Professional Development Course Offerings

Fall 2023
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The WEA Clock Hour Committee reviews all clock-hour bearing courses and instructors to ensure the highest
detail professional development. The Clock Hours are provided at no cost to members by the WEA, as a
benefit of membership.

Courses not bearing clock hours are not reviewed by the committee.

Courses funded by certain outside funding sources and grants are available to all educators, regardless of
WEA membership. These are noted by the course title and description.
WEA’s Teacher Residency Program

Applications for the 2023-24 WEA Teacher Residency program are now closed. Please complete this inquiry form to stay in touch on possible future opportunities.

Click HERE or scan the QR code for more information.

The 2023–2024 inaugural class of Teacher Residents from Mukilteo, with WEA President, Larry Delaney (left), and NEA Vice President, Princess Moss (third from right). Additional members are working and learning in Federal Way and Walla Walla.
Meaningful teacher evaluation involves an accurate appraisal of effective teaching, strengths and areas for development, followed by feedback, conversations, coaching, support and opportunities for professional learning. The WEA continues to work to ensure the statewide teacher and principal evaluation program (TPEP) reflects this perspective.

Click [HERE](#) or scan the QR code for more information.

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**TPEP 101: Artifacts and Evidence**

- Thurs., Oct. 12, 2023. 4:30-6:30. [Register](#)
- Wed., Nov. 8, 2023. 4:30-6:30. [Register](#)

**Zoom. 2 Clock Hours**

Explore the major components of the TPEP evaluation process and learn about updates which enhance professional growth and improve student learning. Areas of emphasis include state criteria, comprehensive and focused evaluations, and scoring methodologies. Demystify collecting and providing evidence. Get tips to harvest evidence to best represent your instruction, and authentically align evidence to your framework.

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**TPEP 101: Developing TPEP Student Growth Goals with the New Rubrics**

- Wed., Sept. 20, 2023. 4:30-7:30. [Register](#)
- Tues., Oct. 10, 2023. 4:30-7:30. [Register](#)
- Thurs., Nov. 2, 2023. 4:30-7:30. [Register](#)
- Tues., Dec. 5, 2023. 4:30-7:30. [Register](#)
- Mon., Jan. 22, 2024. 4:30-7:30. [Register](#)
- Thurs., Feb. 8, 2024. 4:30-7:30. [Register](#)
- Wed., Mar. 6, 2024. 4:30-7:30. [Register](#)
- Tues., Apr. 16, 2024. 4:30-7:30. [Register](#)
- Thurs., May 30, 2024. 4:30-7:30. [Register](#)

**Zoom. 3 Clock Hours**

Learn about the changes to TPEP Student Growth Goals. Examine the shifts, including an increased focus on educator reflection, and using students' assets in developing goals. Learn more about the role that student growth plays in a TPEP evaluation. You will have the opportunity to explore tools and resources for your own student growth goal-setting process. In 2023-24, both the previous and the new student growth goal rubrics are available. Consult with your local association and district to determine which you will be using. Beginning 2024-25, all teachers in Washington state will be using the new rubrics.

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For inquiries on registration and clock hours, contact [Sheila Beaver](#).
For inquiries on TPEP policy and practice, contact [Maren Johnson](#).
Early Career Educator Support

Click HERE or scan the QR code for more information about WEA’s Early Career Educators supports and programs.

NAKIA Academy

NAKIA Academy Applications are open until October 5th, 2023. Please click HERE for the application.

NAKIA Academy is a mentoring and leadership academy by BIPOC and open to BIPOC. The Academy’s purpose is to keep newer educators in the field by identifying and training veteran BIPOC educators who can support, mentor, guide, and build with the next generation of BIPOC leaders. Named for a fictional unsung hero and a humanitarian whose philosophy includes lifting others up, this is a new program bringing together 70 educators of color (in two cohorts) over a four-month period for a total of 34 hours of thinking, learning, interacting, skill-building, and fun.
Membership Deals and Discounts
Come learn about how to save money, manage your finances, and live your best life by using your NEA Member Benefit programs. Planning your next vacation, saving money on your everyday purchases, insuring your most valuable things, and taking charge of your financial life are all made easier through your membership. Get started at www.neamb.com/start before the session and bring your questions. We will make sure you all have access to the website and all the valuable programs and services before we wrap-up. 45 minutes that will certainly be fun and might change your life!

