



New Brunswick  
Association For  
Community Living

Association du  
Nouveau-Brunswick  
pour l'intégration  
communautaire

Spring 2014

# newsbreak

your community living newsletter

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Left to Right: (front row) Jennifer-Goad Casey, teacher, Julie Stone, educator and consultant (Special Recognition), His Honour, Graydon Nicholas, Josée Gaudet, directrice de L'École communautaire La Croisée, Jennifer Robinson, director of Polka Dots Daycare Facility (back row) Minister of Education and Early Childhood Development, Marie-Claude Blais, NBACL President, Joy Bacon, Carol Haché, teacher, Danielle Thibault, teacher, Wayne Milner, counsellor at NBCC, Moncton, Linda Sullivan, educational assistant, Mark Murchison, swim coach accepting on behalf of the Simonds High School Swim Team, missing from photo, David Jory, parent/advocate (Special Recognition).

## 10 New Brunswickers receive Inclusive Education Awards

The Canadian Association for Community Living (CACL) recognized ten New Brunswick individuals, schools and organizations with 2014 Inclusive Education Awards during a ceremony at Government House on February 19. Eight of the certificates honoured educators, students, schools and others who work every day to include all students in education and school life.

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## Editorial Board

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## President's Message

We are only through the first few months of 2014 and NBACL is already a beehive of activity. While supporting children and adults with an intellectual disability is our main mandate, NBACL is also a progressive learning organization, offering training and information to families and professionals who look to us as a reliable source of timely and relevant information.

In the past three months, we have held ten training events, including workshops and webinars, such as Front Line Worker training and two workshops by Dave Hingsburger on behaviour and safety. Participants logged on to our webinars on Sexuality and Healthy Relationships, Navigating the Inclusive Education System and Supporting People with an Intellectual Disability to Achieve Healthy Relationships. We also offered free information sessions on the Registered Disability Savings Plans (RDSP) for people with a disability and family members in regions throughout New Brunswick and we continue to offer one-on-one sessions to families. Providing good information helps families to become better advocates for their loved ones, people with an intellectual disability to become better self-advocates, and professionals to provide better supports and services to children and adults with an intellectual disability and their families. Please visit our website for more information on our training and resources. You can also sign up to be added to our member database, where you will receive notices on upcoming training and events.

In addition to our busy training schedule, NBACL held the 2014 National Inclusive Education Awards in Fredericton in February. It was an emotional ceremony and the acceptance speeches were heartfelt and very moving. Congratulations to all of the recipients and thank-you for your passion and dedication to the inclusion and full participation of all students in New Brunswick childcare centres, schools, and post-secondary institutions.

Congratulations are also in order to the Canadian Association for Community Living on receiving funding from the Government of Canada for their Ready, Willing and Able initiative. CACL will receive \$15 million over three years (\$5 million per year) through the program, which is designed to increase labour force participation of people with an intellectual disability. More details on how this initiative will be released in the coming months. Thank-you to all involved at CACL and their partner organization, the Canadian Autism Spectrum Disorder Alliance for championing this initiative.

April 6<sup>th</sup> to the 12<sup>th</sup> was National Volunteer Appreciation Week. From helping us to organize our offices to volunteering on our board and committees, our volunteers help us to change lives and communities. Many thanks to each and every one of you for lending a helping hand!

As you can see, 2014 has already shaped up to be a very productive year and we hope to continue to work with you to advance the cause of children and adults with an intellectual disability and their families.

Joy Bacon,

President, NBACL



## Inclusive Education awards *continued...*

Two special awards were also presented to long time parent-advocate, David Jory of Saint John and teacher and inclusive education consultant, Julie Stone of Fredericton in recognition for their life-long work and contributions to advancing inclusive education in New Brunswick, across Canada and around the world.

Founded in 1957 by parents whose children were not legally allowed an education in our public schools, the New Brunswick Association for Community Living (NBACL) has evolved over the past 57 years and now works on initiatives that touch almost every aspect of the lives of people who have an intellectual disability, one of which is inclusive education.

The ceremony, which was organized by NBACL and hosted by the Honourable Graydon Nicholas, Lieutenant-Governor of New Brunswick and the patron of NBACL, was the association's focal point for celebrations marking National Inclusive Education Month. His Honour Graydon Nicholas, the Honourable Marie-Claude Blais, Minister of Education and Early Childhood Development, and NBACL president Joy Bacon, made the presentations.

The people who were celebrated today "are making a significant impact in the lives of individuals and communities through their contributions and through their example," said Joy Bacon, president of NBACL, in her opening remarks.

"Since Inclusive Education was legislated in 1986, I have witnessed the progress we have made in ensuring that every child reaches their fullest potential," she said. "Our journey has not been an easy one.

"We thank those who worked diligently in their stewardship of protecting and upholding the rights of all children," said Mrs. Bacon.

