



PROVINCIAL NEWSLETTER

From the Editor:

Spring is finally here and with that comes the spring edition of our newsletter. This a great opportunity to share things that have been happening in our various chapters.

I would like to thank all who have contributed articles and pictures. Please continue to send news to me, so that I can include it in the fall newsletter.

I wish everyone a safe and enjoyable summer. Happy reading!

Kathy Miles



In this Issue:

▶ From the Editor	1
▶ Executive Reports	2
▶ Youth Depression	5
▶ Planning Weekend.....	6
▶ Provincial Negotiations.....	9
▶ APSSP Members in China ...	10
▶ In Memoriam	11
▶ Upcoming Meetings	12

APSSP Provincial Executive

▶ President	Georgia Steinhart
▶ Treasurer	Rick Townshend
▶ Secretary	Marieke Favrod
▶ VP Negotiations	Glenn Webster
▶ VP Public Relations	Kathy Miles
▶ VP External Affairs	Dan Milne
▶ VP Grievance & Constitution	Carmela Diano

Provincial Chapter Members

▶ Bruce-Grey Catholic District	▶ Niagara District
▶ Dufferin-Peel Catholic District	▶ St. Clair Catholic District
▶ Durham Catholic District	▶ Toronto Catholic District
▶ Halton Catholic District	▶ Waterloo Catholic District
▶ London District Catholic	

Executive Reports

Provincial President

Georgia Steinhart

This newsletter report is my final one as APSSP President. For the past four years, I have had the great privilege of serving as your President.

Prior to that, I served on the Provincial Executive as Vice President/Negotiations. Without a doubt, what I have gained from this experience far outweighs the time and energy involved in fulfilling my responsibilities. Union involvement complements the commitment that we each have to our professions and to our colleagues, and allows us to use our skills and knowledge in different and very fulfilling ways.

I want to express my gratitude to all the APSSP members with whom I have served on the Provincial Executive for the past eight years. Each of them has brought his or her own special talents to the Executive, and each of them has worked hard and enthusiastically to ensure that APSSP meets its responsibilities to our membership. Our working relationships have been excellent, and we have had lots of fun!

In the Fall newsletter, you read about the framework agreement which APSSP had

reached with the Ministry of Education late last Spring. We knew at the time we signed the agreement that this framework would be advantageous to APSSP Chapters when they moved into negotiations with their school boards. What we did not expect was the severe economic downturn, and we are fortunate that the Provincial framework agreement has provided our members with substantial protection on wages, benefits and staffing.

This Fall, APSSP Provincial and Local Chapters accomplished what had seemed to be impossible. All nine Chapters achieved Collective Agreements with their Boards before the Ministry of Education deadline of November 30th. We all need to thank our Vice President/Negotiations, Glenn Webster, our Labour Consultant, Larry Robbins, and our Chapter Chief Negotiators for what was achieved. Everyone involved put in an extraordinary amount of time and energy in order to ensure that local agreements reflected the Provincial agreement, that local Chapter needs were addressed and that deadlines were met.

Even though four year Collective Agreements have been signed, the work is not finished. Outstanding issues include Partnership



Protocols, Professional Development funding, and staffing and benefit enhancements. Glenn Webster and Dan Milne will be providing more details on these matters in their reports.

APSSP has now established a strong presence at the Ministry of Education, and APSSP will need to ensure that our voice continues to be heard on issues that matter to our members. This winter we were very pleased to hear from the Minister's office that APSSP will be a participant in Partnership Protocol discussions with the Ministry and that we will be included in the Support Workers Advisory Group (SWAG) which has been created by the Ministry to follow up on issues raised at the Provincial Discussion Table last Spring.

Please check out the Provincial APSSP website whenever you need information about your union. Our web address is www.apssp.org. The website provides information on APSSP policy, professional job descriptions, meeting dates as well as news from Local Chapters.

The APSSP General Meeting will be held on Thursday evening, May 14th. We have a new location which we believe will provide even better facilities than we have enjoyed in the past. Our Vice President for Public Relations, Kathy Miles, is already working hard on the arrangements. The positions of President, Treasurer, Vice-President, Negotiations and Vice-President, External Affairs will be up for election at the upcoming AGM. All members will soon be receiving a mailing with details of time, location and agenda for the evening. We have had an excellent turn out in the past few years, and we look forward to seeing many of you again this year.

