

**DATES TO REMEMBER**

- Monday, Jan 4 - First Day of School for 2016
- Monday, Jan 4 - First Day of Pathways for 2016
- Tuesday, Jan 26 to Feb 1 - Exam Period
- Tuesday, Feb 2 - PA Day HWDSB and HCWDSB
- Wednesday, Feb 3 - PA Day HCWDSB
- Thursday, Feb 4 - First Day of Semester 2
- Monday, Feb 15 - Pathways CLOSED for Family Day

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## Volunteer Profile: Kristian Ferreira

This month in our Volunteer Profile section we are happy to highlight one of our volunteers from the Eva Rothwell Site, Kristian Ferreira.

*Q – Why did you decide to volunteer at Pathways to education?*

Originally the volunteering was through school as a part of a course, but I saw it as an opportunity to help the city in which I grew up. I am going to continue to volunteer with Pathways in the future because I believe in what it stands for and promotes. Programs like this create change for the future and should be supported for the betterment of our world.

*Q— What is your most memorable Pathways experience?*

The most memorable Pathways experience was when a student came in tired from carrying the weight of the world, and stressed about all the homework they needed to complete. Although this is common at Pathways, this experience for me is memorable because it was the first time I had to encounter it and the student needed aid immediately. In the end, we were able to tackle everything necessary with extra time to

laugh and chat about the good parts of their day, and they left smiling fully prepared with a better understanding of how to cope when it inevitably happens again.

*Q— What are your hobbies and interests outside the Pathways to Education program?*

Outside of Pathways to Education, I play on the Varsity McMaster Soccer team and was Sprint captain for the Varsity McMaster Track team. I love sports for the lessons they teach and the interactions I have with teammates. I enjoy listening to music and performing with the Hamilton Youth Steel Orchestra, my family steel drum band.

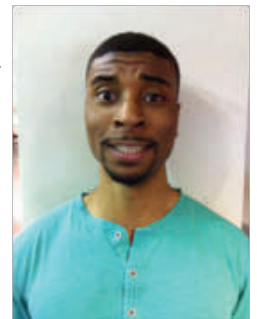
*Q – How have you grown or changed as a result of your time at Pathways?*

In my time at Pathways, I've grown in awareness of the needs of students across Hamilton, and confidence in my suitability for a future career as a social worker in education. Peers have asked how I get along so well with the students, and this 'trick' is the tool that will be useful in the future. My technique is treating all the students I come in contact with as if we are old friends meeting again after a long absence, no

matter who they are.

*Q – What advice would you give to students dealing with the change of moving from High School to Post Secondary?*

The advice I would give is first, time management and using the resources available to you. It is absolutely important for students to stay on top of evaluations and readings because it becomes very easy to get overwhelmed with all that is going on. If you find your own way to organize everything and setting aside time to do what is necessary, there will be nothing to worry about. With that, if you take advantage of resources and opportunities in front of you, you will be prepared for the present and the future. I see Post -Secondary to be an experience focused on education, but used to develop as individuals, so outside of academics my advice would be to stay optimistic and be comfortable with yourself because, life is truly what you make it.



## Quotes to Remember

“If you do not change direction, you may end up where you are heading”  
-Lao Tzu

## From the Editors: Embrace Change

It seems like change is ever-present. Even when we get through a period of change, expecting a break in order to settle in to the new way, change seems to just keep coming. This seems like a reality in the lives of many people, but might be experienced even more when working with teens.

We have taken this edition of the Times to look at this very topic: Change. We investigate it, think about it and discuss it in a number of different ways.

On our cover we have a profile of our exemplary Eva Rothwell Volunteer Kristina Ferreira, who despite only being with us for one semester, has made a great impact at our Keith Neighbourhood site. In our Youth Engagement article we look at how we can all change our approach when working with youth to better serve them. In our Professional Development piece we look at managing change in your own life and in your work with us at

Pathways to Education. In our Beat on the Street we asked our Youth if and how they use New Year’s Resolutions to change themselves for the better and lastly in our extended Dear Pathways we look at how you might respond to the changes you observe in the youth that you work with. Lastly,

We hope you enjoy this Change-themed edition of the volunteer times.

## Youth Engagement: Changing Approach, Changing Results

With the New Year upon us and a new semester of school starting, it is a great time to reflect on what we did well and where we can improve. We at here at Pathways to Education know that our volunteers do an outstanding job, but never being restless is the best way to keep being outstanding.

The times that don’t go ideally when tutoring can often be attributed to teaching a concept in a way that isn’t best for the student. We often default to the style we are most comfortable with, and when a lesson seems to be missing the mark, often times the teaching style is different from the needed learning style. Trying to find how the student learns best, or incorporating several examples into your explanations can avoid those moments of confusion.