The awards conferred this year represented the continuum of inclusion throughout the educational cycle for New Brunswick children and young adults, recognizing an early learning and childcare centre director, an educational assistant, a Grade 5 teacher, a middle school teacher, a high school sports team, a K to 12 school/ community centre, an organization that supports persons with a disability and a community college counsellor.

"We still know that there is much work to be done," she added. "We recognize that there are children who, because of their label, still struggle to be included, valued and accepted. It is my sincere hope that we continue to work together, parents, teachers, administrators, government and others, to ensure that every student has the opportunity to benefit from one of the world's best educational systems."

The 2014 Inclusive Education Awards celebrated some of those New Brunswickers who have embraced inclusion and contribute to the continuous improvement to that system. They are:

**Jennifer Robinson**, Owner/operator of PolkaDots and Bowties Daycare, Rothesay, NB



Jennifer Robinson (left) with NBACL President, Joy Bacon and His Honour Graydon Nicholas

Jennifer Robinson and PolkaDots and Bowties Daycare Facility were awarded an Inclusive Education Award for their commitment to going above and beyond to ensure that each child in their care reaches their full potential. At PolkaDots, all the staff works collaboratively with families, early childhood educators, support staff and para-professionals to ensure that each child establishes a strong foundation for the future. The nominator for this award, Kelly Naish, NBACL's Early Learning and Inclusion Facilitator, says this about PolkaDots, "It is never a feeling of "if they can," it is, "Let's try it! Look. You did it...I knew you could!"

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## Inclusive Education awards continued...

**Linda Sullivan**, Educational Assistant, Gagetown School, Gagetown, NB

Linda Sullivan was chosen for an Inclusive Education Award for her thoughtful approach to supporting her students, for making all students feel valued and equal to their peers and for her ability to create valuable relationships within the school and the community.

Parents are naturally protective of their children, but when you have a child with a rare condition that not only limits her mobility, but can get worse with any kind of muscle trauma, you're going to be extra careful and concerned! That's how Renee Houlihan felt about her daughter, Riley, when she enrolled the five-year-old in Gagetown School. Her fears were soon allayed, though, thanks to Linda Sullivan, Riley's EA. For the past four and a half years, Linda's diligence, both during and after school, has kept Riley safe, while still allowing her to blossom into a confident, accomplished student.



Linda Sullivan (left) with NBACL President, Joy Bacon and His Honour Gradon Nicholas



Jennifer Goad-Casey (left) with NBACL President, Joy Bacon and His Honour Gradon Nicholas

**Jennifer Goad-Casey**, Intensive French Teacher, Grade 5, Champlain Heights School, Saint John, NB

Jennifer Goad-Casey received an Inclusive Education Award for her passion for knowledge and for inspiring a culture of acceptance and inclusion in her school.

"Students will remember how a teacher will make them feel long after they've forgotten the lessons." This quote rings true for Jennifer Goad-Casey. When she learned that her next class of students would include a girl with a visual disability, Ms. Goad-Casey embraced the new challenge enthusiastically, adapting her lessons to accommodate the student's use of Braille and including the student in all aspects of the classroom experience. The student thrived. Now, when it comes to classroom activities, when once this child would have said "I can't," she is now saying "Let's try!"

**Danielle Thibault**, Mathematics and Science Teacher, Grades 7 and 8, École Versant-Nord, Atholville, NB

Danielle Thibault has received an Inclusive Education Award in recognition of her ability to instill the values of inclusive education in her students and among her peers, and for her belief in ensuring the success of all students.

Jody Elsigar, Resource teacher at École Versant-Nord, says this of Ms. Thibault, "Danielle promotes a climate of belonging and respect in her classroom. She treats all of her students with dignity. She jumped in with both feet with "differentiation." She was one of the first at Versant-Nord to apply differentiation to her practice. Right from the beginning, she didn't think it was the new fad, but it was a great way to respond to student differences."

Ms. Thibault is respected for an approach to teaching that is so seamless that it is difficult to identify which students in her classroom are on a specialized education.



Danielle Thibault (left) with NBACL President, Joy Bacon and His Honour Gradon Nicholas

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## Inclusive Education Awards, *continued...*



Mark Murchison (left) with NBACL President, Joy Bacon and His Honour Gradon Nicholas

**The Swim Team members at Simonds High School, Simonds High School, Saint John, NB**

The Swim Team at Simonds High School was honoured with an Inclusive School Team award for their ability to demonstrate that all students can participate in every aspect of school life.

Many of us can remember Phys Ed class when it came time to pick teams and that sinking feeling of being chosen last. The world of competitive sport can sometimes be a world of rivalries and personal bests, but for the Simonds High School Swim Team, competitive sport is a world where everyone has an opportunity to participate and to be their best, and none of its members have had to go

through that awful Phys Ed class experience

In his many years of coaching, Mark Murchison has never refused a student from joining. He will stop at nothing to ensure the success of his students, including enlisting the aid of others to provide support when needed. This includes not only fellow teammates, but also the school's resource and guidance team or an Educational Assistant or other outside professionals.