September 26th Tuesday, 4:30pm REGISTER
February 21st Wednesday, 4:30pm REGISTER

Navigating Student Loan Forgiveness
Many of you are likely eligible for forgiveness of your federal student loans through one or more of the federal programs currently available. There have been many updates and changes made to these programs and the information you need to know is often times hard to find. NEA MB has gathered the latest information as it applies to our members and will share that information with you during this workshop. IN addition, we have a FREE online tool that will help you navigate your way to forgiveness. Come learn about the latest federal programs and how to access the NEA Student Debt Navigation Tool. Get a head start by logging in to www.neamb.com/start and creating your account.

October 25th Wednesday, 4:30pm REGISTER
January 30th Tuesday, 4:30pm REGISTER
May 22nd Wednesday, 4:30pm REGISTER

Getting Started in Your Financial Journey
Members will gain confidence in their retirement plan by exploring retirement savings, state pension options, and financial concepts for each life stage: Early, Mid and Late Career. New members will learn some of the basic building blocks of their pension plan which will get them started on the right foot and ensure a better path to financial security. Knowing your union is here to help and has resources for you to rely on is a valuable benefit of membership. Join us to learn more.

November 15th Wednesday, 4:30pm REGISTER
Women and Money
Please, no offense meant for the men in our association. In fact, what we will learn tonight is valuable information for all of us to understand. Women face unique financial challenges. This presentation highlights those challenges along with possible solutions to address them. Obviously, all women will appreciate the information we are sharing as well as others who may have a mother, sister, or daughter for whom they may want to better understand these unique considerations. And, let’s be real, roles are less defined today than they were 20 years ago and in many cases some of this information shared is applicable to the men as well.

December 14th Thursday, 4:30pm REGISTER

Life Stage Investing
Learning how to invest vs. save money will have a significant impact on your financial future. Join us to explore the concept of long-term investing while addressing retirement income sources, gaps, and the potential impact of healthcare in retirement. We realize that for many of you, retirement seems a long way away, but the sooner you learn about the basic concepts of financial security the better off you will be in making decisions between now and then. And, what you learn here is not just applicable to retirement planning but to all your savings and investing goals between now and then as well.

March 14th Thursday, 4:30pm REGISTER

Taking Care of Aging Parents
This seminar explores several aspects of caring for aging parents and identifies issues that can impact their well-being as well as your own. One of the hardest topics almost all of us will face at some time in our lives. Like many of our financial workshops, the sooner you begin the process and the more often you talk about it and plan for it, before you need to, the better it will go. Please note, this is a very personal and not-so-fun topic, but the workshop is very engaging and thought provoking and you will leave feeling empowered. Please join us and plan to share experiences you may have had already or ask questions of others who have already been through this stage of life.

April 23rd, Tuesday, 4:30pm REGISTER
Navigate your Certification Pathway

➢ For inquiries on registration and clock hours, contact Sheila Beaver.
➢ For inquiries on certification policy & practice, contact Maren Johnson.
➢ For questions on your individual certificate, please contact the OSPI Certification Office at 360-725-6400 or cert@k12.wa.us.

Teacher Certification 101
Zoom. 2 Clock Hours. Register.
Learn about the latest teacher and CTE teacher certificate renewal requirements! Become familiar with recent certification changes. Find out more about the new equity-based school practices requirement, STEM requirement, and the next steps you need to take. Learn how to add an endorsement and explore the basics of National Board Certification. You will consider completing a Professional Growth Plan (PGP), and review OSPI’s eCertification.

