



CHIPPEWAS OF NAWASH UNCEDED FIRST NATION

Student Support Services – Child & Youth Worker Band Member Preferred



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| Program: | Education – Elementary School |
| Reports To: | Student Support Services-Program Lead |
| Term of Employment: | Regular – Full-time or Part-time |
| Wage: | Staff shall be assigned salary as determined by the salary grids of the Chippewas of Nawash Unceded First Nation Board of Education (\$29.18 - \$36.28/hr-2025-26) |
| Hours of Work: | 8:30 – 4:30; some evenings may be required |

JOB PURPOSE

The Child and Youth Worker (CYW) supports the social, emotional, behavioural, and mental well-being of students in order to enhance engagement, learning, and overall academic success. Working within a multidisciplinary team, the CYW provides preventative, targeted, and responsive supports consistent with Ontario education guidelines and community values. The CYW integrates trauma-informed, strengths-based, culturally grounded, and restorative practices into daily work and programming. The role supports a safe, inclusive, and culturally affirming learning environment that reflects Anishnaabe values and community priorities. The CYW reports to the Support Services Program Lead and works collaboratively with teaching staff, families, administration, and external service providers.

KEY DUTIES AND ACCOUNTABILITIES

1. Student Support

- Provide individual and small-group support to students experiencing social, emotional, behavioural, or mental health challenges.
- Promote positive coping strategies, emotional regulation, resilience, and self-advocacy skills.
- Develop, implement, and monitor individualized support strategies in collaboration with school staff and families.
- Support students with self-regulation, conflict resolution, attendance challenges, and peer relationships.
- Apply trauma-informed, restorative, and culturally responsive practices.
- Conduct observations and contribute to student support planning (e.g., Safety Plans, Behaviour Support Plans, Individual Education Plans as appropriate).
- Participate in case conferences, team meetings, and student support discussions.
- Maintain appropriate documentation in accordance with privacy legislation and Board policy.

2. School and Community Collaboration

- Collaborate with teachers, administration, Special Education staff, and community agencies to support student success.
- Build respectful and cooperative relationships with families and caregivers.
- Increase awareness of community-based resources and support appropriate referrals when necessary.
- Support culturally grounded programming and community initiatives within the school.
- Promote a positive, inclusive, and culturally safe school climate.

3. Professional Responsibilities

- Maintain strict confidentiality of student and family information in accordance with applicable privacy legislation and Board policies.

- Adhere to all policies, procedures, and directives of the Chippewas of Nawash Unceded First Nation and the Board of Education.
- Participate in ongoing professional development, including cultural competency and cross-cultural learning.
- Prioritize student safety and well-being at all times.
- Perform other related duties as assigned.

REQUIREMENTS

Education and Experience

- Post-secondary education in Child and Youth Work, Social Service Work, Social Work, or a directly related field.
- Knowledge or experience working with children and youth in a school, community, or First Nation/Indigenous setting.
- Experience supporting students with social-emotional, behavioural, developmental, or mental health needs.
- One (1) year experience working with First Nation or Indigenous community, school or organization.

Knowledge, Skills & Abilities:

- Demonstrated knowledge of trauma-informed, strengths-based, restorative, and culturally grounded approaches to supporting children and youth.
- Demonstrated knowledge of Indigenous history, intergenerational trauma, and the ability to apply culturally grounded approaches within a school setting.
- Understanding of child and adolescent development, mental health, and behavioural support strategies relevant to educational environments.
- Ability to assess student needs and develop, implement, and monitor appropriate social-emotional and behavioural interventions.
- Strong case management, observation, and documentation skills consistent with applicable privacy legislation, professional standards, and Board policies.
- Effective interpersonal and communication skills with the ability to build trusting, respectful relationships with students, families, staff, Elders, and community members.
- Ability to work both independently and collaboratively within a multidisciplinary team environment.
- Demonstrated sound professional judgment, ethical practice, and the ability to maintain strict confidentiality.
- Proficiency with Microsoft Office applications and student information and documentation systems.

Designations, Licences & Requirements:

- Acceptable, recent Criminal Record and Vulnerable Sector Check.
- Current First Aid and CPR certification (or willingness to obtain).
- WHMIS certification (or willingness to obtain).
- Valid immunization record as required.
- Membership in good standing with a relevant professional association (e.g., Ontario Association of Child and Youth Care, SSW) is considered an asset.

PROBLEM SOLVING & COMMUNICATION

- Demonstrated ability to assess complex student social, emotional, and behavioural needs and apply effective, trauma-informed and culturally responsive problem-solving strategies.

- Ability to analyze situations, identify underlying factors impacting student well-being, and develop appropriate intervention plans in collaboration with school staff and families.
- Skilled in de-escalation, conflict resolution, and restorative approaches to address behavioural and interpersonal challenges.
- Strong verbal and written communication skills, including the ability to document observations, prepare reports, and contribute meaningfully to case conferences and student support planning.
- Ability to communicate sensitively and respectfully with students, families, Elders, community partners, and multidisciplinary team members.
- Demonstrated ability to adapt communication style to meet the developmental, cultural, and emotional needs of diverse learners.

DECISION MAKING & IMPACT

- Exercises sound professional judgment in assessing risk, determining appropriate interventions, and responding to student needs in alignment with Board policies, privacy legislation, and student safety protocols.
- Makes independent day-to-day decisions within the scope of the role while seeking guidance from administration when required.
- Contributes to the development and implementation of student support plans that positively influence student well-being, engagement, attendance, and academic success.
- Recognizes and responds appropriately to safety concerns, including situations requiring immediate intervention or referral to internal or external supports.
- Demonstrates accountability for the quality and effectiveness of programs and interventions delivered to students.
- Maintains professional boundaries and discretion when managing sensitive or confidential information.

WORKING CONDITIONS

1. Physical Demands- Combination of sitting, standing, walking and regular movement throughout the school. Occasional lifting up to 20lbs. Regular computer use for documentation and communication.
2. Environment- School-based setting with frequent interaction with students, staff, and families; some exposure to outside and minimal exposure to hazardous material (cleaning supplies). Exposure to emotionally sensitive, high-stress, or crisis situations involving student well-being.
3. Mental Effort- Requires sound judgement, problem-solving, and timely documentation. Ability to manage challenging behaviours and maintain professionalism in difficult or emotionally charged situations.
4. Position Type/Expected Hours of Work – Regular full-time hours of 37.5 hours per week. Some flexibility may be required to meet student and school needs.

This job description is intended to convey information essential to understanding the scope of position and it is not intended to be an exhaustive list of experience, skills, efforts, duties, responsibilities or working conditions associated with the position.

I hereby acknowledge and agree to comply with the above description necessary to fill the position.

Employee Name **Employee Signature** **Date**

Supervisor Name **Supervisor Signature** **Date**