The result is a wonderful bond among all the team members, where everyone's successes are celebrated.

**Équipe école de l'école La Croisée/The entire school team at l'école La Croisée, Roberstville, NB**

The team at École La Croisée has received CACL's Moving Toward Inclusion Award for the remarkable effort they have put into become an inclusive school, improving every aspect, from exploring and implementing educational best practices to adopting new teaching methods to enhancing their school culture.

"Inclusive education includes everyone." Most people would interpret that to mean "includes all students." Not so at École La Croisée in Roberstville. In that school, "everyone" means every person who works, teaches and learns within the school walls – not only the teachers, administrators, educational assistants, resource teachers, librarians, health care specialists and students, but also the custodian, the secretaries, the bus driver, the cafeteria worker – EVERYONE! One example is how everyone at the school works to ensure that all students experience a common learning environment. This means that in whatever milieu a class is being taught, whether it is in the classroom or on a school field trip to a museum, every effort is made to ensure that all children can be present.



Josée Gaudet (left) with NBACL President, Joy Bacon and His Honour Gradon Nicholas



Carol Haché (left) with NBACL President, Joy Bacon and His Honour Gradon Nicholas

**Services aux élèves ayant une perte auditive/Services for students who have hearing loss, Department of Education and Early Childhood Development, Fredericton, NB**

An Inclusive Education Award was presented to this team of educators and technicians for their ability to empower students, families and teachers with knowledge and supports and for their innovative approach to inclusive education.

The only program of its kind in Canada, Services aux élèves ayant une perte auditive has made many contributions to ensuring that children who are deaf or hard of hearing are fully included and participating in their schools and their communities.

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## Inclusive Education Awards, *continued...*

The Service provides early intervention, if possible, within a child's first three years or as soon as the child receives a diagnosis. The staff works with parents and the student to offer interventions when necessary and help empower the students by providing them with information and strategies to become independent.

Other contributions they have made over the past 25 years include developing training, including online courses. In 2012, they added an audiologist to the team, and they continue to research and implement new technology and provide training for teachers and educational assistants to use it.

**Wayne Milner**, Counsellor, New Brunswick Community College, Moncton, NB

Wayne Milner was honoured with a CACL Inclusive Education Award for the ground breaking work he has done with NBCC, not only by inspiring a culture of inclusion on campus but also by promoting and leading in the development of the necessary procedures and services to support and ensure it.

Known as a trail blazer, Mr. Milner has worked for more than 23 years, helping to ensure the inclusion of students with a disability who were coming up through the Community College system. He was the first to work on individualized plans for students with a disability to ensure their success in their chosen field.

Mr. Milner inspired students to achieve great heights, even in the face of doubt. It was through his strengths-based approach that students were able to graduate and grow in so many other ways. A testimony to the impact he has had on these students is the fact that, many of them return to campus just to visit him and say "Hello," and "Thank you."



Wayne Millner (left) with NBACL President, Joy Bacon and His Honour Gradon Nicholas



Julie Stone (left) with NBACL President, Joy Bacon and His Honour Gradon Nicholas

**Julie Stone**, Retired Educator/Consultant – Nackawic

Julie Stone was honoured with a Special Recognition Award by CACL for her career as a gifted teacher and a builder of New Brunswick's inclusive educational system.

Mrs. Stone is first and last an exceptional teacher, a teacher with the commitment to go the extra distance to make a difference in the lives of her students. That commitment led to her establishing one of the finest private kindergartens in the province, to becoming one of New Brunswick's first "Method and Resource" teachers, and to offering training and building capacity for inclusive schools throughout the province, across Canada, in the US and abroad, including Guatemala, Mexico and Nicaragua. Mrs. Stone has served several roles with NBACL, including president, and was director, and later national president, of

CACL. Throughout her career, Julie Stone HAS made a difference.

**David Jory**, Parent, advocate of community living, professor (retired), Saint John, NB

David Jory's contribution to the community living movement in New Brunswick, Canada and around the world was also recognized a Special Recognition Award from CACL.

Dr. Jory has dedicated a significant portion of his life to championing human rights and citizenship for persons with an intellectual disability. His creative and forward thinking approach has led to many accomplishments that were instrumental in moving the goals of community living forward significantly. One was the role he played in the early 1980s to achieve the introduction of Bill 85, legislation that amended the Schools Act to ensure that children and youth with a disability had the right to participate in regular classrooms alongside their age peers.



