

External Job Posting

FASD Classroom Worker
3 Positions Available

AGENCY OVERVIEW:

Carizon Family and Community Services specializes in children's mental health, youth engagement and development, family violence services, individual and family counselling, parental support and education, credit counselling, workplace resilience, settlement support and community wellness.

POSITION OVERVIEW:

The FASD Classroom Worker works in the Fort, which is a Section 23 partnership between Carizon and the Waterloo Regional District School Board (WRDSB) and is for elementary-aged children who have a diagnosis of Fetal Alcohol Spectrum Disorder (FASD).

In partnership with the teacher, the FASD Classroom Worker provides one-to-one and group support to the children in the Fort, with their academic and social skills learning, based on each child's individualized treatment plan.

We have three full-time (35 hours/week) permanent positions available. These positions will be based at our 3601 Sandhills Road, Baden location and have a start date of August 12, 2019.

RESPONSIBILITIES:

- Support the day-to-day operation of the Fort classroom
- Provide individualized support to the children in the Fort based on best practices for working with children with FASD
- Plan and lead social skills groups in the classroom
- Use proactive strategies to support the children, including setting realistic expectations, changing the structure of the environment, and making accommodations based on the individual child's needs
- Work collaboratively as a member of the multi-disciplinary team, respecting the role and expertise of each member
- Ensure the completion of daily reports and documentation meeting deadlines and ensuring documentation provides all relevant information to inform the treatment
- Provide support to the child and their school supports during and/or post-discharge, as required
- Maintain current PMAB certification
- There is a requirement for the incumbent to be able to physically restrain clients when necessary to ensure a safe environment for staff and children

EDUCATION/KNOWLEDGE/EXPERIENCE:

- Diploma in Child and Youth Work or Social Services, or a related degree (eg. BSW), or the equivalent mix of education and experience
- Knowledge, skills and experience in working with people living with FASD
- Understanding of the neurological basis of FASD and the subsequent presenting behaviours
- Willingness to embark on self-directed professional development on Fetal Alcohol Spectrum Disorder, special education approaches, use of visuals, sensory strategies, etc.
- Ability to address environmental sensory considerations to ensure that the physical classroom space promotes success for each child and their unique sensory processing issues, where applicable

- Ability to use a wide range of communication strategies (i.e. verbal, non-verbal, visuals, etc.) to support children with receptive and/or expressive language concerns
- Ability to assess the individual aptitudes and strengths of each client and use them as a proactive foundation on which to build individual student success
- Ability to identify triggers and implement proactive strategies to help each child do his or her best, which may include making accommodations, adjusting expectations, or structuring the environment to limit the likelihood of challenging behaviours
- Ability to tailor expectations and interventions in a way that reflects an understanding that behaviour rooted in neurological differences may or may not be effectively shaped through traditional behaviour modification (i.e. reward/punishment) or cognitive-behavioural approaches
- Ability to work in multi-professional team that values this approach and sees it as necessary for clients with FASD
- Ability to provide structure and routine yet be flexible with students' individual needs
- Ability to assess risk and take appropriate steps to ensure the safety of clients and others
- Ability and desire to collaborate with other professionals and services
- Excellent communication skills (both oral and written)
- Strong verbal de-escalation skills
- Ability to mediate and collaboratively resolve conflicts
- Exceptional organizational skills and ability to work in an environment where juggling multiple demands and priorities is the norm
- Proven experience working in a fast-paced environment and meeting deadlines
- Proven experience working independently on own responsibilities, as well as within a broader team, providing excellent customer service
- Excellent interpersonal and conflict management skills
- Ability to use technology such as computers (i.e. Word, Excel, Outlook), data management systems, and cell phones
- Valid driver's license and access to a reliable vehicle

HOW TO APPLY:

Interested applicants are invited to submit their resume (in confidence), before 4:00 p.m. on the last day of this posting to: Human Resources via email: hr@carizon.ca, quoting the competition number in the cover letter and email subject line. *We request that candidates please send their cover letter and resume together as one combined document (Word.doc, PDF etc.).*

**Carizon is an equal opportunity employer and supports workforce diversity. At Carizon, we believe that diversity enriches our performance, clients, services offered, the communities where we live and work, and the lives of our employees. Should you require accommodation during the recruitment process, please contact Human Resources (hr@carizon.ca). While we thank all applicants for their interest, only those candidates selected for an interview will be contacted.*



<u>SALARY:</u> As per salary range	<u>STATUS:</u> Permanent, Full-time	<u>COMPETITION NUMBER:</u> 27-19 (NUC-25)
<u>LOCATION:</u> 3601 Sandhills Road, Baden	<u>HOURS OF WORK:</u> 35 hours/week	<u>POSTING PERIOD:</u> May 3-23, 2019
<u>EMPLOYEE GROUP:</u> Non- Union	<u>SCHEDULE:</u> Monday to Friday	<u>START DATE:</u> TBD