as always, are welcomed!! A special THANK YOU, to the members who have in the last few years contributed--you know who you are!!

HERE ARE SOME POINTS/ACTIONS/INITIATIVES DISCUSSED IN THE NOVEMBER 12, 2018 MEETING

Linking closer with community organizations to offer 1st line services, more than have in the past.

Sending a proposal for extra funding for a Full-time trainer for legal matters (a joint application for these funds with the union).

All levels of accountability in the organization and with monthly meetings with the ministry to monitor the situation like the waiting lists, staffing, etc...

DRH willing to meet with me to look at hiring AEC/SCC.

Review the role of the HRA (that are not part of the Order) and using them to help with certain cases, etc...

They have institute staff recognition with employees, like used to have, and at one function they have mugs as gifts given to the staff.

Hiring all successful stage students even before they graduate...the clinical Youth Program working closely with the HR dept.....giving priority to the hiring.

Hiring new staff by "reassurance" of working a minimum number of hours, in order to create stability for them and for the programs.

One of the reasons for the increase in Youth protection cases is the influx of minority groups (immigration/cross border families etc...) in the last few years requiring YP services/first-line services.

They appear to have a FAST-TRACK approach to hiring for Social workers, educators and Psychologists.

They seem to have a closer working relationship (DRH-Youth Programs & DYP/AM).

They mentioned that in the DYP the concept of "Pairing of new employees" with more experienced staff, so to provide mentoring/support.

The CIUSSS recognized the need to improve "communication" within the organization. A special committee will meet regularly to address this issue.

NEWS from: **AEESQ/QASCC (Infolettre-Nov.4.18)**

L'ordre professionnel

Nous poursuivons les travaux liés à la rédaction du référentiel de compétences en éducation spécialisée. Ce document est essentiel dans la constitution d'un ordre professionnel et il fait parti des exigences de l'Office des professions.

Ce mandat a été confié à l'équipe d'ÉduConseil et le travail avance rapidement.

L'équipe d'ÉduConseil a mené 14 entrevues individuelles en profondeur entre le mercredi 3 octobre et le vendredi 2 novembre 2018 auprès de personnes expertes dans la profession.

Les entrevues individuelles ont été menées, en présence de deux ressources de l'équipe d'ÉduConseil, comme l'a été également l'entrevue exploratoire auprès des membres du comité des directeurs de l'AEESQ et le groupe de discussion réunissant des membres du personnel enseignant du programme Techniques d'éducation spécialisée.

La majorité des entrevues individuelles ont été menées face à face. Les 14 personnes qui ont participé à l'entrevue, on trouve 10 femmes et 4 hommes. Ces personnes exercent la profession dans divers milieux de pratique et dans 8 régions administratives du Québec à savoir les régions de la Capitale-Nationale, de la Chaudière-Appalaches, de la Gaspésie-Îles-de-la-Madeleine, de la Montérégie, de Montréal, de l'Outaouais, du Nord-du-Québec et du Saguenay-Lac-Saint-Jean.

La poursuite de ces travaux engendrera des coûts importants pour votre Association. Donc, votre adhésion ou le renouvellement de votre adhésion à l'AEESQ est très importante dans la réalisation de notre projet de création d'un ordre professionnel en éducation spécialisée.

Welcome! To the QAE's newest corporate member



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:

Prévost Campus: (514) 932-7722 (reception)

6 Weredale: (514) 932-7161 extension 1025

Amy Singer: (514) 989-1885 extension 1210

Concordia University: Dr. Varda Mann-Feder
(514) 848-2266

Champlain College: Laura Malbogot
(450) 672-7360 extension 456

Philip Clement: (514) 708-4056

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

Any other enquiries can be directed to:

tonymaciocia@gmail.com



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 (where available)
- STUDENT \$30.00 (two-year rate)
- ASSOCIATE \$40.00 CHEQUE
- ORGANIZATION \$250.00

(Annual receipts available upon request)

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**