

REA Members,

Most of you hopefully took today as much needed time to catch your breath and get caught up on things in your personal or professional life. Our new teachers and some other members attended a Danielson training (as part of 4 days of extra pay as new hires) led by our own Member Leader, Dr. Winston Benjamin. While evaluation can be a reflective tool of growth we know that it often isn't viewed that way because of the overwhelming constraints on our time. But as we use the SGG pilot program to build a BETTER eval system that helps YOU become more satisfied in your work through accessing the resources and support staff available to us, YOUR INPUT IS NEEDED to assure that this year's hold harmless agreement creates sustainable improvements for you to be more effective and, let's face it, HAPPIER at your job!

We know we all need more time for professional learning and reflection on how we carry out inclusive practices, ML instruction in all settings, cultural competency, digital tools usage and SEL strategies. To that end, very soon you'll be receiving a step by step guide for how to access new SEL resources our own members at KEC have been refining for your use. So many students are in need of things schools can't, at first glance, provide to assure academic readiness-but the more I've been learning about how many partnerships and services our social workers and counselors and admin do utilize, the more hopeful I'm getting when I say: YOU ARE NOT ALONE and there are MORE RESOURCES available than you may think.

Bottom line: when the kids aren't ok, and you've exhausted the tools you have in your personal toolbox, ask for help!

Here are some steps to take when your classroom interventions aren't sufficient for students to access the learning opportunities you work so hard to provide:

- Read our CBA [pages 85-87](#) to know your contractual rights and how to access supports.
  - Your school's decision-making process must include how you establish that School-wide Discipline and Intervention Plan
  - That plan should explain how and when to make a referral for admin or other building-level support for struggling students
  - Each school must have a team to refer students who are struggling: often this is called the CARE Team-REA is working with RSD leaders to ensure this team is robustly supported with resources to help all kids who are referred to it, in a timely manner
  - When your CARE Team (or whatever your school calls it) has done what it can to make a plan for the referred student and they STILL NEED SUPPORT, you can request help from our SEL/Behavior facilitators, mental health care facilitator or social worker. This team of teams meets regularly to assure that all referrals they receive from teachers, counselors, deans and principals are being directed to the right place.
- There are many trainings available for your school on behavior intervention best practices, de-escalation, restorative practices and much more- your school leadership teams are able to schedule these through our SEL Team!
- As every state in the nation struggles with too few mental health care providers, we DO HAVE RESOURCES that you may not be aware of for kids and adults. Hazel Health for students, Canopy for staff and many community providers are available.

- REA is scheduling TWO Zoom PD sessions this year about Student Behavior and state law. We'll let you know as soon as the registration is available.
- Additionally, WEA offers INCREDIBLY POWERFUL ZOOM CLASSES FOR ALL UNION MEMBERS. All come with free clock hours and many fill the **CCDEI standards** requirements for certification renewal.

[Check these out HERE with clickable registration links](#) if these interest you (sorry the screenshots below aren't great quality-[open the link](#) to see them better!: