

Contractual Agreement for STAGES Interpreters New Brunswick STAGES Nouveau Brunswick Collaborative Learning Mentorship Program

This contractual agreement outlines the role, expectation and responsibilities of the STAGES Interpreter within the New Brunswick STAGES Nouveau Brunswick Collaborative Learning Mentorship (NB STAGES NB).

Role of STAGES Interpreter

- Partner with STAGES mentors to develop skills towards the acquisition of competencies aligned with the Level III of the standardized screening tool;
- Work collaboratively with other STAGES Interpreters, mentors, community members and STAGES project staff;
- Report to the STAGES Program Director as specified.

Expectations

- Participate in the program for 12 consecutive months of remunerated service;
- Work with assigned mentors for a period of 10 consecutive months followed by 2 months of transitioning to independent work. (2017-2018);
- Commit to working as an interpreter in New Brunswick or surrounding areas following the completion of the mentorship program for a three (3) year period;
- Demonstrate strong commitment to self-directed learning towards achieving professional development goals and show an openness to learning from others;
- Practice a supportive, constructive, and respectful approach in interpersonal relationships and a commitment to further develop needed skills;
- Adhere to AVLIC's Code of Ethics and Guidelines for Professional Conduct. at all times;
- Be willing and able to travel within New Brunswick for mentorship experiences, and that, for the duration of the program.

Responsibilities

- Collaborate with mentors to develop Individual Learning Plans (ILP), and strategies/activities to further specific interpreting skills (technical and interpersonal). All ILPs must have a final goal of meeting the PETL Level III screening tool requirements;
- Respect and honour ILP commitments; track progress of ILP goals with assigned mentor(s) as required by the STAGES Program Director;
- Be proactive in seeking resources and opportunities to further professional development;
- Interpret in supervised practice, in team and in real world environments such as one-on-one settings where conversational pace can be controlled;

- Participate in meetings with the STAGES Program Director and with other STAGES Interpreters or mentors every two weeks or monthly, depending on collaboratively determined need;
- Complete “Self-assessment Mentorship Progress” reports that have been collaboratively determined with the assigned mentor(s) as required by the STAGES Program Director;
- Participate in all agreed-upon NB STAGES NB-related activities. This includes attending events within the Deaf community;
- Obtain permission from the STAGES Program Director for pre-determined absences (holidays, personal leave); Notify mentor and STAGES Program Director of any necessary absences;
- Ensure that AVLIC Active membership is up to date;

Compensation

- STAGES Interpreters will receive a total of \$27, 500 involvement in a mentorship program – 37.5 hours of work/ week for 1 year;

Contract Clause

The first 90 days in the NB STAGES NB program will serve as a probationary period. Within this time, either the STAGES Program Director or the STAGES Interpreter can terminate the contractual agreement. If the director initiates termination, s/he must first prove that necessary steps have been taken to address area(s) of concern. If the interpreter initiates the termination, s/he will be expected to attend an exit interview with the STAGES Program Director to discuss the factors that have led to the decision to terminate the contract.

No form of harassment will be tolerated; such behaviour will result in immediate termination of the contract.

Failure to respect the above may lead to removal from NB STAGES NB.

I, _____, understand and agree to the conditions stipulated above.

STAGES Interpreter

Date

STAGES Program Director

Date