David Jory, parent, advocate and longtime tireless volunteer

## New Inclusive Education policy 322

Ken Pike, Director of Social Policy

On September 17, 2013 the Minister of Education and Early Childhood Development signed a new policy (Policy 322) on inclusive education. The purpose of this policy is to “ensure that New Brunswick public schools are inclusive”. It applies to all schools and school districts within the public education system (private schools are not affected by this policy).

Since 1986, New Brunswick law has required that students who are considered “exceptional” be educated in regular classrooms. While the Department of Education has previously issued guidelines on “inclusion”, there has never been a clear policy that establishes what is required within an inclusive education system. Until now.

Policy 322 covers a broad range of issues. It defines inclusive education as a philosophy that when combined with education practices “allows each student to feel respected, confident and safe so that he or she can participate in the common learning environment and learn and develop to his or her full potential”.

“Common learning environment” is new language that the policy defines as “an inclusive environment where instruction is designed to be delivered to students of mixed ability and of the same age in their neighbourhood school, while being responsive to their individual needs as a learner, and used for the majority of the students’ regular instruction hours”. This definition recognizes that the traditional classroom may be one of several types of learning environments that exist in the schools of today and tomorrow.

What are some of the important things about Policy 322 that families should know? Here are a few highlights:

- Policy 322 is not a policy that deals only with students who have a disability. While the inclusion of students with a disability is important, inclusive education is about having an education system that includes all students regardless of their background and characteristics. Inclusive education respects diversity and seeks to ensure that all students are welcomed and learn to their potential.
- The policy expects that all students will be educated in the common learning environment. The common learning environment must be appropriate for the student’s age and grade.
- The policy does, however, provide that under specific conditions, a “variation” of the common learning environment may be necessary to meet the needs of a student. A “variation” is a situation where a student is removed from the common learning environment for more than one period daily or more than 25% of the regular instructional time, whichever is greater. This means that short term “pull outs” (that last no longer than one class period or 25% of instructional time) can happen without need to say that the common learning environment is being “varied”. Such pull-outs should still be justified and tied to a student’s education plan.
- Prior to removing a student from the common learning environment for more than one period (or 25% of instructional time), a school must demonstrate that its ability to meet the needs of a student (even when supported by the district and the Department) is not sufficient. In these situations, schools must keep a record of student progress and the results of any supports or accommodations provided. Schools must also have a plan for the student’s return to the common learning environment when he or she is removed for more than one period.

While the Department of Education has previously issued guidelines on “inclusion”, there has never been a clear policy that establishes what is required within an inclusive education system. Until now.

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## New Inclusive Education policy 322, ...continued

- A student whose learning environment is “varied” shall be provided with a “personalized learning environment” where the student receives “individualized instruction in the neighbourhood school”.
- The policy obliges school principals to ensure that a student’s instruction is primarily provided by a classroom or subject teacher and that the grouping of students based on their ability is “flexible and temporary”.
- Principals must also ensure that all students have access to co-curricular and school-sponsored activities, including access to transportation in school vehicles.
- The policy prohibits the creation of “segregated, self contained programs or classes for students with learning or behavioural challenges”.
- Students in kindergarten to grade 8 must not be placed in “alternative education” programs (these are programs that are provided in a different location than the regular education system).
- Students must receive a Personalized Learning Plan (a new term for SEPs) when teaching strategies “beyond robust instruction are required”, behavioural supports are required, or the students common learning environment is varied (see above).
- Teachers must ensure that their lesson plans and teaching strategies are consistent with what is required in a student’s PLP. Teachers must also provide formal progress reports for students on a PLP “on the same document (report card) and at the same time as this is done for all other students”.
- When a student has a behavioural crisis, any removal from the common learning environment must only be temporary and never used as a punishment.
- A school must only use a single version of the High School Diploma and any graduation ceremony must be inclusive and distribute diplomas without dividing students based on their performance.



The policy contains many other provisions. We encourage families to become familiar with the policy. You can read the full policy on-line at <http://www.gnb.ca/0000/policies.asp> or contact NBACL for a copy.

NBACL has had a long standing relationship with the Department of Education and Early Childhood Development and works to help ensure that students have a positive inclusive education in their neighbourhood school. We work with both the Anglophone and Francophone sides of the Department to promote better policies and inclusive education practices across the province.

NBACL is also available to support families if their children are experiencing challenges with the education system. This support may involve attending meetings with families or helping to identify solutions that are positive for student and the school system. If you would like support for your child to be better included in his or her school, please call us at 1-866-622-2548 (#2).

## A Taste of Success

There was a point when Nathan Holt thought he might never get to experience the taste of success.

As a high school student, he felt he had very few options for his future. When asked about how he felt about college during high school, Nathan says, "I never thought about it. I thought I couldn't go."

Enter Catrina Townes, Transition Facilitator for the New Brunswick Association for Community Living. Through the Transition to Work program, high school students are matched with employers in the community where they learn skills and gain work experience.