Audience: Teachers and CTE Teachers

Educational Staff Associate (ESA) Certification 101
Zoom. 2 Clock Hours. Register.
Learn about the latest Educational Staff Associate (ESA) certificate renewal requirements! Become familiar with recent changes. Find out more about the suicide prevention certificate requirement, what is required for a professional certificate, and the next steps you need to take. You will consider completing a Professional Growth Plan (PGP), and review OSPI’s eCertification platform.

Audience: All school ESA roles: behavior analysts, counselors, nurses, occupational therapists, orientation and mobility specialists, physical therapists, psychologists, social workers, speech language pathologists and audiologists.
The offerings for ESP courses are so plentiful, they have their own catalog! Check it out by clicking HERE or scanning the QR code below to go directly to the registration page!

Click HERE or scan the QR code for more information about the supports available to ESP members.

Contact Cristi McCorkle and Lama Chikh if you have questions about course offerings.
Universal Design for Learning 101
Participants will learn about Universal Design for Learning, a framework for inclusive education that aims to reduce learning barriers and optimize each student's opportunity to learn in the general education setting.
The course will be organized into 4 core areas: equity and inclusionary practices, UDL Principles, overcoming barriers to implementation, and practical tips for implementing UDL principles in the classroom.
To fully participate, attendees should plan on using online resources. Course materials and resources will be accessed online.

October 9th and 11th from 4:30 PM to 7:30 PM  REGISTER

SPED Law 101
Understanding the Federal and State laws for providing special education programs in our public schools is imperative to ensure the compliant delivery of services to qualified students.
This course provides an overview of the rules and regulations required for providing special education services.
Based on WAC 392-172A and specific court cases, instruction provides participants with the tools needed to provide compliant services.

Topics Include:
- Free Appropriate Public Education (FAPE)
- Walk through the IEP process
- Least restrictive environment (LRE)
- Parent and student participation in all program decisions
- Procedural due process

October 10th and 12th from 4:30 to 7:30 PM  REGISTER

Behavior Intervention Strategies through Inclusive Practices (Equity)
Participants will be cultivating a growth mindset when working with students with social, emotional, and behavioral needs. They will learn about the different lenses of behavior and high-leverage practices for supporting students with social, emotional, and behavioral needs in inclusive classrooms. They will identify the root causes and different functions of behavior.

Topics Include:
- Implicit/Explicit bias, Ladder of Inference, ACEs, Disproportionality, and Relationships
- growth mindset for student success
- high-leverage social and emotional practices
- behavior, functions, and their importance

October 17th and 19th from 4:30 to 7:30 PM  REGISTER
**Sensory Strategies in the Inclusive Classroom (Equity)**

Participants will be guided through sensory processing concepts and will learn how to apply and incorporate these principles immediately into practice in the inclusive classroom. They will understand the importance of sensory support and the physiological needs of students to attain an optimal learning state.

Topics Include:
- Basic neurological processes around children's sensory processing
- Students' sensory and physiological needs
- Students’ sensory preferences and self-regulation patterns
- Strategies for use in a variety of inclusive settings

October 24th and 25th from 4:30 to 7:30 PM [REGISTER](#)

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**Coaching & Mentoring of Inclusionary Behavioral Strategies**

Educational Leaders will evaluate the lenses of themselves and their colleagues that limit student behavioral change as well as reinforce systemic and historically exclusionary practices. They will identify frameworks that will help to cultivate alternative lenses from which to view behavioral approaches. They will look at ways to coach teachers for lasting and equitable change by applying high-leverage practices and other research-based methodologies.

This course is for those with a basic understanding of growth mindset, implicit bias, ACEs, restorative practices, PBIS, and functional behavior analysis. We recommend you take the foundational course before the coaching and mentoring version, where time is spent introducing these concepts.

October 30th and November 2nd from 4:30 to 7:30 PM [REGISTER](#)

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**De-Escalation Strategies**

Participants learn to recognize signs of a potential behavioral crisis and remediate it before a behavioral event. In addition to exploring how their own behavior can affect the escalation cycle, participants discover and practice de-escalation techniques that recognize the importance of maintaining student dignity during behavior crises.