Provincial Treasurer

Rick Townshend

Once again I am pleased to report to the membership that for the Budget year 2008, APSSP has again realized a surplus even though our expenses had increased due to Province wide bargaining. We have been able to achieve a surplus in the past nine years and we remain in a sound position financially.

A more detailed accounting of our financial picture will be shared with the membership at our Annual General meeting which will take place in May of this year. At that time, the Budget for 2009 which was ratified at the January '09 Governing Council meeting will be presented to the membership as well as a more in depth look at our financial picture in 2008.

I look forward to seeing many of you at our Annual General meeting this year. This is an opportunity for you to come out and support the many people of this organization who work so hard throughout the year on your behalf.



Vice President of External Affairs

Dan Milne

APSSP was successful in adhering to the PDT guidelines and achieving local collective agreements before the Ministry guideline. In retrospect the timing in achieving four year agreements given the continued economic challenges was positive for us. It was curious for APSSP to note that two of the unions who walked away from the support service bargaining table (CAW and ETFO) eventually returned to the Ministry and asked to sign on to the agreement that we, along with our support service partners, negotiated last May.

In following up with the PDT provincial APSSP continues to be in communication with the Ministry of Education. While the flow of communication has appropriately gone through the Provincial President all members of the executive have participated in the strategizing and decision making related to the communication. As a result of this work APSSP has been informed that we will be invited to provide representation to the SWAG (Support Worker Advisory Group) once the meetings commence. This is the committee that will follow up on issues agreed to discuss further at the PDT and function like a local joint consultation meeting. The initial topic earmarked for discussion at SWAG includes the inclusion of our disciplines within the Education Act. There is also an understanding among the union groups that the topic of wage equalization (or attempts to work toward it) will be raised.

APSSP continues to dialogue with the Ministry regarding the commitment from the Ministry of Education to forward a policy memorandum to School Boards related to the development of partnership protocols. It is expected that this should occur before the end of the present school year. It is unlikely that the minister will send full protocols for Boards to implement but will expect Board's to have partnership protocols in place and mandate some minimum requirements for those protocols.

The issue of partnerships has been a significant source of work in the vice president of external affairs portfolio. As well as the Ministry contact I have had the opportunity to join two chapters in dealing with SSLI (Student Support Leadership Initiative) issues. I attended a conference in London Catholic that was sponsored by their SSLI cluster and had the opportunity to join members of the Toronto Catholic executive in some initial meetings with the staff of Toronto SSLI cluster. It will be important to continue to monitor this and other partnership initiatives as we move forward.

All local collective agreements have some new language related to an APSSP role in this whole area of partnerships. It is more important than ever before that the local chapter is vigilant in ensuring the Board is accountable for the language that has been negotiated. If partnerships emerge that the



union is not aware of refer to the language of your agreement to see if the process has been followed appropriately. Once the ministry policy memorandum is posted it will be important for all local chapters to work with their individual Board's to modify, change, or create the local protocol.

APSSP continues to work at inviting non-unionized professionals to consider membership in APSSP. As part of that work the provincial website now includes a section on 'joining APSSP'. Additionally in the role as provincial vice president of external affairs I continue to have conversations with professionals in non unionized school boards related to the benefits of membership in APSSP. There is an emerging understanding that with the continued evolution towards provincial wide bargaining it is increasingly difficult for the professional support service staff in non-unionized Boards to make many gains negotiating in isolation with no provincial representation.

Vice-President Public Relations

Kathy Miles

It has been a very busy year. As I write this report its hard to believe I have been in this role for almost a year.

The Planning Weekend in October was my first chance to meet with P.R. reps from the chapters. During this meeting, ideas were shared for new supplies which Chapters would find useful to have available to them. I am happy to say some new items have been ordered and one will be given out as a gift at the A.G.M.



I will continue to be available to the P.R. reps for on going support with their P.R. functions and supplying the necessary APSSP items. Please let me know if your Chapter is in need of these items.

Our A.G.M. is just around the corner on May 14/09. Please note the new location will be at the Capital Banquet Centre in Mississauga. It's a chance for all members to come out with your colleagues and enjoy good food, prizes and gifts.

Hope to see everyone there!