"I first met Nathan in 2011 when he was in grade 11. At that time, he seemed to be afraid of his own shadow," she says.

Together, the two explored his interests and discovered that cooking was at the top of Nathan's list.

"I always like cooking with my sister. We make deserts and I am really good at it," he says.

Through NBACL's Transition to Work program, Catrina arranged for Nathan to do a co-op placement at a restaurant in St. George, New Brunswick.

"On the first day of his co-op, he was so nervous, he wouldn't even touch the stove," she says.

Eventually, Nathan began to gain new skills through his placement and this experience fueled his passion to learn more. He enrolled and was accepted in the Culinary Arts Program at the New Brunswick Community College in St. Andrews.

"The first day was really scary! I was scared and excited, too," he says. "I made lots of friends. One of my friends was scared too and we made each other feel better and brave enough to try," he says.

"I feel better now by practicing a lot and cooking better and better. I still get scared, but I tell myself, 'Just give it a shot and don't give up!'"

Nathan will be graduating in June.

The academic part of his program is modified and the practical part is unmodified," says Catrina. "He is doing really well academically, but he is earning top marks in the practical."

Recently, Nathan's new found confidence inspired him to compete in the Intramural Canadian National Skills Competition where he placed 4<sup>th</sup> overall, beating out his classmates and other certified chefs. He will be doing his practicum in April of this year and will be graduating in June at which time he hopes to land a job.

"I'm going to keep cooking for people. I want to cook in a restaurant and make people good food."

Nathan isn't the only participant in the Transition to Work Program who is experiencing success. For more success stories, visit the NBACL website at [www.nbacl.nb.ca](http://www.nbacl.nb.ca).

To learn more about the Transition to Work Program, contact NBACL, toll free at: 1-866-622-2548, email [nbacl@nbnet.nb.ca](mailto:nbacl@nbnet.nb.ca) or visit us on Facebook and Twitter.



"I'm going to keep cooking for people. I want to cook in a restaurant and make people good food."

-Nathan Holt

## Shana's Picks

NBACL Manager of Inclusive Education, Shana Soucy provides information and support to students with an intellectual disability within New Brunswick's school system.



Shana recently held a workshop on Bullying. During the workshop she recommended some resources that families might find helpful. One resource is, "Bully: An Action Plan for Teachers, Parents, and Communities to Combat the Bullying Crisis." This is a companion book to the acclaimed documentary film that inspired a national conversation. It includes information and resources for teachers, parents, and others who want to prevent and effectively address bullying of children.

Another resource on bullying is the film, "Cyberbully," a fictional story about a teenage girl who falls victim to online bullying and the toll it takes on her friends and family. "Bully" and "Cyberbully" are available online at amazon.com.



You can also check out Shana's Blog on bullying at [www.http://nbacl-anbic.blogspot.ca/2013/09/bullying-and-students-with-disability.html](http://nbacl-anbic.blogspot.ca/2013/09/bullying-and-students-with-disability.html)

## Events

### The Canadian Down Syndrome Conference

**About:** The Canadian Down Syndrome Conference acts as a platform to share cutting-edge developments and information from specialists in their respective fields, as they relate to Down syndrome. Information in the fields of health care, research, education, and advocacy programs will be shared with members of the community in the form of plenary/keynote speakers, state-of-the-art reviews, panel discussions, and presentations.

**Date:** May 16-18, 2014

**Location:** Delta Fredericton, New Brunswick

**For more information, visit:** [www.downsyndromeconference.ca](http://www.downsyndromeconference.ca)

### Cash for Clothes

Did you know that NBACL's Community Collection Program can help your school or group with fundraising? Simply organize a clothing drive and NBACL will collect the clothing and make a donation to your charity or fundraiser!

For more information, contact Jason Carr, Director of Strategic Initiatives, toll free at 1-866-622-2548, email [jcarr@nbacl.nb.ca](mailto:jcarr@nbacl.nb.ca) or visit the NBACL website to learn more about our Community Collection Program at <http://www.nbacl.nb.ca/en/community-collection-program>

Start Something Awesome. You have what it takes!



## Staff Matters

With over 50 staff working around the province doing “whatever it takes for as long as it takes,” NBACL is an ever growing and ever-changing organization! Here are just some of the changes that have taken place on the NBACL team.



**Sarah Wagner** is NBACL’s Director of Programs. Sarah started with NBACL in February of this year. In her role, she is responsible for the development, management, and evaluation of programs and initiatives related to supporting children and adults with an intellectual disability and their families. Sarah replaces Tara Brinston, who relocated to Petawawa with her partner, Joel.

**Andrea Winchester**, Independent Facilitator for Saint John has also joined the NBACL team. She is filling in for Sania Griffiths-Dookie who is currently on maternity leave with her new baby girl. Welcome to the team, Andrea and congratulations, Sania!



