

## Child & Youth Care Practitioner K-12

**Term Contract Position in the Department of Social Emotional Learning and Well-Being**

***This would be a personally and professionally rewarding career opportunity for a registered Child & Youth Care Practitioner who demonstrates an ongoing commitment to student success, and is ready to play a key role in driving change within the Peel District School Board (PDSB).***

Your focus as a **Child & Youth Care Practitioner (CYCP)** will be to work as a member of a cross-functional and multidisciplinary team to support the ongoing implementation of priorities as highlighted in the Board's Plan for Student Success and aligned with Ministry of Education priorities. While this role is intended to provide support to K-5 and K-6 schools, it could extend to Grade 12, as required.

Given the recent review of the Peel District School Board and the resulting directions by the Ministry, you will be expected to have an understanding of anti-Black racism and other forms of discrimination as we look to lessen the disparities in educational outcomes for marginalized students, particularly those who identify as Indigenous, Black, African and Caribbean. As well, you will have an exemplary understanding of effective, culturally relevant, anti-oppressive, youth-centred and trauma-informed practices.

As the successful applicant, you will demonstrate proficiency in designing and facilitating professional learning sessions to support students and families, and build capacity of staff. Using an anti-oppressive, anti-racist lens, you will be expected to design and implement a range of prevention, intervention and treatment strategies to support student mental health and well-being, in collaboration with students, families, colleagues and multi-disciplinary teams.

In this one (1)-year renewable position, based on satisfactory yearly performance and subject to funding, you will be assigned to schools on an itinerant basis.

### **WHAT YOU WILL DO**

Reporting to the Coordinating Principal for Social Emotional Learning and Student Support, you will handle a variety of responsibilities that include:

- Modelling the principles of equity, the Ministry's Equity and Inclusive Education Strategy, and Learning for All
  - Utilizing and advocating for approaches that are culturally and developmentally responsive and sensitive to human diversity, anti-Black and anti-Indigenous racism
  - Developing and maintaining genuine relationships with students and families by applying the principles of relational practice
  - Understanding and supporting the Ministry Directives to support students and families through a culturally responsive and anti-oppressive lens
  - Designing and facilitating professional learning for a diverse group of staff with an awareness of the adult learning model
  - School-wide programming (student engagement, initiatives that boost student voice and participation, mental health and well-being initiatives, school-wide programming that supports equitable, inclusive and safe school climates, student leadership opportunities)
  - Class-wide observations and plan implementation (assess classroom needs and determine which social emotional learning interventions would best meet the identified need, plan, implement, deliver and evaluate evidence based social and emotional learning programs, in collaboration with school team)
  - Small group interventions (utilize an evidence-based group work modality to meet student needs focused on well-being strategies, social skills and belonging, friendship groups and clubs, provide assistance with peer conflict resolution, mediation and restorative approaches)
  - In line with trauma-informed practice, anti-oppressive and youth-centred engagement, collaborating with students, families, school teams, and community partners to create positive outcomes for children
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- Offering families resources to support social emotional learning and well-being
- Providing and monitoring individual, goal-driven support to students for well-being strategies and students experiencing personal crises, including mental health, grief, social crisis, sexual orientation and gender identity, etc.; utilizing the core elements of multiple treatment modalities based on the students' individual needs
- Gathering and analyzing data to identify function of behaviour, implement strategies and evaluate outcomes of interventions
- Providing direct support, emotion regulation and behavioural guidance within the students' lifespace (classroom setting, recess, etc.)
- Conducting informal assessments, goal setting, monitoring, disaggregated data collection, analysis, maintaining documentation and records, and preparing reports
- Developing individual Safety Plans and Positive Behaviour Implementation Plans (PBIP) in collaboration with school teams, which will include evidence-based strategies to meet specific developmental needs
- Responding to crisis situations utilizing non-violent crisis interventions
- Liaising with parent(s)/guardian(s), school personnel and external service providers to determine, and respond to, the needs of students and their families
- Participating in team meetings and working collaboratively within multi-disciplinary teams

## EXPERIENCE AND QUALIFICATIONS

With a recognized degree or advanced diploma in Child and Youth Care from an accredited institution or equivalent, and current registration with the Ontario Association of Child and Youth Care, ideally complemented by experience working in a school board setting, you are well prepared for success as a Child and Youth Care Practitioner with our Board. In this key role, you will also leverage your:

- Demonstrated experience working collaboratively with an interdisciplinary team to support social emotional learning and well-being of children with diverse backgrounds.
- Demonstrated experience using prevention, intervention and treatment strategies to support student mental health and well-being.
- Willingness to maintain a learning stance in all interactions with various stakeholders and belief in a growth mindset.
- Demonstrated experience and collaborative skills in designing and facilitating professional learning for diverse groups.
- Demonstrated experience engaging children within the framework of trauma-informed practice and an anti-oppressive, anti-racist lens.
- Experience carrying out functional behaviour assessments and other forms of assessments, and disaggregated data analysis, maintaining documentation and writing reports.
- Demonstrated communication skills, both written and oral, and using technology effectively to communicate with families, colleagues and agency partners.
- Strong interpersonal and organizational skills that facilitate focused teamwork.

**NOTE:** Child & Youth Workers applying for this position must hold the appropriate qualifications at time of application.

**Duties are to commence as soon as possible.**

To apply for the position of Child and Youth Care Practitioner, please complete an online application through [Apply To Education](#) . Your completed application package on Apply to Education must include your cover letter, resume and supporting educational credentials. **Applications must be received no later than 4:30 p.m., Friday, April 16, 2021.**

*The Peel District School Board (PDSB) is a racially, culturally and linguistically diverse board that serves 155,000+ students and approximately 17,000 employees. In PDSB, 87% of students are racialized, non-white, representing 162 different ethnic backgrounds. Students in Peel have 121 different first languages. Student diversity also exists in terms of gender and gender expression, sexuality and in terms of ability and faith. A responsive and empathetic understanding of the lived experiences of the*

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*students and communities we serve is vital to those who will take on leadership roles within the PDSB. The workforce consists of teachers, office staff, custodial staff, education assistants and professional staff. The workforce is largely unionized through PDSB's numerous affiliated bargaining agents.*

### **Commitment to Equity, Anti-Oppression and Anti-Racism**

The Peel District School Board is committed to equity in employment. We are committed to equitable hiring practices that allow us to hire qualified staff who reflect the full diversity of the Region of Peel. We will provide reasonable accommodation (e.g. an accessible location, rescheduling of interviews that fall on Days of Significance etc.) based on any of the human rights protected grounds, during the hiring process if advised in advance.

We are committed to inclusion, anti-oppression and anti-racist practices while also supporting the continuous growth and development of an equitable and empowered education system at the PDSB.

### **Criminal Background Check**

Successful candidates must provide a satisfactory Criminal Background Check prior to commencing employment. Please review the requirements at the CRC link.

### **Recruitment Process**

We appreciate the interest of all applicants, but will only be contacting candidates whose skills, experience and qualifications best meet the requirements of the position. When contacted, candidates will be provided with an overview of the various elements of the selection process, such as, test and skill demonstrations. All communication to applicants regarding this job posting, including an invitation to complete skills assessments and/or a job interview if applicable, will be made through email. Candidates are encouraged to regularly check their email as listed on their applytoeducation.com account.

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