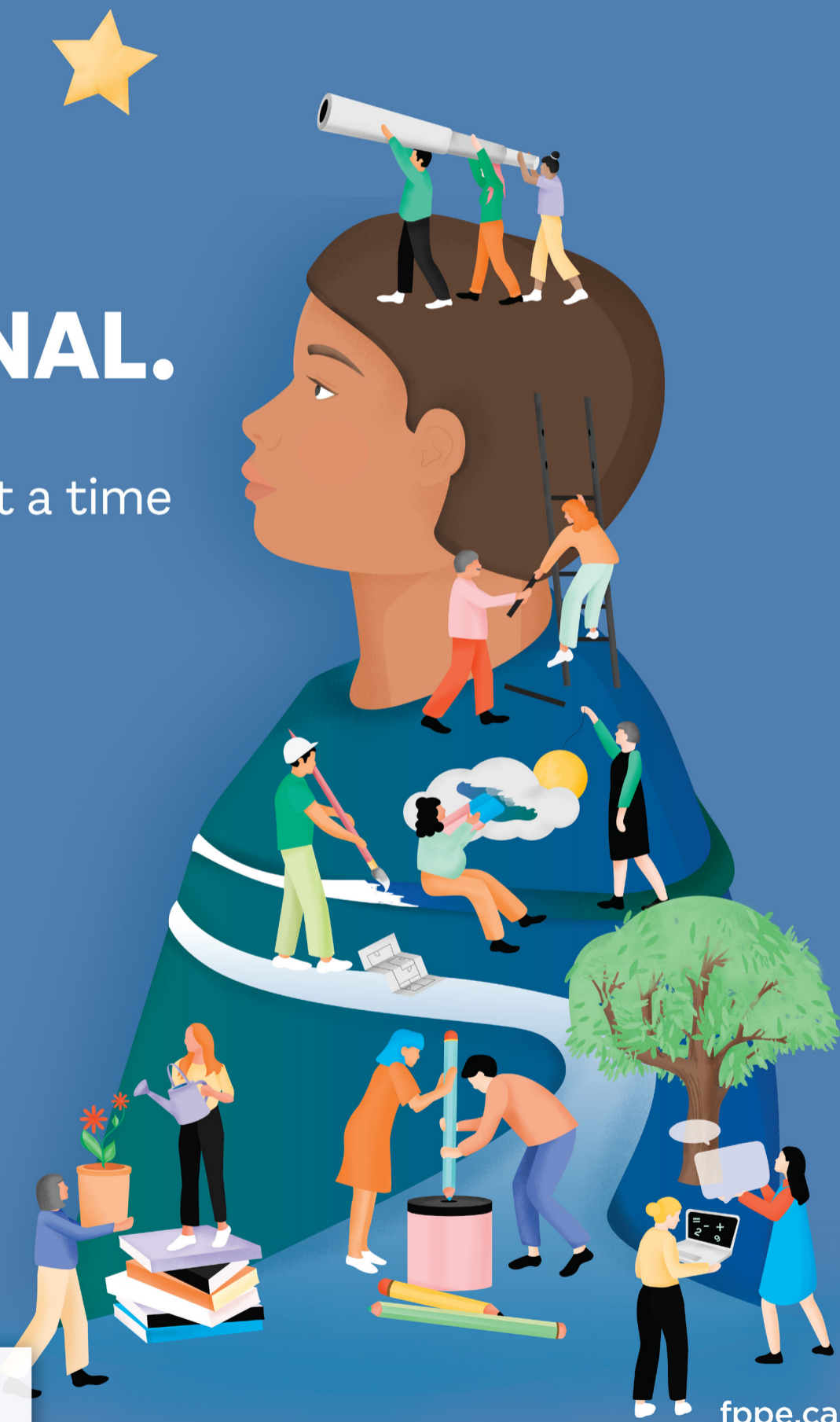


NOVEMBER 2023

LA PASSERELLE

PRESENT. PROFESSIONAL.

Changing the world
one student at a time



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



fppe.ca

Illustration: Valéry Lemay

November 20 - 24, 2023

EDUCATION PROFESSIONALS WEEK

MESSAGE FROM THE PRÉSIDENT



JACQUES LANDRY,
PRÉSIDENT, FPPE(CSQ)

This year's theme for Pro Week is "Present. Professional." At a time where needs are skyrocketing and the shortage of qualified workers continue, I witness every day your essential contribution and commitment to meeting the needs of students, teachers and the school organization, whether in support services, pedagogical services or administrative services.