Vice-President of Negotiation

Glenn Webster

Dear Friends,

In the last newsletter we were towards the end of our Collective Agreement bargaining. Happily all our chapters settled and as I write, all chapters either have their printed copies or are almost at the printers. We are a little slower with the Professional Development monies with half the chapters having received them and the rest still waiting. However although some chapters had initial issues with management over how to distribute and allocate the funds, we do not appear to have any issues now. If any chapters have not received these funds at the time of printing this report, we would likely be involved in a grievance.

What next? We have scheduled a St. Jacob day on April 4th to review the concepts and

mechanics of dealing with the promised staff and benefit enhancements promised in the provincial framework that was agreed to in September. For this we need to have an accurate account of staff numbers as of the beginning of this Collective Agreement and a record of student enrolment as it differs from last year.

We continue to be mindful of the issues around partnerships and the protocols for this. This topic too will be on the agenda of our St. Jacob meeting,

As we read of the economic situation worldwide and the recent concessions offered by GM workers, we should feel fortunate over our 12.5% (compound) pay rise over 4 years.



Grey. But that is not the end, our provincial reference team will work on some of the items on partnerships and committees flowing from the provincial template.

If any APSSP member has a concern, critique, suggestion or complaint please contact me by phone 647 229-0233 or email glenn.webster@sympatico.ca

I look forward to seeing you at Niagara.

Vice-President of Grievance and Constitution

Carmela Diano

Another school year is almost coming to an end. This has been a very busy year with negotiations being worked on at all chapters. This is just the start of this on-going process and we all need to ensure that we keep the momentum going as there will still be more work to be done. All chapters need to ensure that all their collective agreements are being maintained and enforced. Don't forget... you all have rights so exercise them!

The Constitution Committee has had another active year in looking at the fine details of our Constitution. There are always changes to come out of the committee's work in reviewing all the language in the Constitution. I am grateful that I have a knowledgeable group of people to count on for this process as it can get a bit daunting at times. All changes are then brought forward

to Provincial Executive for review, then to Governing Council, and finally to the Annual General Membership meeting in May for final approval. Our Constitution is the foundation of how we run APSSP and therefore it is important to be familiar with it. As you already know, the Constitution can be viewed on our website at www.apssp.org.

Grievance Officers and Chief Negotiators have met in St. Jacob's. There is a lot of work that we need to continue with this year and in the upcoming years. It's been busy with chapter negotiations, provincial bargaining, and of course enforcing all of these gains through upholding our collective agreements. These meetings always provide an opportunity to work on pertinent issues that affect all our chapters in one way or another and at one time or another. It also provides us with a venue to come together



and share our experiences with each other. I look forward to seeing many of you at the Annual General Membership meeting in May 14, 2009. I am always available to talk with you so please don't hesitate to contact me if you have any questions. Remember that your safety is always first so as we are in the midst of our hectic work schedules and demands in our respective workplaces, don't compromise your safety. Wishing you all a very healthy and safe summer!

Provincial Secretary

Marieke Favrod

We hosted another very successful Educational Weekend in Niagara Falls this past October. Executive Committee members from all nine APSSP chapters gathered in Niagara Falls to learn more about pension plans and to meet with their counterparts in other chapters. We came together as a large group again over dinner, where there was much conversation and laughter.

Don't forget to mark the upcoming APSSP Annual General Membership Meeting, on your calendars. The AGM will be happening on Thursday, May 14, 2009 at a new location this year, the Capitol Banquet Hall in Mississauga. The AGM is a great opportunity

for members from all APSSP chapters to come together to network and socialize with colleagues from across the province. We are looking forward to an informative and interesting keynote address by this year's speaker, Rosario Marchese, the New Democratic Party's Education Critic.

Many chapters will be holding elections at upcoming General Membership meetings in the spring and fall. I would encourage you to consider participating on your local APSSP Executive committee – it is a great opportunity to participate in advocating for our professions, and for the children, youth and families that we serve. I spent four years



as the secretary of the Toronto chapter prior to my work on Provincial APSSP, and have gained much knowledge and experience from this work – I've also met many interesting people and had a lot of fun! If you think this is something you might be interested in, talk to someone on your local Executive committee, or contact me at secretary@apssp.org.

Recognizing and Helping Withdrawn or Sad Students: *Dufferin-Peel Catholic District School Board*

Depression is a serious health problem that can affect people of all ages, including children and adolescents. According to Children's Mental Health Ontario approximately 2% of children and 4 to 8% of adolescents may suffer from depression.