There are many different ways that learning styles are broken

down, but the most common breakdown includes the following identified learning styles: auditory, visual and tactile/ kinesthetic. A visual learner prefers to watch or observe things, pictures, diagrams, demonstrations, displays, flip-charts and so on. They will want to see how a new concept works before trying it.

An auditory learner prefers the transfer of information through listening: it could be the student talking or listening to help learn a new concept. Remembering key words or phrases may also help when learning something with a mnemonic device, such as, Never Eat Shredded Wheat for North, East, South and West.

Tactile/ kinesthetic learners preference is for physical experience, touching, feeling, holding, doing or any other practical hands-on experi-

ences. This type of learner is going to want to do the experiment and learn as they go. Sometimes the tactile part is just keeping their hands busy, such as playing with a pencil while they watch or listen to an example. Each learning style learns best with different methods; a different approach is sometimes needed for the best results.

The next time you are at the program site, whether you are tutoring or in one of our workshops, take the time to reflect on learning styles. If you encounter challenges, try a different way of explaining the problem. Sometimes changing our approach is the best way to find what works best. After all, as the old saying goes, one size does not fit all.



# Managing Change Successfully: A Personal Guide

## Quotes to Remember

“Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek.”

*-Barack Obama*

What a wonderful time of year. It's a time for reflecting on our accomplishments and successes. It's also a time for identifying areas of growth and improvement in our lives. Making our lives better requires actively committing to making a change in some regard, which is often easier said than done.

As Pathways students, staff, and volunteers begin setting out some new goals for the New Year, we thought we'd share a few strategies that make things easier when it comes to making changes. These strategies have been helpful for us, and we hope they'll be helpful for you. Even more so, we hope you'll find these strategies worth sharing with friends, family, and Pathways students.

### The Five Keys for Personal Change Success

*Expect to feel awful at first*

While the reason we make changes is ultimately to improve our state of well-being, it almost always hurts more in the beginning. We can prepare ourselves for the psychological resistance by accepting that change-making is always at least a little bit painful. We can strive to welcome growing pains, knowing that, in this case, discomfort is a measure

of progress. Remember, when the growing pains are over you'll be right where you want to be!

### *Fast Forward to Reflect*

A great way to sustain the motivation to get through the resistance phase involves a little bit of time travel. The technique is simple: imagine yourself in the future, having successfully incorporated the change into your life. From that future place, imagine reflecting back on the process of making the change. From the future, having accomplished what you set out to do, the process will seem a whole lot easier. The growing pains will seem trivial compared to the new you.

### *Keep Yourself in the Equation*

Lots of times we use circumstance to justify why we just can't make a change right now. It's not the right time of year, or there's too much family stuff going on, or the moon is full. It's important to remember that life will continue to happen as you make change in it. The best thing to do is to continue to ask yourself how your present behaviour is helping you achieve the changes you want. When you slip, forgive yourself and regroup. Each moment moving forward is an opportunity to bring yourself closer to what you want.

*Don't think, do; and do small*

If you're anything like me, you spend a lot of time in your mind, thinking about how great it will be when you've accomplished your great ideas (see item 4). But change-making requires action. So spend less time thinking about doing something, and actually do it. And make sure you break down the *doing* into small, measurable chunks. For example, if you'd like to incorporate a new exercise routine into your life, your first action might look like changing into workout gear. The second action is to walk out your front door. Congrats if you made it this far! Now the third action, going for a jog, is much more accessible.

### *Find and Use Supporters*

Everything is easier with the support of others. Share your goals with others, and then share your action plans. Find an accountability partner, someone who will ask you about your actions and encourage you to spend time working towards change. Having a coach to challenge and push us beyond our usual limits is very effective for growth.

So there you have it: a small guide to success this New Year. Remember the best things in life come from change. Be kind, patient, and resilient, and you'll be triumphant.



**Quick Facts:  
New Year's  
Resolutions**

In the Medieval era, the knights took the "peacock vow" at the end of the Christmas season each year to re-affirm their commitment to chivalry

Babylonians made promises to their gods at the start of each year that they would return borrowed objects and pay their debts.

# Beat on the Street: New Year's Resolutions?

The Beat on the Street is the place to go for information on youth culture. Each issue we will interview our students to give you insight into the world of youth. As this issue of the Volunteer Times is about "changes," for this issue of the Times, Pathways Coach Amaris Rimay spoke with some of our students, asking them if they set New Year's Resolutions and what sort of resolutions they set..