Yet, there's no shortage of reasons to give up. We recently toured the province of Quebec, identifying several very worrying and sometimes dramatic situations.

HERE ARE A FEW OF THEM

- At CSS Marguerite-Bourgeoys alone, there are currently around 90 vacancies out of a total of just over 500 for professional staff;
- A SA (Student Advisor) in the Outaouais region told us that just over a third of the teachers she is supporting are unqualified. And she's not the only one;
- On the Côte-Nord, but also elsewhere, we're no longer able to attract and retain young professionals. Resignations and job postings are multiplying, while vacancies and openings created by retirements often remain unfilled;
- Especially in Montréal, where the housing stock is crumbling, the numerous engineers and architects are constantly losing the expertise of their colleagues who are leaving for better conditions;
- As the number of schools to be served multiplies, so do the needs of the students. Currently, there are between 600 and 1,000 vacancies for psychologists, psycho-educators and speech therapists alone.

Despite this, each and every one of you, against all odds, continues to offer high-quality "public" services, often at arm's length. Thankfully, you're still here... "always here, always ready and always pro." You're making us proud, but it's clear that in the medium and long term, this situation will become unbearable for many of us.

Unfortunately, the government doesn't seem to understand the extent of the problem.

Providing services outside the school, through the private sector, is not the way to ensure the successful future of our society. Naturally, the best support in a school environment is provided by all those who live and work there daily. Their solutions and interventions are tailored to meet the needs of our students, and as a result, they are suitable and effective.

Here are just a few of the themes that are dear to us that go beyond the salary offered. We are advocating for and proposing these issues to the government, the ministère de l'Éducation and our partners for greater efficiency, and that go beyond the salary offered.

- Review funding and intervention based on the students' real needs, rather than in terms of organization;
- Provide service thresholds;
- Set up a vacancy monitoring mechanism;
- Establish processes and funding for multidisciplinary teamwork;
- Greater flexibility and recognition in work organization;
- Enhancing the value of public professional services.

All our jobs are essential to student success, and they deserve more public recognition and commitment. FPPE is convinced of this.

Thank you all for being there, for "BEING HERE AND BEING PRO!"



EDUCATION PROFESSIONALS WEEK
NOVEMBER 20 - 24 novembre 2023

PRESENT. PROFESSIONAL.

KARINE LAPIERRE,
COMMUNICATIONS CONSULTANT, FPPE(CSQ)

This year's theme for Education Professionals' Week is Present. Professional.

Public education professionals—over 12,500 members of the Fédération des professionnelles et professionnels de l'Éducation, FPPE (CSQ)—are committed to focusing their energies wherever they are most effective in meeting students' needs: in the school environment, in the students' living environment.

Just like the Boy Scouts, they're always ready, but when they're HERE, PROS in direct service¹ can best put their professional expertise to work in the school, collaborating with teachers, school administrators in elementary, secondary, adult and vocational education, and parents, to foster success.

It's also because they're HERE for the students that² administrative service pros understand the specific needs of the school environment and can create environments that are truly conducive to learning.

It's also because they're HERE for the students and have in-depth knowledge of educational programs³ that our PROS in educational services can effectively support teachers in their professional development.

At the end of the day, society as a whole benefits from letting them to do their jobs as well as possible, with the best possible conditions.

A VISUAL METAPHOR

Quebec designer Valery Lemay created the illustration for Professionals' Week 2023.

To illustrate the theme "Always here / Always pro," she chose to depict the professionals in close proximity to the students.

They gravitate, interact and collaborate around the child, shaping an environment conducive to learning.

Thanks to their unique expertise, each professional helps students to sow the seeds of effort and curiosity, to find the tools that will help them succeed, to pave the way for the teenager and adult they will become, and then, to climb the ladder to the future with optimism and peace of mind.



¹Speech and hearing therapist, rehabilitation therapist, functional rehabilitation therapist, social worker, student life coordinator, spiritual life and community engagement facilitator, preschool education counsellor, guidance counsellor, school education counsellor, school and career information counsellor, advisor, occupational therapist, remedial teacher, speech therapist or audiologist, psychoeducator, psychologist, social worker.

²Development officer, financial management officer, analyst, architect, administrative officer, lawyer, food consultant, communications consultant, dietician/nutritionist, engineer, notary, translator, certified translator.

³Librarian, spiritual, religious and moral education counsellor, assessment and evaluation counsellor, educational adviser, teaching aids and methods specialist.

Materials to show my pride in being a public education professional!

You can also download Professionals' Week promotional materials at: <https://www.fppe.ca/semainedespros2023/outils-graphiques/>. With wallpapers for your Team or Zoom meetings, email signatures and social networking banners, we've got you covered!