The sad child can often be overlooked and misunderstood in the classroom because the symptoms of sadness in children and adolescents may present themselves differently than in adults. Children who are sad will often come to the attention of teachers and parents because of behavioural problems. Because they may not seem sad, parents and teachers may not realize how they are feeling. In younger children symptoms may include:

- ▶ Vague physical complaints such as stomach aches or loss of appetite
- ▶ Lack of cooperation and impatient with any frustration
- ▶ Anxiety such as fears of leaving parents
- ▶ Irritability and frustration such as temper tantrums

With teenagers, irritable and defiant behaviour can be signs of sadness along with changes in dress or appearance. In adolescence other signs of depression often include:

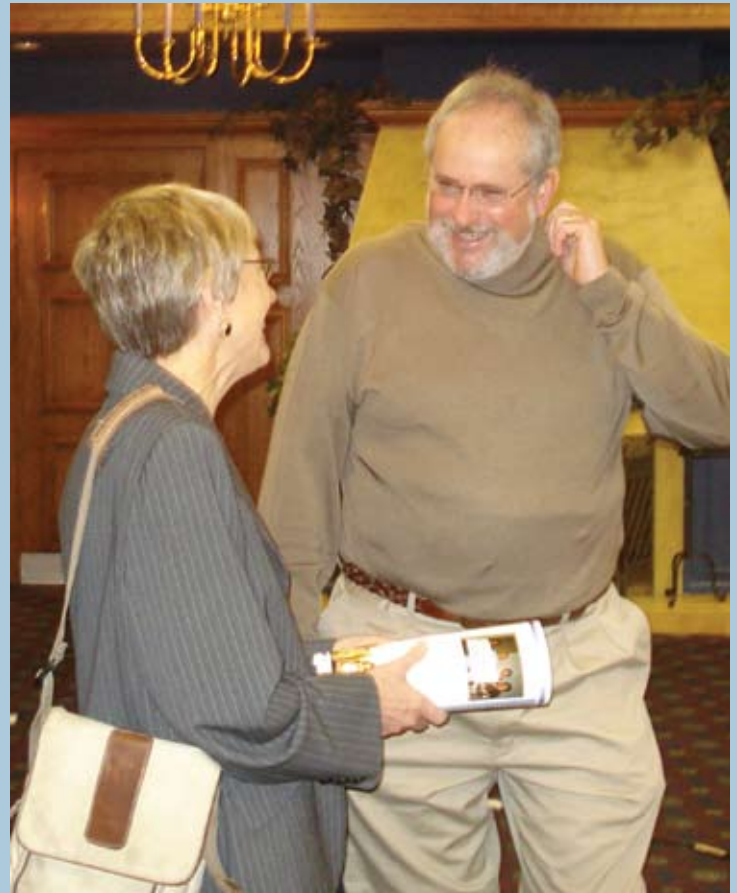
- ▶ Frequent absences from school and decline in grades
- ▶ Sleep and weight disturbances
- ▶ Social isolation
- ▶ Episodes of reckless behaviour or self-harm
- ▶ Use/abuse of alcohol or other substances

In general a sudden change in behaviour of a child or adolescent is a concern. A child who used to play often with friends may now spend most of their time alone and things that were once fun, now bring little joy to the child. Children and adolescents may have trouble properly identifying their mood but, when asked directly, they may be able to talk about their feelings. While everyone feels sad or blue now and then, of someone you know is sad or withdrawn most of the time and is having problems with grades, attendance at school or work, relationships with family and friends, alcohol or drugs, and control of behaviour, the problem may be depression. The good news is that treatment can help to make the person feel better soon. If children and adolescents don't get help with those feelings of persistent sadness it can get worse and prevent them from getting the most out of life.

If you feel a child or adolescent is feeling sad, you can help by encouraging them to talk about their feelings, being accepting of behaviour, and reassuring them that feelings of sadness do pass. If you're concerned that the sadness or withdrawal is not letting up after a couple of weeks and that these feelings are interfering with the child's daily activities, you should contact a mental health professional for advice and help to determine if a further assessment by a qualified mental health professional is needed.

