

# La Passerelle

Still  
**changing**  
the world  
**one student**  
**at a time**

## Education Professionals' Week

November 16, 2020

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### Editorial

**Education Professionals' Week is an opportunity to recognize the vital contribution of education professionals who are an essential part of academic success. In this year's exceptional context due to the pandemic, their presence is more meaningful and necessary than ever.**

Education professionals work in 35 types of employment assisting students, providing educational support, and participating in administrative services. Whether it is a psychologist or a guidance counselor who supports students in distress, a librarian who supplies tools to teachers or an educational consultant who accompanies them towards distance learning, an engineer or an architect who seeks ways of improving school ventilation systems, they all contribute through their actions to students' well-being and success.

After spending spring at home, we were happy to see schools reopen and students return to class. Socializing and living together are essential elements for the development of kids and adolescents, as is the presence of significant adults with them. Professionals have been active in all educational institutions since the beginning of the year. **More than ever, we have had the opportunity to admire the commitment, passion and resilience that are their driving force.**

For all of us to be able to guide students on a path to success, the complementarity of everyone's expertise is essential. We have a responsibility to ensure that all so-

cial environments can count on a sufficient number of qualified resources. Regardless of their needs, youth have a right to access public services. In order to achieve this, we must promptly make sure that the working conditions of professional employees are stimulating and competitive, in order to attract passionate candidates and retain the ones that we have.

I want to reiterate that resorting to services in the private sector and to outsourcing is certainly not a solution: that lack of understanding of school reality overwhelms me. External resources are in no way equal to the level of support developed directly within our schools. In terms of availability, knowledge, communication, monitoring, costs and accountability, an immense gap prevails. Public schools must have everything in hand to completely fulfill their mission of providing universal opportunities to all, without distinction of origin or social condition.

For years, professional staff were seen as a financial margin by school boards. Today, we must ensure to suppress that perception at school service centers. **Students deserve better!** To invest in education is a choice that we must make as a society in order to guarantee the future. We hope that the importance of the presence of education professionals will be finally recognized and that utmost efforts will be made to allow students to succeed.



Jacques Landry,  
President

**I wish an excellent week to all professionals in the school system. You are our pride!**



FÉDÉRATION DES PROFESSIONNELLES  
ET PROFESSIONNELS DE L'ÉDUCATION  
DU QUÉBEC (CSQ)



Still  
changing  
the world  
one student  
at a time  
#1studentatatime

## Education Professionals' Week, starting November 16, 2020

Education professionals have developed a solid expertise across the school system. They support entire communities of students, parents, social workers, teachers, as well as school staff members.

In 2020, FPPE(CSQ) is highlighting the passion driving each professional, inspired by their individual approach, anchored in school reality and reinvigorated by each student's success.

Very much in demand since the start of the pandemic, they are present in schools and continue to leverage their countless skills to help everyone adapt. Indispensable more than ever before, we congratulate them for their resilience and professionalism despite the challenges. Thanks to their dedication, schools are more than centres for education: they are positive and stimulating environments, where youth can open their wings and flourish.

Professionals are still changing the world one student at a time. Change the world with us!

## Professional Support at the Heart of Change

Marc Nolet, Education Consultant

I am an education consultant at the Baie-James School Board. I consider myself very privileged to do this job.

In the current context of Covid-19, the role of the education consultant has changed on all levels. Education consultants are putting all their energy into ensuring the transition from rather traditional classroom instruction to virtual education. It is a substantial challenge and stress levels are tangible in schools that have to be able to switch to distance learning within 24 hours.

Regardless of our role, I am convinced that the student should remain at the core of our priorities. Education consultants must always adapt in order to properly train and support all staff. Stress is obviously a driving force to go further, but currently exhaustion is also a noticeable factor. It is not all about having computers, tablets and interactive digital whiteboards. What matters is to put them to good use in order to provide proper learning.

Once the technological and communication tools have been mastered, I believe that it is personalized support from education consultants that is the key to success.

Collaboration is the basis of all the work of education consultants. Underlying adequate preparation for distance learning are insecurity, demotivation, isolation and other challenges. Our team of education consultants has succeeded in creating a safe space, open to reflection. We brought together education consultants from all disciplines (mathematics, science, school adaptation, physical and health education) to create an interactive online document to support teachers.