**Jenny Girouard** is NBACL’s Provincial Volunteer Coordinator. As Volunteer Coordinator, Jenny is responsible for the recruitment and management of volunteers, working to enhance the culture of volunteering at NBACL, while helping to fulfill the growing needs of the organization. She joined the NBACL in December 2013. She works out of our Fredericton office.

**Joelle Blais** is a Transition Facilitator who began working with us in December of 2013. As Transition Facilitator, Joelle assists high school youth with an intellectual disability to make successful transitions from high school to adult life. She works out of our office in Saint John.



**Elise McGraw** is also a Transition Facilitator who joined our team in December of 2013. She works with students, the school, and parents to build a network of support to help ensure the successful transition of students from school to work and post-secondary education. Elise works in our Bathurst location.

**Tammy McTavish** is an NBACL Early Learning and Inclusion Facilitator. She brings more than 28 years of experience to her role, including Human Service Counselor, Director, Early Childhood Educator, Facilitator and Instructor. Tammy joined the NBACL team in January of this year.



**Nathalie Gagnon** is NBACL’s Provincial Family Support Facilitator. She does this through individual support and by providing family networking and leadership, connecting families to information and available resources, programs and community organizations and assisting with navigating government systems. She began working with NBACL in January of this year.

**Rachel Mills** has had a recent change in position from her role as Independent Facilitator. Rachel has stepped in as Manager of Family Support while our current Manager of Family Support, Elizabeth Kearns takes maternity leave. Congratulations to Rachel on her new role and to Elizabeth on her new role as a parent!



**Sophie Levesque**, Independent Facilitator for Edmundston and Grand Falls, started with NBACL in January of this year. In her role, Sophie works with adults with disabilities to explore life goals, identify areas for support, and develop individualized support plans to help reach these goals. Sophie works out of our office in St. Basile.

## Federal funding to support employment of adults with an intellectual disability

More than 70% of adults with an intellectual disability are either unemployed or underemployed in Canada, however many are ready, willing and able to work.

In February of this year, the Canadian Association for Community Living (CACL) and the Canadian Autism Spectrum Disorders (CASD) received some very encouraging news from the Government of Canada to support the employment of adults with an intellectual disability. \$15 million dollars over 3 years (\$5 million per year) has been allocated to the 'Ready, Willing and Able' (RWA) national employment initiative for people with an intellectual disability.



RWA is designed to respond to employer need and demand for labour from this largely untapped pool of labour.

Michael Bach, Executive Director of the Canadian Association for Community Living says that the funding announcement has been the culmination of 18 months of work in partnership with the Canadian Autism Spectrum Disorder Association. He also thanks provincial and territorial Associations for Community Living for their combined efforts.

“This is a HUGE accomplishment by our federation, and speaks to our capacity to focus our mission, work together, be strategic, tap our networks, work tirelessly and make a difference on the ground in people’s lives and communities across this country,” says Bach.

Ready, Willing and Able aims to:

- Engage and support local and national-scale employers to hire people with developmental disabilities;
- Promote understanding and awareness among employers and the general public on the value of hiring people with developmental disabilities;
- Enhance the capacity of the community employment services system to be the effective bridge-builders that small, medium and large-scale employers need.

Provincial and territorial ACLs will be participating in Ready, Willing and Able and details of the project will be revealed in the coming months.

“NBACL provides supports to adults with an intellectual disability for employment within their communities and we have seen, first hand, how transformative employment can be in the life of individuals who are too often overlooked in our workforce,” says NBACL Executive Director, Krista Carr.

“Through Ready, Willing and Able, we hope to see an increase in employment and also a greater capacity for employers to include hiring adults with an intellectual disability in their employment mandate.”

For more information on Ready, Willing and Able, visit the Canadian Association for Community Living website at <http://readywillingable.ca/>.

## NB People First starts new Fredericton chapter

New Brunswick People First is an international, national and provincial self-advocacy group of adults who have been labeled with a disability. Their mission is to support people with a disability to speak up for themselves. They also work to ensure that the voices of people with a disability are heard.

They are looking for members to join their new Fredericton chapter.

The role of People First is to protect the voice of the people; act on what people say; identify and talk about important issues that they share; bring people together so that they can help each other.

The goals of People First are: for individuals to be as independent as possible in their own jobs, homes and recreation; to teach the public that people with a disability are people first; to live, work and contribute within our communities; and to have the same rights as people who do not have a disability.

Voices are stronger together and if you have been labeled with a disability and want to work with others to improve the lives of people with a disability, they would like you to join.

They meet monthly to talk about issues that are important to them. They held their first meeting where seven people attended. While they are off to a great start, they are still welcoming new members.