Education Planning Weekend

In Review





Education Planning Weekend Niagara Falls, October 24-25, 2008

The Planning Weekend was a great success. This year the speaker was Michael Robinson from OMERS. The topic was "Understanding Our Pension Plans". He provided an excellent overview of our pension plan and addressed various issues concerning 10 month and 12 month employees. He was very informative and I think that everyone that attended learned something.

An APSSP Update was then given by Dan Milne and Glen Webster.

After a wonderful lunch we were able to get together with our colleagues in our various portfolios. This was an opportunity for all reps from various chapters to discuss issues and share ideas.

Thanks to Marieke Favrod for doing a terrific job organizing this weekend and making it such a great success.

Our next Planning Weekend will be in October, 2009. Stay tuned for more information.

Photos by Jim Steinhart of TravelPhotoBase.com





APSSP & Provincial Negotiations

A Chronology: *Dan Milne*

In October of 2007 over 70 APSSP Executive members gathered in Niagara Falls for the annual education weekend. The membership, with the encouragement of our professional labor consultant Larry Robbins, challenged the provincial executive to be more active and engaged in representing the interests of our membership at the Ministry of Education. Recognizing that almost all APSSP chapters were in the final year of their collective agreements provincial was encouraged to identify and prioritize our collective priorities as professional student support service staff.

Few of us at that time could have predicted the series of events that was about to unfold.

Late October

Provincial President, Georgia Steinhart and Vice president of External Affairs, Dan Milne, travelled to the Mowat Block at Queens Park and met with Margot Trevelyan, Director of Labor Relations with the Ministry of Education. At that meeting a commitment was made by the ministry that APSSP would be invited to any future meetings that might be scheduled between the ministry and the education unions.

January 2008

In a regularly scheduled meeting with the Provincial Executive of our PSSP colleagues in OSSTF the rumor was confirmed that meetings would soon commence between the Ministry of Education and the education unions towards province wide negotiations. APSSP was concerned that despite the ministry promise made in October we had not been contacted regarding these discussions.

February/ March/April 2008

APSSP lobbied contacts in our individual school boards, trustee associations, the ministry and other support staff unions. The Ministry moved away from what appeared to be a poorly thought out position and invited our President to face to face meetings with the Minister of Education and her staff. These meetings concluded with a decision to invite APSSP and other support service unions to their own discussion table toward achieving a provincial negotiation framework to guide negotiations.

APSSP formed a provincial negotiating reference team which solicited Chapter input through meetings with the Chapter Chief Negotiators and Grievance Officers and developed a list of priorities for provincial negotiations. Governing Council supported the priorities and provided the reference team with direction on moving forward. These priorities were submitted to the ministry negotiation facilitators and formed the basis for APSSP's position at the Provincial Discussion Table (PDT).

APSSP assigned the Provincial VP, External Affairs and our professional consultant to the Provincial Discussion Table. This table team communicated with the provincial reference team on an on going basis throughout the negotiations. The Provincial Vice President Negotiations was on site throughout all the negotiations and provided administrative and research back up. Other members of the reference group were also on site as needed from time to time.

May 2008

Three separate full day negotiations in the early spring, followed by three consecutive days in May concluded in an agreement for a provincial wide framework to guide local negotiations.

June 2008

In late June the Provincial Vice President, Negotiations facilitated a telephone conference with local presidents and chief negotiators to share the content of the PDT (Provincial Discussion Table) agreement. Direction was provided in terms of moving ahead with local negotiations. The professional consultant prepared a draft of language to move into collective agreements in order to ensure that all local agreements reflected the PDT agreement.

Negotiations commenced in all local chapters with some negotiations occurring throughout the summer.

In late June (the last two days of school) the Provincial Vice Presidents for External Affairs and Negotiations were requested to be on site with the Ministry facilitators in their attempt to reach a provincial framework agreement with our PSSP colleagues in OSSTF. The

ministry was following up on the agreement to involve APSSP in discussions specifically related to the Partnership Protocol Language. APSSP contributed to the discussions but since negotiations did not conclude APSSP was asked to be on site once again in September. At that time an agreement was achieved with OSSTF that adjusted some of the partnership protocol language.