Being an education consultant brings its share of challenges and surprises, but it is truly captivating because we are at the centre of change. I am very happy to be experiencing this moment, where collaboration and human relations are taking on their full meaning.

Wishing a great Professionals' Week to all!

## Building Motivation through Teamwork

Christine Landry, Guidance Counsellor

As a guidance counsellor working at two high schools, I have the chance to see my students face to face every day. The role of the guidance counsellor in a school is to work on academic motivation, give meaning to studies, and promote perseverance through various projects (and not only to define a career plan). A student who cherishes a personal or professional project is much more likely to persevere.

Unfortunately, since the beginning of the school year, I have been getting a lot more referrals for "student demotivation". What is exceptional is that it affects Secondary 1 students. They feel lost or have difficulty keeping up given the lack of benchmarks from the previous year. Another peculiarity of this year is that I am facing a shortage of motivational levers. Yes, there is also a shortage in this area! Activities, outings, and sports have practically been absent since students have been back at school. Fundamentally, school is a living environment and we are taking away an important part of what can motivate a student to attend school.

As for Secondary 3 to 5, part-time attendance and two report cards counting for 50% cause a lot of anxiety among teens for future college enrollment. Not to mention our vulnerable students, or students with disabilities, adjustment difficulties or learning difficulties who are most at risk. Yes, I am worried about school dropouts, just like all school staff who bring it up every single day.

While juggling environmental stress, new technological tools and student perseverance with few resources, it feels a lot like we have to also reinvent ourselves. I think that it is even more important to work as a team. This is the strength of our schools and I believe in it!

Centre de services scolaire de la Baie-James Québec

### Basculer en enseignement à distance en 24 h

**VOLET PÉDAGOGIQUE**

- ⇒ Élaboration d'un scénario pédagogique
- ⇒ Pense-bête pour l'enseignant
- ⇒ Pense-bête pour les parents

**GESTION DE CLASSE**

- ⇒ Je pense à ma gestion de classe
- ⇒ Exemple d'une matrice comportementale

**VOLET TECHNOLOGIQUE**

- ⇒ Ressources pour enseignants
- ⇒ Ressources pour élèves

**En action!**

**VOLET PÉDAGOGIQUE**

- ⇒ Scénario d'enseignement-apprentissage synchrone
- ⇒ Scénario d'enseignement-apprentissage asynchrone
- ⇒ Exemples de planification (préscolaire, primaire, secondaire, canevas)
- ⇒ Exemple de plan de travail
- ⇒ Évaluation

**VOLET TECHNOLOGIQUE**

- ⇒ Outils pour évaluer
- ⇒ Outils pour la rétroaction
- ⇒ Ressources de la TÉLUQ

**GESTION DE CLASSE**

- ⇒ Je le vis de la maison

Présentation du document | Mot des enseignants | Les références

# Back to School in a Pandemic: Psychologists, SOS!

Léna C. Moïse, Psychologist

Like all parts of society, schools have had to adapt their services to the pandemic with all the adaptive pressure that is involved. It is obvious that elementary school students are content to be back in their school environment! It is thanks to all school staff and administrators who work very hard to provide them with an environment as stimulating and enriching as possible, despite all the constraints.

Three months after the start of the school year, we are therefore getting used to a new normal: trying to establish a normal school routine with additional health recommendations. We are experiencing a lot of unforeseen events and changes that challenge everyone's coping skills and translate into stress.

School psychologists are not exempt from environmental stress and navigate between virtual and in-person interventions. We are in demand in schools more than ever, both for direct support for students and team members. The importance of stress management and emotional regulation skills, in adults and in children, is highlighted by the surrounding context and therefore requires special attention. Nevertheless, the academic mission of the school environment cannot be neglected. Requests for assessment were initially put on the backburner by many of us, but they are becoming more and more urgent. Navigating between academic and socio-emotional needs has always been our lot, but the pressure is all the greater in the current context. Fortunately, we carry a passion that drives us because exhaustion is also felt in our ranks as it is in all our professional colleagues. Have courage, FPPE colleagues!