BILL 23: ANOTHER STRUCTURAL AND GOVERNANCE REFORM

Marie-Eve Quirion, Action professionnelle Consultant FPPE(CSQ)

Never has François Legault's government been as unpopular as it is currently amid the strength of the Front commun, the labour shortage, the public services collapsing, and the attempted reforms in health and education being denounced on all sides.

Bill 23, An Act to Amend the Education Act and to enact the Act respecting the Institut national d'excellence en éducation (PL 23) is part of this trend. Members of the parliament are currently studying this project, which is generating more mistrust than enthusiasm among all stakeholders in the school system.

More Powers for the Minister

In addition to creating a new Institut d'excellence en éducation (INEE) whose relevance and independence have yet to be proven, PL 23 aims to centralize more powers in the hands of the Minister. For example, the Minister has the right to challenge all decisions made by a school organization.

If adopted as presented, PL 23 will likely be challenged by English-language school boards, who successfully challenged Bill 40 (2020), which would have transformed school boards into school service centres. The Quebec government is currently appealing this decision.

Making Changes Without Analyzing Risks

PL 23 proposes legislative changes to facilitate the collection and use of data. While there is a consensus on the need to improve access to data in education, we must remain vigilant to maintain privacy regulations and consider the risks of discriminatory bias induced using specific data.

PL 23 also opens the door to broader access to complementary remote educational services. Various experiments are being conducted in the field, but to this date, there are no national guidelines or validated research findings. While not opposed, the FPPE (CSQ) urges caution. We believe that the best service is the one provided in the student's living and social environment.

What is the vision for education?

The 75-clause bill raises several issues, including the teaching staff continuing education. The FPPE (CSQ) is also concerned about the ministerial shift undertaken, in which improving the success rate becomes the only data that really seems to matter.

We're looking for a vision, a social project, a large-scale action to promote student well-being, equity and inclusive education, but to no avail—PL 23 doesn't address the fundamental problems of the public school system.

To find out more, please see the following documents:

- ♦ The FPPE (CSQ)'s brief: [L'expertise professionnelle : alliée indispensable pour comprendre et répondre aux besoins des élèves](#)
- ♦ The CSQ's brief: [Projet de loi no 23 : présage d'un appauvrissement en éducation](#)
- ♦ The book: [Le PL 23 et l'INEE : excellence ou standardisation en éducation?](#)

FPPE CONFERENCE ON MAY 30, 2024—SAVE THE DATE

The FPPE (CSQ) is organizing its first hybrid conference which will take place on May 30, 2024, at the Saint-Hyacinthe Convention Center and remotely.

Under the theme "Preventing, supporting, growing," the conference aims to highlight the role and expertise of education professionals. We hope that this day will foster training, reflection and discussions among professionals.

Various topics will be addressed, including the changing role of professional staff in the school environment, the organizational models for complementary educational services elsewhere in Canada, the challenges of collaboration in education, and the impact of workplace transformations on the school system.

To wrap up the event, Régine Laurent and Claude Lessard will discuss the future of education from a child welfare perspective.

Registration will take place in winter 2024. Don't miss it!

ENTER FOR YOUR CHANCE TO WIN!

The Personal, the group home, auto and business insurer chosen by the FPPE-CSQ, is giving you a chance to win a \$250 La Forfaiterie gift card! To participate, enter here: <https://lapersonnelle.tirageclair.ca/fppenovember>

The contest closes on November 27th 2023, at 4 p.m.

Exclusive rates with a group insurer that gets it

FPPE-CSQ has partnered with The Personal to offer you many advantages on your home, auto and business insurance – including group rates not offered to the general public, preferred service, and more.

To get a quote or request more information, visit thepersonal.com or contact them at 1 888 476 8737.

¹The Personal refers to The Personal General Insurance Inc. in Quebec and The Personal Insurance Company in all other provinces and territories. The Personal® and related trademarks are trademarks of The Personal Insurance Company, used under licence. Certain conditions, limitations and exclusions may apply. Auto insurance is not available in MB, SK and BC due to government-run plans. Business insurance is available only in Quebec.

²The contest ends on the November 27th 2023, at 4 p.m.. No purchase necessary. The draw will take place on the November 27th 2023, at 4:05 p.m.. Details and contest rules available at <https://lapersonnelle.tirageclair.ca/fppenovember>

CONTEST open exclusively to FPPE-CSQ members

We're giving away three La Forfaiterie GIFT CARDS worth **\$250 each!**

Enter

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