September 2008

Chief Negotiators and additional team members met in St Jacobs to review the status of negotiations and compare language and strategies. Discussion flowed related to appropriate and consistent PDT language for local collective agreements

October 2008

Dufferin Peel Chapter engaged in Interest Based Bargaining with its employer and was the first chapter to reach an agreement. All other chapters with the direct involvement and assistance of the APSSP labor consultant reached agreements within the timelines determined in the Provincial Framework.

December 2008

APSSP continues to maintain contact with the Ministry of Education. APSSP expects to be involved in further discussion related to partnership protocol language. As well APSSP will expect to be invited as a member of the SWAG committee (Support Worker Advisory Group). The work of this committee will be to follow up on issues flowing from the PDT including inclusion of APSSP disciplines in the Education Act.

APSSP believes that the move towards Provincial level negotiations for Collective Agreements and matters flowing from those agreements will be continued. We believe that bargaining at the Provincial level worked to the advantage of all Chapters, and was an important first step in achieving more consistency among APSSP Collective Agreements. Therefore, the Provincial Executive has decided to embark on a review of the negotiating process that unfolded and determine what went well and what needs improvement for future rounds of bargaining.

Goodwill Mission to China

Julie Mazzuca-Peter

Vice-President, Negotiations
Toronto Local APSSP Chapter

The Beijing summer Olympics focussed the eyes of the world on modern-day China and a few months later, in late October, I had the privilege of visiting that amazing country as part of a delegation of Speech-Language Pathologists (SLPs) and Audiologists. The delegation consisted of 41 members (39 SLPs, 1 CDA and 1 brave Audiologist) from across Canada. It was jointly organized by CASLPA (our Canadian professional association) and an American organization called People to People Ambassador Program.

Although China has leapt into the 21st century as an economic superpower, speech, language and hearing services are just emerging. Except for a handful of foreign-trained professionals, we were all surprised to learn how few SLPs and Audiologists there actually are in this country of 1.3 billion people. Most speech, language and hearing intervention is provided by rehabilitation aides, special education teachers and auditory visual therapists.

Speech-Language Pathology and Audiology are new professions in China. Dr. Daniel Huang Zhaoming (a Chinese-American who founded Tiger Electronics and developed computer software such as Dr. Speech & Dr. Language) was the driving force in establishing a professional training program at the East China Normal University in Shanghai. The Speech and Hearing Science program at ECNU was established in 2004 and it is the first educational program and only graduate level program to train Speech-Language Pathologists in China. The first students graduated in 2008 and to-date 120 students have received their Bachelor's degree and 30 are currently pursuing their Master's and Ph.D.s.

Due to a lack of funding resources and qualified professionals, speech language and hearing services in China are mainly focussed on treating children - there are



very few services for adults and the elderly. Even in the largest cities, services for hearing impaired children are better developed and more available than those for children with speech and language disabilities. There are currently fewer than 500 audiologists for the estimated 28.7 million people with a hearing impairment. Most new-borns have their hearing screened by nurses and the Chinese government is developing a program to provide free hearing aids for hearing impaired children up to age six. Children who qualify for cochlear implants have to travel to hospitals in large cities and pay the equivalent of \$3000-\$4000.

We spent ten days in Beijing and Shanghai. As a delegate, I visited a number of hospitals, treatment centres and training institutes and I participated in round table discussions, panel sessions and formal presentations. I had the honour of delivering two of the four formal presentations given by the Canadian delegates. I also had the unique opportunity to meet Dr. Daniel Huang and many other doctors and speech, language and hearing professionals and I gained a deeper understanding of the common interests and challenges shared by our Chinese counterparts.

All the delegates and guests (family and friends) stayed in two beautiful hotels in Beijing and Shanghai and time was set aside for a variety of cultural activities.

Throughout the trip, our two wonderful guides/translators Lixin and Jie organized many cultural adventures for the group and worked tirelessly to take care of all our needs (from locating lost luggage to recommending a trendy disco for our younger delegates). We indulged heartily in the gastronomic delights of Chinese cuisine, partook in great shopping adventures, enjoyed magnificent theatrical productions, and sampled the sensual delights of the Chinese foot massage. We rode the subways, enjoyed some amazing cultural experiences with local businesspersons and seniors, and explored stunning heritage sites such as The Zen Temple, The Forbidden Palace, Tian'anmen Square, the Great Wall of China, the Shanghai Museum, Yu Garden and the Old Town of Shanghai.