Note: The EMSB is looking to fill some psychologist positions!

# Education Consulting: Working as a Team Through the Synergy of its Members

Janik Drapeau, Education Consultant, Vice-President, SPGP

I am an education consultant (EC). My actions are reflected through all people who revolve around students: teachers, school administrators, and other professionals, which means I have an indirect influence on students' success.

Education consultants must be ahead of the curve on a pedagogical level, whether in developing digital skills, adopting intervention models and effective approaches in teaching and learning, or assessment. We make sure that students with disabilities, adjustment difficulties, or learning difficulties have the support they need, as well as offer support to teachers who are just starting out or are not legally qualified and find themselves in front of a class due to the lack of staff.

This is even more true in the pandemic, which has exacerbated the difficulties and the burden of our task! We have increased the support tools and types of help that we can provide by adopting technological tools and various digital platforms at lightning speed. We continue to be available remotely. We sometimes felt helpless, but the synergy of the team served its purpose.

As we are also negotiating our working conditions, I want to tell my colleagues that they are extraordinary! I wonder how we can continue *changing the world one student at a time* when resources are scarce? Despite this difficult environment, and to chase away the anxiety, I find myself dreaming. I dream of a school environment where we have the time and energy to act together and take care of one another! I dream of working on measures for prevention rather than reaction and without waiting lists. I dream of everyone succeeding with all the tools they need. I dream of being even more proud of *changing the world one student at a time!*



Education Professionals' Week



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## Merci, Thank you, Nakurmik!

Carolane Desmarais, President, SPPOM

When people talk about education professionals, we think of unsung heroes. We think of people who are passionate about the work they do and who make a difference for thousands of Quebec students year after year. Whether they work in direct, educational, or administrative services, they're committed to making a difference.

This year's Education Professionals' Week is the time to recognize our heroes and let them shine under the light reflected from the eyes of students and colleagues.

At SPPOM, we are proud to represent these individuals who champion resilience on a daily basis. Whether they work in rural or urban settings, or in one of the 14 communities in Nunavik—in French, English or Inuktitut—professionals believe that all students, regardless of their background, origin, or skillset, can achieve success in their own way.

Imagine what professional staff could accomplish if there were enough of them in Quebec schools! Now more than ever before, their ability to adapt to any situation and to diverse needs helps them to keep *changing the world one student at a time!*

On behalf of myself and all the people that you've impacted near and far, **merci, thank you, nakurmik!**

## Professional Education Services Bringing Change to School Communities

Josée Yale, Union Representative, SPPÉLL

I consider myself blessed as a union representative to be working with professionals like you. Since March, you have been able to adapt to many different situations, have shown immense creativity, and have continued to do your job with passion and professionalism, constantly reinventing yourselves.

You are changing the world for students. With your skills, you are helping them develop their full potential by emphasizing their positive behavior, finding strategies that work for them, and by quickly detecting learning, language, social or emotional difficulties. You are also by their side, guiding them to unearth their passions and helping them grow into their true self, day by day.

You are also changing the world for teachers, administrators, and support staff. Your presence prompts them to excel and improve their sense of self-efficacy and well-being at work every day.

Lastly, you are changing the world for parents who want the absolute best for their children. You know how to reassure them, listen to them, and give them the tools and help they need to support their child in life and with school.

Through your actions as professionals, you are bringing change to school communities every single day! Thank you for taking the education system to a whole new level with your knowledge and expertise.



## Recognition for our Commitment is More Important Than Ever!

Andrée Marcotte, French Education Consultant, Primary Level

At the CSS des Laurentides, professionals were able to take on the back-to-school challenge as brilliantly as ever, but this time, in a very unusual context.

I want to especially applaud professionals for their work in schools. They have been rallying together since March 16<sup>th</sup> and were confronted with all the risks of going back to school this fall during a pandemic, including countless health measures, risk of infection, and mandatory tasks, such as monitoring challenges related to working from home, among others.

For as long as I can remember, professionals have been key players in the success of all students. All of these jobs are equally important, and that includes Education Consultants (EC) who worked tirelessly from March to June, supporting parents and teachers before their return to school. And they continue to do so today.

