



FK1G

**Maintain physical and psychological
integrity**

FK1G-1: Adopt ergonomic posture.

FK1G-2: Intervene in a stressful environment.

FK1E-3: Ensure professional well-being.

FK1G-1: Adopt ergonomic work postures.

The realities of the profession.

In early childhood education and care. Working at low levels is to be expected. This includes working at floor level, crouching, kneeling or sitting on children's furniture.

It is acknowledged that working at low levels may be necessary for engaging with children.

Even though it is necessary, it is important to do so safely.

Techniques to Avoid Back Injuries

1. Lifting a baby and a toddler off the floor:
 - – Make sure that you read the section titled “**Toddler and Object Lifting Technique**” and not “Holding Technique” as the picture is misleading.
 - **Please practice these two lifting techniques. You will need to demonstrate them as a part of your evaluation for 0193.**
2. Holding a child in your arms
3. Proper furniture for adults to use
4. Techniques to use when moving heavy loads

Reporting Workplace Injuries

- Staff have the right and responsibility to report any injury.
- What procedure does your daycare use when an educator is injured? Do you fill out an accident report, like ones that are filled out for a child?
- A completed report in the staff file may be needed for a claim to **CNESST**.
- Effects of any injury may not be known until later.
- Injury/accident reports can help track and prevent further injuries.
- Reports can in reviewing proper safety training and modifying problem areas.
- Injury reports also help to implement practices that can help prevent injury.

FK1G-2: Intervene in a stressful environment.

When we are repeatedly put under stress or when we do not deal with our stress we can become:

- Insensitive and unresponsive to the children's needs
- Rude and/or aggressive
- Tardy and/or absent
- Un-communicative with colleagues and directors
- Unmotivated/ lack interest in planning

When stress is not dealt with, it can lead to educators going on burn-out (taking a leave of absence).

Here are some signs that an educator might be close to burnout:

- Complaining of headaches, back pain, muscle tension
- Is depressed and/or bored.
- Decline in performance
- Has insomnia or cannot get out of bed
- Irritability/increased anxiety

Signs that an educator might be close to burnout.

Cont. :

- Increased smoking, drinking, drug dependency, or other addictions
- Participates in “escape” activities like shopping sprees, overeating, excessive daydreaming, etc.
- Has increased tensions with family, friends and coworkers.

FK1E-3: Ensure professional well-being.

As an educator, what are some things that can be stressful?

Demands of working with children and families?

Lack of communication and teamwork with co-workers?

Lack of status of the profession?

Low wages?

A director who is not supportive?

Lack of materials?

Lack of planning time?

Poor safety standards?

What else can place stress on educators?

Resources to cope with stress and to prevent a burnout.

Contacting les normes de travail.

Contacting CNESST

McGill Department of Educational & Counselling Psychology

Clinique de l'enfant (training on how to deal with oppositional behaviours)

MEQ (Resources for school staff on academic assistance and well-being at school)

Management Can...

- Provide support by allowing you to share your ideas and frustrations, etc.
- Encourage you to take your breaks and vacation days.
- Get you informed (government regulations, daycare policies, emergency situations, etc.) = The more you know, the better you'll feel.
- Set up a buddy program= a mentor for new educators.

Managing Stress

- **The key to preventing burnout is to take steps to reduce stress daily.**
 - **What do you do to reduce stress, so it does not build up?**
 - Some people read, take hot baths, listen to music, go for walks, watch a funny movie, talk to someone supportive, etc.
- **It's also important to identify what the cause of your stress is?** Is it that child in your group that's a handful? That demanding parent? Lack of support at home?

Once You've Identified Your Stress...

- Talk with someone/ Ask for help.
 - Share with a friend, a colleague= Do they have any ideas?
 - Speak to your daycare technician= Can changes be made?
- Stay positive/ adopt a positive attitude.
- Set realistic goals!
- Accept your limits!
- Just say NO!!
- Use time wisely/avoid procrastination.
- Set priorities (what needs to get done today, what can wait until tomorrow).

Techniques to cope with stress

- If it's a stress that cannot be changed, you need to find coping strategies:
 - Physical activity
 - Eating well
 - Meditating
 - Taking time for yourself
 - Finding ways to laugh and have fun
 - OTHER SUGGESTIONS???

**To sum it all
up...**

- **To maintain physical and psychological integrity, educators must:**
 - Adopt ergonomic work postures.
 - Intervene in a stressful environment.
 - Ensure their professional well-being.