Roots of Empathy is seeking experienced people to undertake an exciting and challenging opportunity as a volunteer Roots of Empathy Instructor.

What is Roots of Empathy?
Roots of Empathy is an evidence-based program that has shown dramatic effect in reducing levels of aggression among school children while raising social and emotional competence and increasing empathy. The program reaches elementary children from Kindergarten to Grade 8. In Canada, the program is delivered in English and French and reaches rural, urban, and remote communities including Aboriginal communities. Roots of Empathy is also delivered internationally in New Zealand, the United States, the Isle of Man, the Republic of Ireland, Northern Ireland, Scotland, Germany, Wales, and England.

Roots of Empathy’s mission is to build caring, peaceful, and civil societies through the development of empathy in children and adults. The focus of Roots of Empathy in the long term is to build capacity of the next generation for responsible citizenship and responsive parenting. In the short term, Roots of Empathy focuses on raising levels of empathy, resulting in more respectful and caring relationships and reduced levels of bullying and aggression. Since 2000, there have been various national and international independent evaluations of the effectiveness of Roots of Empathy. Results have shown a significant decrease in aggression and increase in pro-social behaviour in Roots of Empathy classes compared to classes of children who have not participated in Roots of Empathy. Results of a follow up study show that these improvements in behaviour at the end of the program are maintained, or continue to improve, at least three years after program completion.

Who Can Become a Roots of Empathy Instructor?
Becoming a Roots of Empathy Instructor requires a willingness to deliver the program and a commitment to deliver 27 classroom lessons, to work collaboratively and cooperatively with school and classroom staff and to participate in four days of training. Background knowledge and expertise in some but not all of the areas indicated below will enhance program delivery:
- Teaching children in a classroom setting
- Child development and learning from Kindergarten to Grade 8
- Infant development
- Parenting education/support
- Cultural sensitivity
- Community development

In the past, Roots of Empathy has drawn its Instructors mainly from the following areas of expertise: (NB: Educators who work in schools in non-teaching capacities such as guidance counsellors, special needs workers, speech/language specialists, etc. may deliver the Roots of Empathy program as long as they don’t have responsibility for a classroom of students. Educators/classroom teachers who have responsibility for a classroom will not be trained and may not deliver the Roots of Empathy program in their own classroom or other classrooms).

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<tr>
<th>School guidance counsellors</th>
<th>Early childhood educators</th>
<th>Principals</th>
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<td>Youth and family workers</td>
<td>Social workers</td>
<td>Child Welfare workers</td>
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<td>Speech/language specialists</td>
<td>Education assistants</td>
<td>Police &amp; Firefighters</td>
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<td>Recently retired teachers</td>
<td>Recreation counsellors</td>
<td>Family support workers</td>
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<td>Domestic violence workers</td>
<td>School &amp; public health nurses</td>
<td>School psychologists</td>
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What is the Role of the Roots of Empathy Instructor?
The Roots of Empathy program revolves around a baby, the baby’s family, a class of school children, their teacher, school and community, and a Roots of Empathy Instructor. Each brings something different to the program, and the program’s success depends on the ability of everyone to work in
tandem. Instructors deliver all aspects of the Roots of Empathy curriculum in the classroom and build respectful relationships with the participating family, classroom teacher and students.

What are the responsibilities of the Roots of Empathy Instructor?

- Delivering 27 classroom visits over the course of a school year (30-40 minutes per class)
- Preparing lesson plans and teaching materials as specified including photocopying, laminating, cutting and pasting. Time varies by theme and grade level and from lesson to lesson (average of 45 minutes per lesson)
- Using the Roots of Empathy curriculum manuals as specified without introducing additional materials or concepts
- Engaging in ongoing communications with the participating family and preparing the parent for their visits over the course of the year
- Scheduling an information meeting with the principal and teacher to secure their commitment and reinforce the program concepts
- Scheduling the classroom visits with the Roots of Empathy family and classroom teacher
- Building respectful relationships with the participating family, classroom teacher and students
- Communicating with and providing feedback to an assigned Roots of Empathy Mentor on a regular basis
- Scheduling a classroom visit with the Mentor, or arrange to video-tape a classroom visit to provide to the Mentor, if requested
- Submitting all requested reports and forms in a timely manner

What Does the Roots of Empathy Program Look Like?

At the heart of the program is a neighbourhood infant and parent who visit the class every three weeks, for the Family Visit, over the school year. The Roots of Empathy Instructor visits the week before and the week after each Family Visit (Pre & Post Visits) to prepare and reinforce teachings using a specialized lesson plan for each visit.

The Roots of Empathy curriculum consists of:

- a copyrighted curriculum specifically designed for four age ranges: Kindergarten, Primary (Grades 1-3), Junior (Grades 4-6) and Senior (Grades 7-8) and includes Roots of Empathy knowledge base and philosophy, reference materials, lesson plans and handouts
- lessons which are divided into nine themes with three classroom visits per theme: a pre visit, a family visit and a post visit

During the training, the Instructors will be given all Roots of Empathy learning materials necessary to deliver the program. Throughout the first year, Instructors are supported by a Mentor through phone calls, email messages and a classroom visit.