People First of Fredericton is also looking for an Advisor. As a People First Advisor, you must be good around people; be patient; a good listener; know about rules for running a meeting; be honest. An advisor helps the leader chair the People First meetings; helps with problems; supports the treasurer; assists with paperwork; helps members to understand topics; supports members to speak up. More information on role of the advisor can be found at the People First of Canada website: [www.peoplefirstofcanada.ca/expectations\\_advisors\\_en.php](http://www.peoplefirstofcanada.ca/expectations_advisors_en.php).

If you are interested in joining a Fredericton chapter, please contact the New Brunswick Association for Community Living, toll free at 453-4400, or email us at [nbacl@nbnet.nb.ca](mailto:nbacl@nbnet.nb.ca).

Nothing  
about  
us  
without  
us!

## Volunteer Appreciation

April 6-12th, marks Volunteer Appreciation Week and NBACL wanted to say a heartfelt thank-you to those of you who have given your time, expertise, heads, hands and hearts to support children and adults with an intellectual disability and their families throughout every corner of New Brunswick. Why volunteer? Here are six reasons why it's great to give:

1. **Get to know new people in your community.** This can help you gain new insight into the lives of people in your neighborhood.
2. **Learn New Skills.** Volunteering give you the opportunity to try something new and to explore new possibilities. These skills could transfer to any other area in your life!
3. **Find your passion.** If you are getting tired with the same daily grind, volunteering is a great way to help you renew the things that invigorate you. Making a difference in people's lives is not only rewarding, but it gives you a better outlook on life.
4. **Grow Your Network.** Tap into new connections of people who share a common goal.
5. **Build your resume.** We know that you volunteer because you are an all-around great person, but volunteerism also shows potential employers that you live a balanced life and you are committed to making the world a better place for all.
6. **It's good for you.** There are many benefits to volunteering, such as better emotional health, physical health and spiritual well-being.

For more information about volunteer opportunities at NBACL, contact Jenny Giourard, Volunteer Support Coordinator at (506) 453-4400 or email [ggiourard@nbacl.nb.ca](mailto:ggiourard@nbacl.nb.ca). You can also visit our website at <http://www.nbacl.nb.ca/en/volunteer-opportunities>



# Changing Lives, Changing Communities



## We want to share our stories with you!

NBACL has many stories to tell of how we have impacted the lives of children and adults with an intellectual disability and their families and we want to share them with you. Learn how NBACL was created, the programs we provide and our vision for the future. Better yet, meet some of the great people we have been able to support in person. The only thing that you will be asked for is your feedback after the session on what you thought about the presentation. If your group or work place would like to us to hold an information session at your location, please contact us at (506) 453-4400 or e-mail Sheri Shannon, Development Coordinator at: sshannon@nbacl.nb.ca to book a time.

NBACL will also be hosting a free luncheon on June 5th at the Fredericton Inn. If you are interested, contact us no later than May 28th. For more information about the luncheon or to arrange an information session, call (506) 453-4400. We look forward to sharing our stories with you!

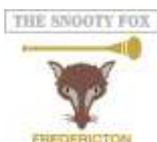
## NBACL Changemaker Society

NBACL would like to extend a special "Thank You!" to our ChangeMaker Society members. For the past few years the following people have made significant contributions in support of the work we do for children and adults with an intellectual disability and their families:

- Rhonda & Premier David Alward
- Joy Bacon
- Base Engineering Inc.
- Cannon's Cross
- Krista & Jody Carr
- Ed Carten Realty (1998) Ltd. & Francine Comeau
- Kevin Clifford
- Elaine Colter
- Claude Francouer
- Fredericton Inn
- Tammy & Terry Gallant
- Jim Gilbert's Wheels & Deals
- Bob Hatheway
- Teresa Hatto
- Eugene Hill
- Jamie Irving
- Troy & Elizabeth Kearns
- Joanne Kraftcheck
- Doug MacDonald
- Ron McDonald, LiteCo
- NB Nurses Union

- New Brunswick Branches of United Rentals
- New Brunswick Union of Public and Private Employees
- Debbie Northrup
- Northumberland Dairies
- Jack & Ann Passmore
- Gordon Porter
- Rob Ricketts, Fredericton Volkswagon
- Scotiabank
- Andy & Denise Scott
- Maynard & Bethy Shore
- Lorraine Silliphant
- Snooty Fox
- Danny Soucy
- Gary Waite & Kate Hayward
- Colette & Brad Wasson, Business Bridge Inc.
- Jeff White
- Doug Willms & Ann Manual
- Moira Wilson
- McInnes Cooper
- Krista Yates
- And two anonymous donors

Thank-you to our lead donors!



## Early Learning and Childcare forum aims to strengthen relationships

Early Learning and Childcare professionals, family support facilitators, government, and other community stakeholders gathered from April 14th-17th at the Fredericton Inn for a four-day Forum on inclusion in the early years.