At the end of this course, participants will be able to:
- Determine individual student behavior triggers.
- Understand and describe the escalation cycle.
- Recognize the signs of a potential behavioral crisis and remediate them before the event.

November 1st from 4:30 to 7:30 PM [REGISTER](#)

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**Assistive Technology in the Inclusive Classroom**

This course is designed to give an overview of Assistive Technology and how it can be used in the inclusive classroom as well as in the greater community. We will cover the definition of Assistive Technology along with myths about AT. We will also give examples of accommodations and modifications as they relate to AT in a Multi-Tiered System of Supports (MTSS).

Topics include:
- Assistive Technology and how it differs from Augmentative & Alternative Communications (AAC)
- AT myths
- Ways to collaborate with teams to use AT
- Assistive Technology curriculum ideas and strategies

November 6th and 8th from 4:30 to 7:30 PM [REGISTER](#)
Data Collection for Progress Monitoring
This course improves data collection methods in general and special education settings. It introduces the steps to the data collection process, provides an overview of preparing for gathering data, and discusses different strategies for collecting data in various scenarios.

This course includes demonstrations and practice opportunities using common data collection methods and allows participants to analyze data into useful information for monitoring student progress.

November 7th and 9th from 4:30 to 7:30 PM REGISTER

Early Childhood: Teaching Behavioral Expectations (Equity)
This course shares Evidence-Based Practices (EBPs) for creating, planning, writing, implementing, and teaching behavioral expectations and rules to students in inclusive early childhood settings. This course uses strategies from The Pyramid Model, a positive behavior intervention model for Early Childhood, in combination with individualized strategies, to support all students’ acquisition of behavioral expectations and rules in an inclusive early childhood classroom.

Participants will...
- Discuss inclusion in an Early Childhood Setting.
- Differentiate between expectations and rules.
- Determine and create 3-5 classroom expectations.
- Create a rule matrix for one or more areas of a classroom
- Know 3+ Evidence-Based Practices for teaching expectations/rules in inclusive settings.
- Identify Universal Design for Learning (UDL) strategies for teaching behavioral expectations and rules.

November 20th and 21st from 4:30 to 7:30 PM REGISTER

Coaching & Mentoring for Successful Inclusion of Students with Significant Disabilities
This course is designed for coaches and mentors who support teachers and other staff members working with students who have significant disabilities. Coaches and mentors will examine the steps to system change around inclusion and gain access to tools and strategies to increase inclusionary practices for all students using effective coaching techniques.

Participants will:
- Build awareness of equity and civil rights issues around inclusion and significant disabilities,
- Share tools and resources to facilitate inclusion
- Gain familiarity with specific coaching rubrics focusing on equity and inclusion

December 4th and 5th from 4:30 to 7:30 PM REGISTER

Developing Transition IEPs
With post-secondary success in mind, this course provides participants the knowledge they need to develop meaningful, collaborative, and compliant transition IEPs aimed at assisting qualifying students with disabilities in achieving successful educational/employment/independent living skills beyond high school.

Participants will:
- Gain awareness of the rules and regulations for transition IEP development through examination of the Washington Administrative Code (WAC) 392-172A
- Identify appropriate career/vocational assessments to determine employment/educational/independent living IEP goals
- Understand the components of transition planning and how they drive the transition IEP process
- Learn and practice the process to develop meaningful, individualized, and collaborative transition IEPs.

December 6th and 7th from 4:30 to 7:30 PM REGISTER
National Board Certification — Overview: Session 1. Zoom. 2 Clock Hours.
This introductory session on National Board Certification provides an overview of the National Board for Professional Teaching Standards (NBPTS), basics of the certification process, and why educators consider board certification.

Tuesday, Nov. 14, 4:30-6:30 p.m.

National Board Certification — Standards & Process: Session 2. Zoom. 2 Clock Hours.
This second session on National Board Certification focuses on a deeper exploration of the NBPTS certificate area standards and the four required components. The session also shares basics about candidate support options.

Tuesday, Nov. 28, 4:30-6:30 p.m.