Instructor Certification and Commitment

Before you can become a certified Roots of Empathy Instructor, it will be necessary for you to:

- Complete this Roots of Empathy Instructor application form and be accepted for training
- Attend a mandatory 4 day intensive Roots of Empathy training (3 days initial training and 1 day mid-year training) which includes your full attendance and participation
- Successfully complete a written, open book, certification test (part I & II). A test result of 75% or greater is required
- Sign a contractual agreement as a volunteer with Roots of Empathy
- Consent to and clear a Police Record & Position of Trust Disclosure check
- Successfully deliver the curriculum over the course of a full school year

The cost of training and support for Roots of Empathy Instructors is a substantial investment; communities expect certified Instructors to commit to a minimum of two years of instruction. Instructors deliver one program in their first year.

Please visit our Roots of Empathy website for further information: www.rootsofempathy.org
Please complete the following section in BLOCK LETTERS and note that application forms submitted electronically must still include a signature (electronic signatures will be accepted).

**PERSONAL INFORMATION**

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<th>First Name</th>
<th>Last Name</th>
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<th>Present Employer:</th>
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*Applications are sometimes reviewed over the summer. Please also provide summer contact information above (incl. email, phone numbers.)

If accepted into the Roots of Empathy program, my present employer is giving me the time to deliver the program as a part of my current position:  

Yes  No

If you will be delivering Roots of Empathy in a specific school, due to your affiliation with that school, please share this information below:

School Name: ______________________ Location of School: ______________________

Roots of Empathy Instructors must have access to email and internet, as this is our preferred method of communication. Do you have both email and internet access?  

Yes  No

**EDUCATION INFORMATION**

Please list your relevant education:

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<th>School / University / College</th>
<th>Name of Degree/Diploma/Course</th>
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Please list your relevant work or volunteer experience:

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Date

Yes

No

Date
The Roots of Empathy Instructor requires huge resources of patience, empathy, flexibility and energy. The Instructor must be able to effectively teach a group of children in their usual classroom setting, and also teach those same children with the added dynamic of a parent and infant. Key skills include:

- The ability to feel comfortable in a school environment communicating with teachers and principals
- The ability to interact warmly with a baby & parent
- The ability to engage children through a number of techniques (e.g. open-ended discussion, music, reading books, art) and demonstrate strong classroom management skills (gaining and maintaining the children’s interest and attention)
- Strong organizational and planning skills including implementing lesson plans

Why do you want to become a Roots of Empathy Instructor?

To what extent have you worked/volunteered in a school environment?

Please describe your experiences working with parents and infants? If you haven’t had such experience, are you comfortable working with a parent and an infant (2-4 months up to a year old)?
Tell us about your experiences engaging a classroom or a group of children:

All new Roots of Empathy Instructors need to do about 45 minutes of preparation prior to teaching each class. Does your schedule allow for this preparation, in addition to teaching the classes?  

Yes  No

Roots of Empathy Instructors need to communicate with and provide information to the Key Point Person (Local Roots of Empathy Coordinator), their Roots of Empathy Mentor, their Roots of Empathy family and classroom teacher on an ongoing basis. Are you willing to commit to this requirement?  

Yes  No

What grade levels are you comfortable teaching?  (check all that apply)

- Kindergarten
- Grades 1–3
- Grades 4–6
- Grades 7-8

I am interested in delivering the ROE program in:  (check all that apply)

- English
- French
- German

Please share what other languages in which you are fluent:

_____________________________________________________________________________

The Roots of Empathy Organization is committed to working alongside Indigenous Peoples. The following questions allow us to have a greater understanding of our Indigenous Instructors.

Are you of Indigenous Ancestry?  

Yes  No

If YES, please share your ancestry (eg. First Nations, Métis, Aboriginal, Inuit, Maui, Pacific Islander, Native American):

Please share with us how you learned of Roots of Empathy (check all that apply):

- Media
- Roots of Empathy presentation/conference
- Participated in a Roots of Empathy program (eg. Roots of Empathy family)
- *Other

*If you selected “Other”, please specify:

_____________________________________________________________________________
PROFESSIONAL REFERENCES

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Acknowledgement

☐ Yes, I have read and understood the first two pages of the Roots of Empathy Instructor Application, which outlines the Roots of Empathy Instructors commitment, responsibilities and certification requirements.

Applicant ___________________________ Date _______________
(electronic signatures will be accepted)

Thank you for your interest in becoming a Roots of Empathy Instructor. You will be notified of the status of your application once it has been reviewed and you have been accepted into the Roots of Empathy program.

If you know the name of your Key Point Person (Roots of Empathy local coordinator), please fill out the info below.

KEY POINT PERSON INFORMATION

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<th>Name</th>
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KPPs/PMs: please include any additional background information about the applicant that may be helpful when reviewing this application.