IMPORTANT

WEA’s Emergency Substitute Teacher Support Project (ESTS) is providing professional development via Zoom.

When you register, you will receive an email 1-2 days prior to course with Zoom link

Courses are available free to all ESTs and substitute teachers.

September - October 2023

**Understanding Disproportionality in Discipline towards Students of Color for EST’s and Substitutes (3 hours)**

Wednesday, September 27, 2023 / 4:30 PM - 7:30 PM

This course aims to provide a comprehensive understanding of the concept of disproportionality, its assessment, and the far-reaching consequences it has on marginalized students. This course delves into the complex relationship between disciplinary actions and the creation of the school-to-prison pipeline. The course will also assess how shifting our mindset from deficit-thinking to asset based thinking will disrupt the cycle of disproportionality in discipline.

Register: [https://www.surveymonkey.com/r/9272023](https://www.surveymonkey.com/r/9272023)

**Relationship Building Strategies for Emergency Substitute Teachers (3 Hours)**

Tuesday, October 10, 2023 / 4:30 PM - 7:30 PM

This course is designed to equip participants with the essential skills and knowledge needed to cultivate strong and meaningful relationships. This course will also help participants discover strategies and resources to generate successful outcomes between educators and students. These outcomes will promote maintaining valuable relationship building skills that establish boundaries. Thus, encouraging emotionally intelligent connections between educators and students.

Register: [https://www.surveymonkey.com/r/R7R9TCL](https://www.surveymonkey.com/r/R7R9TCL)

**Impacts of Equity on Behavior for ESTs and Substitutes (3 hours)**

Thursday, October 26, 2023 / 4:30 PM - 7:30 PM

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.

Register: [https://www.surveymonkey.com/r/10252023Equity](https://www.surveymonkey.com/r/10252023Equity)

After each series, in approximately 10 business days, you will receive a course evaluation via email. Once you’ve completed and submitted the course evaluation, you will receive a clock-hour verification form via email. Please check your spam/junk folders for emails. Use the clock hour verification form to process your clock hours and/or attendance according to your district policies.
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November 2023

Professionalism in Teaching for Emergency Substitutes and Subs (3 hours)

Tuesday, November 7, 2023 / 4:30 PM - 7:30 PM

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.

Register: https://www.surveymonkey.com/r/GBP8S23

Understanding Behavior for ESTs and Substitutes (3 hours)

Tuesday, November 14, 2023 / 4:30 PM - 7:30 PM

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.

Register: https://www.surveymonkey.com/r/11142023behavior

Equity, Misconceptions, and Classroom Strategies for ESTs and Substitutes (3 hours)

Tuesday, November 28, 2023 / 4:30 PM - 7:30 PM

This course is designed to provide emergency substitute teachers and substitutes with a comprehensive understanding of equity, dispensing 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.

Register: https://www.surveymonkey.com/r/112823misconceptions

After each series, in approximately 10 business days, you will receive a course evaluation via email. Once you’ve completed and submitted the course evaluation, you will receive a clock-hour verification form via email. Please check your spam/junk folders for emails. Use the clock hour verification form to process your clock hours and/or attendance according to your district policies.