



**The Adoption Council of Ontario is pleased to issue an
Invitation to Professionals
to Express Interest in becoming**

**Trainers for the ACO's
Permanency and Adoption Competency Training Program**

The Adoption Council of Ontario (ACO) continues to operate its province-wide Permanency and Adoption Competency Training (PACT) program. The ACO provides its *ACT: An Adoption and Permanency Curriculum for Child Welfare and Mental Health Professionals* (“ACT”) to professionals and its *Pathways to Permanence 2: Parenting Children who have Experienced Trauma & Loss* (“Pathways”) curricula to parents and caregivers.

At this time, the ACO is interested in receiving applications from trainers throughout the province of Ontario who are interested in training the 24-hour Pathways training for adoptive and kinship parents, a Workshop for Educators and possibly the eight-day ACT for professionals. The ACO is particularly interested in receiving applications from French/English bilingual trainers and from those trainers who are Black, Indigenous, and People of Colour to broaden the diversity of our trainer roster and be more inclusive within our team, the community we work with and our curricula. Our overall goal will be to expand our training roster with individuals who are adoption and permanency competent and to ensure trainer coverage across the province.

The ACO currently has an active roster of 20 trainers from across the province and would now like to reinforce the training team by 6 to 10 additional trainers to afford the ACO greater capacity to deliver its Pathways training programs regionally, and as needed, virtually. Trainers may also be asked for their interest in training our ACT training program and other workshops and webinars as needed.

Trainer Qualifications/Requirements:

The ACO is looking for the following qualifications and requirements for its trainers:

- Individuals who are adoption and permanency competent through a relevant professional designation – eg., RSW, MSW, PhD, Psychologist, Therapist, professionals who have taken the ACT training, or who are currently enrolled in ACT, or willing to take the Winter 2021 ACT training , and/or a living personal experience and/or related experience of adoption and permanency
- extensive experience working with children, youth and families on adoption and permanency journeys, either in a child welfare and/or mental health setting, an education setting, or in an adoption focused agency
- relevant training experience
- trainers who are fluently bilingual in English and French will be prioritized for some of the positions
- trainers who are Black, Indigenous, or People of Colour will also be prioritized to broaden the diversity of the trainer roster and be more inclusive within our team, the community we work with and our curricula

- a commitment to attend, and prepare in advance for a virtual “train the trainer” training program in the curriculums to be held in February and March 2021
- a commitment to attend virtual training related to anti-racism and indigenous cultural competency in the January to March 20201 timeframe

In addition to the qualifications and requirements noted about, one of the key goals of the ACO will be to continue to achieve regional representation of its trainers from across the province. ACO is looking for professionals who enjoy working as part of a collaborative team and who are interested in being a part of a Community of Practice of permanency and adoption competent professionals in the province.

Trainer Commitment:

- If not already ACT trained, a commitment to attend the upcoming winter ACT training at the trainer’s expense
- A training program to “train the trainer” in each of the two curricula in February and March 2021
- Preparation work, including assignments, prior to the training sessions
- Additional trainings related to anti-racism and indigenous cultural competency between January and March 2021
- Quarterly trainer meetings via Zoom, & when appropriate, an annual in-person trainer meeting
- On an ongoing basis, trainers need to be willing to train the curricula in their home region, and through virtual means as needed on behalf of the ACO; dates to be agreed upon by the ACO and trainer
- The ACO will enter into a contract with each trainer to, among other things, provide them with appropriate compensation for the days of training that they provide to their communities on behalf of the ACO

Trainer related Costs:

- There may be some costs associated with being trained on the curricula

Please note: The contract between the ACO and its trainers will specify that the ACT and Pathways curricula can only be trained on behalf of the ACO; trainers will not be permitted to train the ACT and Pathways curricula or use the ACT and Pathways training materials in other trainings or in any other capacity.

Deadline:

Trainers are invited to apply to become trainers by no later than **Friday, December 11, 2020**. An application letter with an attached resume and the names and contact information of two references should be emailed to the attention of:

Melanie Kurzfield-Bryan, PACT Admin/Event Coordinator
 Adoption Council of Ontario
Melanie.kurzfield@adoptontario.ca

Applications will be reviewed using the criteria set out above and a short list of candidates will be compiled. Telephone or Zoom interviews will then be arranged. A peer panel will assist the ACO in making its final selections.

Applicants who are short-listed will be contacted by the ACO by the end of December 2020.

The ACO thanks all applicants in advance for their interest and willingness to participate in this important initiative.

For questions, please contact Kathy Soden at kathy.soden@adoptontario.ca.

ACO is grateful for the support of The Ministry of Children, Community & Social Services, The Zukerman Family Foundation & The Ontario Trillium Foundation for our permanency and adoption competency training initiative.

November 23, 2020