*“Relationship Based Inclusion: Including One, Including All* is about how relationship building with community, professionals, children and families is at the centre of successful inclusion of all children in their earliest years of learning,” says Dixie Mitchell, Manager of Early Learning and Child Care with the New Brunswick Association for Community Living.

“Developing those links is vital to ensuring that all children feel valued and learn to value others as important members of their communities. It is also about the roles community, families, professionals and government have to play in fostering inclusive environments through relationship building.”

Two key note presenters, Todd Wanerman and Leslie Roffman, co-authors of *A Guide to Relationship-Based Early Childhood Inclusion* assisted participants in discussing how families, educators, principals of schools and centre directors, community members and policy makers can work in concert to establish a strong foundation for successful early learning inclusion experiences.

“When these relationships are enhanced, everyone feels better supported in their roles, but moreover, children feel valued and accepted along their childhood journey,” adds Mitchell.

Participants of the Forum were from various initiatives and programs from Education and Early Childhood Development such as Talk with Me, Family and Early Childhood Educators, Program Consultants with the Government of New Brunswick, Early Childhood Services Coordinators, Regional Directors and Early Learning and Inclusion Facilitators from the Focus on Inclusion Initiative.

The Forum was funded by the Department of Education and Early Childhood Development and the Department of Post-Secondary Education, Training and Labour.

For more information, contact Dixie Mitchell at the New Brunswick Association for Community Living.

## New Online Resource - Getting Connected: A Newcomer's Guide to New Brunswick Disability Resources and Services

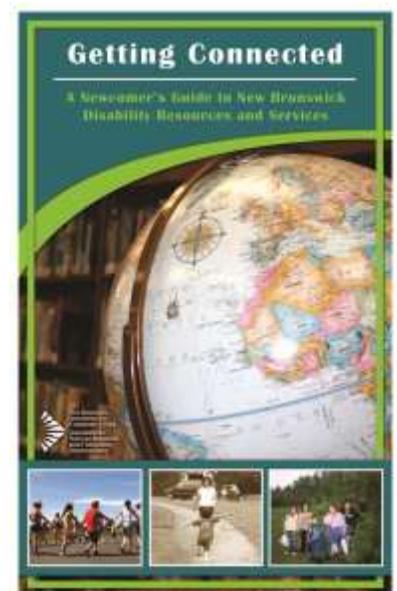
This guide was developed by the New Brunswick Association for Community Living as a response to a provincial Newcomer Needs Assessment for individuals who have a disability, which was conducted in 2012–2013.

Through this assessment, it was clear that both newcomers and community partners were not fully aware of available disability-related supports and services available in New Brunswick. Through a partnership with the Province of New Brunswick (Department of Post-Secondary Education, Training and Labour; Settlement and Multiculturalism Services), we are able to provide information to both newcomers and community partners about the provincial non-profit organizations that support people with disabilities, as well as a brief summary of some of the available supports through the provincial government. Through the promotion of services and programs that newcomers with a disability and their families can access, New Brunswick is made a more suitable and attractive place to settle and live.

A free copy can be accessed online at [http://www.nbacl.nb.ca/images/NewcomersGuideEN\\_email.pdf](http://www.nbacl.nb.ca/images/NewcomersGuideEN_email.pdf)



Leslie Roffman (left) and Todd Wannerman (right) authors of *A Guide to Relationship-Based Early Childhood Inclusion*





## Tell Us What You Think!

The *Newsbreak* newsletter is *your* newsletter and we want to know what you think! We are always looking for ways to improve, so tell us what stories or information you would like to see or ways we can enhance your reading experience. Of course, we are always looking for great stories and photos; feel free to send us your own news!

Contact:

Christy McLean, Manager of Communications

Email: [cmclean@nbacl.nb.ca](mailto:cmclean@nbacl.nb.ca)

Tel: 1-506-453-4404

## Enter to WIN!

Help spread the word about our work by *liking* and *sharing* our Facebook page (<https://www.facebook.com/nbacl>). Once we reach our goal of 1000 likes, you will be entered to win a **\$50 gift card to the Atlantic Superstore**. The Atlantic Superstore previously donated \$15,000 to NBACL in support of the programs and projects we offer children and adults with an intellectual disability and their families.

We're also on Twitter: [twitter.com/NBACL](https://twitter.com/NBACL)



## We invite you to hear how we change lives and change communities:

NBACL regularly hosts one hour tours to increase awareness of our work. Through the use of story-telling and myth-busting, we love to share our passion with any interested community member. To book a tour with your group, please contact Sheri Shannon: [sshannon@nbacl.nb.ca](mailto:sshannon@nbacl.nb.ca) or 1-506-453-4400

## Help us save our resources, and the environment!



NBACL/ANBIC is a provincial non-profit organization that has been supporting people with intellectual disabilities and their families since 1957. NBACL works to ensure that people with intellectual disabilities have the supports they need to live meaningful lives and participate in their communities as valued and contributing members.