National Board Certification — Support & Next Steps: Session 3. Zoom. 2 Clock Hours.
This third session in the WEA National Board Certification information series helps educators decide possible next steps and timelines with the certification process. Educators explore various support options available, and finalize a personal checklist to guide their National Board journey.

Tuesday, Dec. 5, 4:30-6:30 p.m.

*Registration Links coming soon!*

WEA National Board Jump Start
WEA’s National Board Jump Start is a comprehensive, multi-day seminar designed to provide National Board candidates with important information about the certification process, time to examine component and Assessment Center requirements, the opportunity to plan how to meet requirements, and time to collaborate, gather resources and information needed to pursue certification. All this happens in a supportive, constructive and collegial environment.

There are a total of six (6) training modules that will be offered each training week. You MUST register for Foundations I in order to continue on with the modules.

**Check back for our Summer 2024 National Board Jump Start Training dates!**

WEA National Board Home Stretch
WEA’s National Board Home Stretch takes place just before the National Board portfolio is due, when candidates are getting ready to focus their attention on final revisions.

At Home Stretch, small like-certificate groups meet with one NBCT Facilitator to read and provide standards-based feedback on the written commentary for Components 2, 3, or 4 using a specially designed protocol. We do our best to have NBCTs in the same certificate area as candidates; however, that’s not always possible based on registration numbers and facilitator availability. Course fee is $25.

**Check back for our Spring 2024 Home Stretch Date!**

Candidate Support Opportunities
Washington State has the 3rd highest number of NBCTs in the nation, in part due to the support offered by OSPI and WEA. Offerings listed below are state-wide. Please check with your local and council for additional support opportunities.

Click HERE or scan the QR code for more information.
WEA National Board Maintenance of Certificate (MOC) Training Series

WEA offers three modules to help you pursue your National Board MOC. Each module offers a different focus to guide you through this process. You may participate in all three modules. You may find that you just need the overview which is offered in Module One. If you plan to engage in all three modules, we ask that you take them in sequence so that you are prepared. Each module is interactive with breakout rooms and time for questions. MOC Training is available for all WEA Members. Our Certification Trainings are conducted online through zoom. You will receive a follow-up email a few days prior to the event with zoom link information. Course fee is $25 per module.

**Module One — Registration is now open!**
Overview of the MOC process and introduction of Professional Growth Experiences (PGEs). The homework is to draft PGEs and share them in Module Two. This module is 4 clock hours.

Thursday, Oct. 12: 4-7:30 p.m. [Register](#) (Registration closes Oct. 10)
Saturday, Oct. 14: 9 a.m.-12:30 p.m. [Register](#) (Registration closes Oct. 12)

**Module Two — Registration is now open!**
Details of the MOC process. Participants will share possible PGEs and dive into the prompts for Components One and Two. This module is 4 clock hours.

Thursday, Oct. 26: 4-7:30 p.m. [Register](#) (Registration closes Oct. 24)
Saturday, Oct. 28: 9 a.m.-12:30 p.m. [Register](#) (Registration closes Oct. 26)

**Module Three**
Feedback and Support for your MOC work. Participants will share a draft of one PGE and give and receive feedback on their work. This module is 3 hours.

*Want to know more about the MOC modules? Watch video that describes the MOC modules.*

For inquiries, contact [Arlyn Palomo](#).
Impacts of Equity on Behavior for ESTs and Substitutes
This course for substitutes explores how diversity influences interactions in a learning environment. Participants will unpack factors of bias that impact behavior through an equity lens. Using collaboration and reflection, educators will understand how moving beyond the unknown solidifies the importance of relationship building and relational strategies and how positively sway the growing behavioral phenomenon within the school community.

Oct. 26 / 4:30-7:30 p.m. 3 clock hours. Zoom. Register

Professionalism in Teaching for Emergency Substitutes and Subs
This course for substitute teachers will define what professionalism is in the learning community. Participants will examine both traditional and non-traditional ways of looking at professionalism and how one's beliefs and values impact instruction and interactions with students. Lastly, participants will gain a basic understanding of FERPA (Family Education Rights to Privacy Act) and the responsibility that must be adhered to when working in an educational community.