The New Year is approaching and we tend to think about changes we would like to make in our lives. We title these changes as New Year's Resolutions. Many of us are optimistic that this year will be the year that we do \_\_\_\_\_ (fill in the blank). Maybe we will quit smoking or join a gym. Maybe we will practice self-care or spend less money. It's a new year, so why not a new you?

With this in mind, for this edition of The Beat on the Street I went about asking our students what New Year's Resolutions they had. I was super optimistic that students would join this way of thinking and that they would be excited to express what changes they wanted to

make for 2016! Some students had possible ideas of changes they would like to make or see happen in the coming year. We had students that wanted to get a new job and pass all of their classes so they can go to College. Another student said that they would like to be nicer to others and have a better attitude in general. One student wanted to buy fewer books and read the books she already owns, while another wanted to finish reading their 2016 book list. All of these changes and goals they had were exciting and positive...and then...then came the most honest answer: "I will never make a New Year's resolution because I know I will break them."

After having so many students give positive responses on the changes they wanted to make within themselves came the hard truth that many New Year's resolutions do not work. Why is that? I asked our students. They were able to identify that

change takes commitment, remembering your goal, discipline and, most importantly, you need accountability.

So, as adults who work with these youth, day after day, week after week, remember that these youth are already creating goals with their coaches. You, as one of the adults in their

lives, can ask these youth about their goals or their New Year's resolutions and check in on their progress and what obstacles they are facing. You can help them generate ways to overcome those challenges and be the positive creative force that helps spur them on and drive them forward to success! Together, we can be the people who can help them stay committed, be their weekly reminder, encourage discipline and be their accountability partner!



## Call for Submissions

Want to contribute to the Volunteer Times? We are looking for questions for Dear Pathways..., ideas for topics you want to know about in the Beat on the Street, or an original article about a topic relevant to volunteering at Pathways to Education. Email your suggestions to Pathways Program Coordinator Jack Bernacki at [bernacki@nhchc.ca](mailto:bernacki@nhchc.ca)

# Dear Pathways... Changes in Youth

Dear Pathways,  
I have been tutoring for a while now and I think I have gotten to know a number of youth fairly well during this time. I have recently noticed one youth who was previously happy, engaged and easy to talk with who is now behaving contrary to his usual disposition. I feel at a loss on how to address this with him. Do I ignore it? Should I tell him to cheer up? I worry something bad has happened to him. I would appreciate some advice on how to best support him.

Sincerely,  
Ivanna Aidhim

Dear Ivanna,

Thank you for writing in. As you may already know, adolescence is a tumultuous time in a person's life. Learning to navigate the complex world and searching for your own identity and purpose is a hefty feat. This alone brings natural ups and downs. Let me assist you in determining between normal and abnormal behaviour in adolescence and then provide you with some tips to best support the young man you mentioned.

### **Some signs of normal teenage behaviour are ...**

- Worrying about and making changes to appearance
- Some withdrawal from family

- Increased arguments and conflict
- Emotional ups and downs
- Reluctance to engage in activities
- Some risk-taking behaviour, including potentially experimenting with sex, alcohol, drugs
- Changes in sleep behaviour and appetite related to growth spurts

### **Some signs of abnormal teenage behaviour are...**

- Extremely risky behavior and/or delinquent behavior, including disregard for rules, parents' concerns, or laws of society
- Absolute refusal to attend school—especially if this behavior happens suddenly
- Social isolation
- Being physically abusive to others and/or pets or destructive in the house.
- Being verbally abusive, intimidating or threatening.
- Anxiety or sadness that doesn't go away or correct itself after a couple weeks.
- Obsessing about weight and/or dramatic changes in eating habits.
- Sudden and significant changes in eating behaviors
- Negative peer association
- Constant need to argue, even over small things.
- Openly defiant and/or refusing to follow rules.

The presence of abnormal behaviours can be a warning sign to caregivers that

something deeper is wrong. This could range from a traumatic event to the onset of mental illness.

My recommendation to you is if you feel you have developed a good relationship with the youth, then approach him and let him know that you have noticed a change in him and you were wondering if there was something he would like to talk about. I would not simply ignore the behaviour.

It is always important to teach healthy ways of seeking help and encouraging positive ways to seek attention from others, such as utilizing communication skills and practicing learned coping skills. Remember to try not to trivialize the youth's emotions. Even though you may have survived worse, the youth is still learning how to overcome adversity.

In addition, I would recommend that you communicate your observations to Pathways staff to gain information and insight into how to best support this youth. This may be normal behaviour or this may be something more. Observe, ask, investigate, discuss and look to build upon strengths to support a positive resolution. If you are following that prescription, you are already doing what is best to support the youth.