Despite the fact that I had to cover all expenses for this trip, this was truly a "once-in-a-lifetime" experience professionally and personally. I am grateful for this great adventure, for the new-forged relationships with Canadian and Chinese colleagues and for the opportunity to have lent my expertise and my heart to those in need on the other side of the world.

(It should be noted that Janice Lehman-Knowles, speech-language pathologist, Dufferin-Peel and Debbie Hughes, speech-language pathologist, TCDSB, also attended as delegates.)

Remembering Mary Anne McCarty-Mayor

Anne Seniw-Martelli, Public Relations Officer- Toronto Chapter

In October of last year the Toronto Chapter lost a good friend and an exceptional human being, when Dr. Mary Anne McCarty Mayor (Psychology Dept.) died after a lengthy illness that had in recent months, saw her condition deteriorate, and require hospitalization. She had just turned 63 two days before.

For those who knew Mary Anne, one could not have asked for a truer friend and colleague. She was the type of person who would always lend an ear and support you, in what you did. She was most gentle with children and sensitive to parents' needs. She knew her job was not always easy, when it came to conveying assessment results. She did this in a manner that would allow parents to understand and know what could be expected of their child. She was humble about her professional background, never flaunting her title, "Dr." In fact she often asked not to be introduced in this way. She realized that for some people this could be intimidating and what Mary Anne naturally did was put people at ease. For each case, she sought consultation, (even calling into the evening hours), seeking the best path for the individual student.

While others were all about schedules, Mary Anne displayed incredible patience and would never hurry things along. She enjoyed the story-telling

role, drawing out the scenario, adding her own touch with commentary and genuinely leaving one in stitches, wanting more. Mary Anne set her own pace, and appreciated the value of others. She loved her job, even when getting around was not the easiest of situations. Her work associations were meaningful, and in her last months, she was able to get it together and attend a retirement for three of her former colleagues.

Being with Mary Anne was pure sunshine, her southern roots were always apparent in her hospitality and charm and laid back way of doing business. Since her girlhood years in Kentucky, music, had always been appreciated by Mary Anne, and fulfillment came from her long association with a local Choir. Celebrations were key to Mary Anne's happiness, be it a Birthday, Bridal Shower, Wedding, or simple gathering with friends. On one occasion, when hearing over lunch of a colleague's engagement, she immediately stopped at the first store to purchase a bouquet of flowers to present upon hearing the news. Thoughtfulness was Mary Anne's signature.

One could go on about Mary Anne, and in fact she often did behave like she had all the time in the world. Sadly, she did not, but we who knew her, were very fortunate to share in the time that we did have with her.



Be the Change!

Youth Leadership and Action Day

Submitted by Rosanna Bird (C.Y.C.)

On November 21, 2008, the Halton Catholic District School Board, Child and Youth Counsellors, in conjunction with the Halton Region, Public Health Nurses, hosted a student conference called "Be the Change! Youth Leadership and Action Day" to recognize and celebrate the tremendous leadership potential of our youth in the area of bullying prevention. A committee of child and youth counselors and public health nurses organized the venue, speaker and hands on activities.

Two student representatives from each of our 47 schools attended this interactive event. The day began with the leaders listening to a motivational speaker and author, Lisa Hewitt-Savelli, who addressed the importance of modelling respect and compassion as bullying cannot thrive in an environment where people demonstrate acts of kindness toward one another.

The students then participated in seven interactive activities that provided innovative ideas and strategies that ranged from designing virtue bracelets and kindness calendars to learning about internet safety. All students were encouraged to share the knowledge and activities within their school communities.

Other attendees included superintendents, social workers, and parents.



How to Contact Us:

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Upcoming Meetings:

REMINDER APSSP-A.G.M. will be held on May 14/09.

Rosario Marchese will be our guest speaker. Elections will also take place for the following positions:

- ▶ Provincial President
- ▶ Provincial Treasurer
- ▶ Provincial Vice President of Negotiations
- ▶ Provincial Vice President of External Affairs

Please mark your calendars for the A.G.M.
Thursday May 14, 2009
Capital Banquet Center
6435 Dixie Rd. Mississauga
L5T 1X4

Provincial Executive Meetings Dufferin Peel Board Office

- ▶ Tues. May 5/09
- ▶ Tues. June 2/09

Stay Tuned for the Education Planning Weekend October 2009