Nov. 7 / 4:30-7:30 p.m. 3 clock hours. Zoom. Register

Understanding Behavior for ESTs and Substitutes
This course for substitutes explores how diversity and individual experiences influence interactions in a learning environment. Using collaboration and reflection, educators will understand how moving beyond the unknown solidifies the importance of ACEs, appropriate responses, and fact finding. Participants will also explore how positive interactions can impact the growing behavioral struggles within the school community.

Nov. 14 / 4:30-7:30 p.m. 3 clock hours. Zoom. Register

Equity, Misconceptions, and Classroom Strategies for ESTs and Substitutes
This course is designed to provide emergency substitute teachers and substitutes with a comprehensive understanding of equity, dispelling misconceptions, and equipping them with effective strategies for promoting equity in the classroom. Participants will explore the definition of equity, its historical origins, recognizing its roots in social justice movements and the ongoing fight for equal opportunities, and the common misconceptions surrounding it. By examining what equity is not, educators will gain the knowledge and tools necessary to foster an inclusive and fair learning environment. By exploring these foundations, educators will gain a deeper appreciation for the importance of equity in education.

Nov. 28 / 4:30-7:30 p.m. 3 clock hours. Zoom. Register

These professional development opportunities and clock hours are available to all educators, regardless of membership status.

Upcoming SubSchool Asynchronous Professional Development Courses

Welcome to Substitute Teaching – 2 Clock Hours
This is the Introductory course, learners will focus on understanding the role of a substitute teacher.
Register

Classroom Management Series – 5 Clock Hours
This series is made up of 4 courses focusing on managing classroom culture and routines. The courses include: Introduction to Classroom Management, Proactive Classroom Management, Responsive Classroom Management, and You as the Classroom Manager.
Register

Facilitating Instruction Series – 5 Clock Hours
This series is made up of 4 courses focusing on facilitating instruction. The courses include: Introduction to Facilitating Instruction, Teaching a Lesson, Adding the “How”, and When you Need a “What”
Register

Trauma-Informed Teaching – 2 Clock Hours
This course focuses on being a trauma-informed teacher in the context of managing the classroom and your role as a substitute.
Register
For inquiries, please contact Ben Ibale or Lama Chikh.

Classroom Communities
Zoom. 5 Clock Hours. Register.
Parts 1A and 1B, 2 hours/day with 1 hour of homework.

Classroom Relationships
Zoom. 5 Clock Hours. Register.
Parts 2A and 2B, 2 hours/day with 1 hour of homework.

Classroom Interactions
Zoom. 5 Clock Hours. Register.
Parts 3A and 3B, 2 hours/day with 1 hour of homework.

Behavior Intervention
Zoom. 5 Clock Hours. Registration TBA.
Parts 4A and 4B, 2 hours/day with 1 hour of homework.

Responding to Intensive Behavior
Zoom. 5 Clock Hours. Registration TBA.
Parts 5A and 5B, 2 hours/day with 1 hour of homework.

Please see the following pages for course descriptions! This 5-part series is designed to be taken in order, but each must be registered for separately.

5:00pm-7:00pm
Thursdays, Dec. 7 and 14, 2023
Thurs., Jan 4 and Tues, Jan 16, 2024
Thursdays, Feb. 1 and 8, 2024
Thursdays, Feb. 15 and 22, 2024
Thursdays, Mar. 7 and 14, 2024

This online training series helps educators develop culturally responsive classroom management practices to ensure that students experience a positive, consistent, safe and equitable classroom. Participants learn strategies to appreciate and appropriately integrate their students’ culture and family backgrounds into the classroom culture as a tier one strategy that cultivates connections before applying appropriate classroom management strategies.
Culturally Responsive Classroom Management