Now is the time to demand recognition for this boundless commitment that we make on a daily basis. We are hopeful that the ongoing negotiations with the government will be successful. Things have to change now!

# SCGCIA, More Important Than Ever!

## “Hallway Worker” or How to Contribute to Students’ Well-being in a Different Way.

Benoit Thibodeau, Spiritual Care and Guidance, And Community Involvement Animator (SCGCIA)

I am a professional spiritual care, guidance, and community involvement animator (SCGCIA). Due to the pandemic, I am unable to organize the usual lunchtime community engagement and committee outings.

However, since the beginning of the school year, one of the basic needs at my high school was surveillance. Quite uneventful, to say the least! Nevertheless, I took the initiative and offered my services to the administration to meet the school’s needs. So here I am, supervising students in the hallways, cafeteria, and other places.

How does one attribute professional meaning to a task, which is at times perceived as unrewarding? Give it a modern twist and change the title! I am now a “hallway worker”.

“Hallway workers help isolated teens—those without friends, and the shy and vulnerable—to integrate into school. They can also provide support to all the students in the school.” These are not my words; that is what [Wikipedia says](#).

The sign on my office door still reads SCGCIA. It is included in my signature and I am still an SCGCIA. This is simply my perception of the task that has changed throughout the pandemic. It remains a way of life and helps me experience this period, which has been demanding for everyone, by making an additional contribution instead of just getting through it.

## “Together”

### The CSSPI’s SCGCIA Team is Alive and Kicking!

Isabelle Labrie, Spiritual Care and Guidance, And Community Involvement Animator (SCGCIA)

Despite the challenges we have faced with the pandemic and our new high school assignments, rest assured that the CSSPI’s spiritual care, guidance, and community engagement animators (SCGCIA) are still present and more creative than ever!

From virtual cooking workshops to outdoor committee meetings and podcasts, nothing has stopped our highly motivated team from helping to promote a healthy, safe, and caring school environment.

Like SCGCIA, the mental health of our colleagues is a top priority. Therefore, to show that we care and to support each other as professionals, we ask that you use this sign, which means, “together”, to greet each other! By rallying together, we will overcome this unique chapter!



**100 000**  
*bonnes raisons de vous gater!*



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**Centrale des syndicats  
du Québec**

Partenaire de la **CSQ**



**laPersonnelle**  
Assureur de groupe auto, habitation  
et entreprise

# SCGCIA, More Important Than Ever!

## “How Are You Really Doing?”

### A Period of Rapid Adjustment Where Taking Care of One Other is Important

Jacinthe Lebel, Spiritual Care and Guidance, and Community Involvement Animator (SCGCIA)

For over eight months, we have been living in extraordinary times. Our ways of thinking and living daily life are turned upside down and filled with uncertainty. Each person is experiencing it differently: for some adolescents, lockdown has been beneficial, while for others, it is a period of stress and unease.

At the beginning of the school year, it was obvious to me, as the spiritual care and guidance and community involvement animator (SCGCIA) at the Jean-Raimbault school, that the pandemic had to be addressed with all students. The school's administrative team and psychoeducators, Julie Lafontaine and Marianne Ste-Marie Gaudry, wanted to coordinate an evaluation at the start of the year in order to reach students that were affected by the situation.

I met with all 44 school groups, facilitating a session I called “The world, our world, is changing”. I created an activity where a paper cell phone was given to each student. They were invited to write their name, their group and, if desired, a request to get help. A number of professionals participated in the activity and more than 120 requests for help were collected. This allowed teens to reflect on this new reality, observe its various impacts, as well as seek help.

Students had another chance to write about their uncertainties, adaption strategies, and wishes inside an origami butterfly: a strong symbol of transformation. The butterflies from each group were assembled into mobiles, displayed a beautiful greenhouse in the centre of the school.

Next spring, we will review the butterflies with each school group. Each student will read the message carried by their butterfly and understand the impact that this particular year has had on them.



In the team photo, from left to right: Jacinthe Lebel, SCGCIA, Julie Lafontaine, Psychoeducator, Marianne Ste-Marie, Psychoeducator, Jonathan Lavoie, Deputy Director.