**Course Descriptions**

**CRCM Modules 1A and 1B: CLASSROOM COMMUNITIES - 5hr**
- Apply the cultural competency framework of awareness (see), understanding (hear), skills (know) and advocacy (champion) to increase relational and instructional effectiveness with students from diverse populations including, but not limited to: socio-economic, language, ethnicity, race, sexual orientation, gender, religion, age and ability.
- Apply the unique research traits of student resiliency as a primary factor in closing the opportunity/achievement gap to build relational strategies that focus on asset-based instruction and that develop student hope and resiliency.
- Apply the culturally responsive strategies of educator to student and student to student relationships as a tier one intervention to build and sustain relationships in the classroom as the basis for culturally responsive classroom management.
- Demonstrate the Culture of Courageous Conversations in school-based educator to student and student to student relationships.

Thursdays, Dec. 7 and 14, 2023, 5:00pm-7:00pm

Register

**CRCM Modules 2A and 2B: CLASSROOM RELATIONSHIPS - 5hr**
- Understand core practices for developing culturally responsive classroom management.
- Learn how to begin building social relationships, communicating in culturally responsive ways, cultivating a safe and inclusive environment and engaging with families and communities.
- Discuss cultural assumptions, views, and beliefs to help reflect on how their own cultural histories and biases may affect their work with students from culturally, linguistically and socio-economically diverse backgrounds.
- Receive resources and materials to support their culturally responsive classroom.
- Homework: Assess and Implement educator to whole class strategies from the CRCM Mod 2 participant packet
- Demonstrate an understanding for how to apply a restorative justice protocol for “Courageous Classroom Conversations” for the classroom.

Thurs., Jan 4 and Tues, Jan 16, 2024, 5:00pm-7:00pm

Register

**CRCM Modules 3A and 3B: CLASSROOM INTERACTIONS - 5hr**
- Examine racial justice and the four types of racism as it applies in the public school system.
- Identify Implicit Bias and Microaggressions and use strategies to prevent and eliminate in schools and classroom.
- Homework: Implement “explicit equity as a “choice-point” strategy for the classrooms.
- Identify strategies for building social relationships between students and families.
- Develop ideas for communicating in culturally responsive ways. Find ways to respond to student needs through facilitating student focus groups.
- Investigate cultural assumptions, views, and beliefs to understand how one’s own cultural histories and biases may affect work with students from culturally, linguistically and socio-economically diverse backgrounds.

Thursdays, Feb. 1 and 8, 2024, 5:00pm-7:00pm

Register
Culturally Responsive Classroom Management
Course Descriptions, continued

CRCM Modules 4A and 4B: BEHAVIOR INTERVENTIONS - 5hr
- Investigate ways to promote positive classroom and social behavior development.
- Identify strategies for implementing culturally responsive behavior interventions that address the underlying causes and functions of behavior.
- Adapt core principles of culturally responsive behavior intervention to meet the specific needs of students.
- Homework: Create behavior intervention strategies to help current behavior violations that are occurring in the participants classrooms.

Thursdays, Feb. 15 and 22, 2024, 5:00pm-7:00pm
Register

CRCM Module 5A and 5B: RESPONDING TO INTENSIVE BEHAVIORS - 5hr
Module 5 focuses on Tier 2 strategies to reduce our reliance on exclusionary practices to manage student behavior.
- Identify school and classroom choices and actions that lead to same outcomes of inequity, exclusion and racism.
- Execute new school and classroom choices that lead to equity, inclusion and anti-racism.
- Identify strategies for implementing culturally responsive behavior interventions that address the underlying causes and functions of behavior.
- Identify the most challenging behavior violations that lead to classroom exclusions and identify the adult choice points to support tier I strategies.
- Identify the building’s tiered interventions that successfully leads to student success following a behavior violation.

Thursdays, Mar. 7 and 14, 2024, 5:00pm-7:00pm
Registration TBA
PGPs
Professional Growth Plans

COMING SPRING 2024!
The WEA Clock Hour Committee reviews all clock-hour bearing courses and instructors to ensure the highest quality professional development. The Clock Hours are provided at no cost to members by the WEA, as a benefit of membership.

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