

2020-2021

Professional Development

For all new permanent or temporary employees



CALHOUN COUNTY ISD

WE  OUR SUBS!

We are so fortunate for all of the substitute educators who serve our school district! THANK YOU for all you do!



Welcome to CCISD FOCUS 2020





Real Heroes
Don't Wear Capes.
They Teach!

Thank you!





RELATIONSHIPS
first,
EVERYTHING ELSE
second.

-top dog teaching

What
policy?

But I've always
done it this
way.....



Safety





Each classroom has an Emergency Procedures poster and an Emergency Procedures flip chart.

Please review each time you visit at CCISD classroom.

STOP THE BLEED stations are located at each entry . Classroom Emergency Kits with bandages/gauze etc. are safety items in place in each classroom.

Please report any suspicious or concerning issues to the campus administration or officer immediately.

Professionalism

- Professional educators build relationships with students so they can learn in a safe and supportive classroom.
- Professional conduct is calm, respectful and seeks the administration when needed.
- All faculty and staff will teach state standards. Personal religious or political beliefs are not to be imposed on students.
- Absolutely no romantic relationships/ grooming with students of any age at any school. No personal social media or personal electronic communication.
- Teachers with special training may restrain a child who is a danger to self or others.
- All staff are expected to refrain from sarcasm or mean spirited interactions with students of all ages.



CCISD POLICY: EMB,Local



The District shall address controversial topics in an impartial and objective manner. Teachers shall not use the classroom to transmit **personal beliefs regarding political or sectarian issues**. Students and educators shall ensure that, to the extent possible, discussions are conducted fairly and courteously.

A teacher selecting topics for discussion in the classroom shall be adequately informed about the issue and capable of providing instruction on the subject, **free from personal bias**. In addition, the teacher shall be certain that:

1. The issue in question is within the range, knowledge, maturity, and comprehension of the students.
2. The issue is current and educationally significant.
3. The consideration of the issue does not interfere with required instruction.
4. Sufficient relevant information on all aspects of the issue is provided.

If a teacher is unsure about a topic of discussion or about the methods to employ, the teacher may discuss the issue with the principal.



Donations/ Gifts

For purposes of this policy, the terms “gift” and “donation” have the same meaning.

Check with your principal.

Proof Language.

Submit on fundraiser form for approval located on the personnel page.

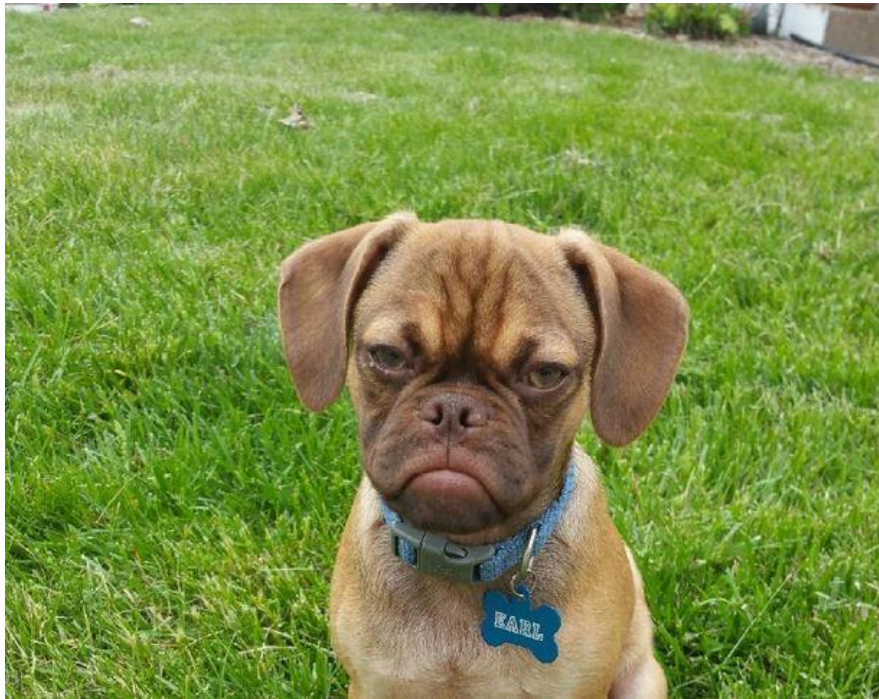
Once accepted, a gift becomes the sole property of the District. CDC ,
Local

Some gifts, donations require superintendent/ BRD approval.

Teaching Talking Learning Professionalism

A group of four people (three women and one man) are gathered around a table, looking at a laptop. They are all smiling and appear to be in a collaborative learning or teaching environment. In the background, two other people are writing on whiteboards. The whiteboards contain various diagrams and text, including a list of steps: 'Initiation', 'Selection', 'Exploration', 'Formulation', 'Collection', and 'Presentation'. Other text on the whiteboards includes 'Finding!', 'Reviewing the Literature', 'Building/Defining research', '2) research plans', 'Gathering data', and 'analyzing/presenting data'. The overall atmosphere is positive and professional.

Body Language Speaks To Students



Professional Language

How to explain it?

How to model?

How to grow it?

Thought is the blossom;
language the bud;
action the fruit behind it.

~Ralph Waldo Emerson

Formal Language



- Proper
- Use when talking to adult or person of authority
- Correct spelling and punctuation

Grandfather,
Thank you for taking
me fishing. I had a great time.
Love,
Alan

Dear Mrs Williams,
Can we set up a meeting
to discuss Sally's grades?
Sincerely,
Mrs. Stevens

The store will be closed today
due to inclement weather. We
will reopen February 7th, 2014

Anna said, "Mr. James, may
I please go to the restroom?"

inform@L Language



- Casual
- Use when talking to friends (text messages)
- Can use numbers in place of letters; incorrect spelling.

U R soooo cool!

i can't w8t for
the party!!!

c u l8er!

thx gurl!!

Allie said, "Yo, girl! We
ain't goin to the park
today. It's waayy too hot!"

POSITIVE

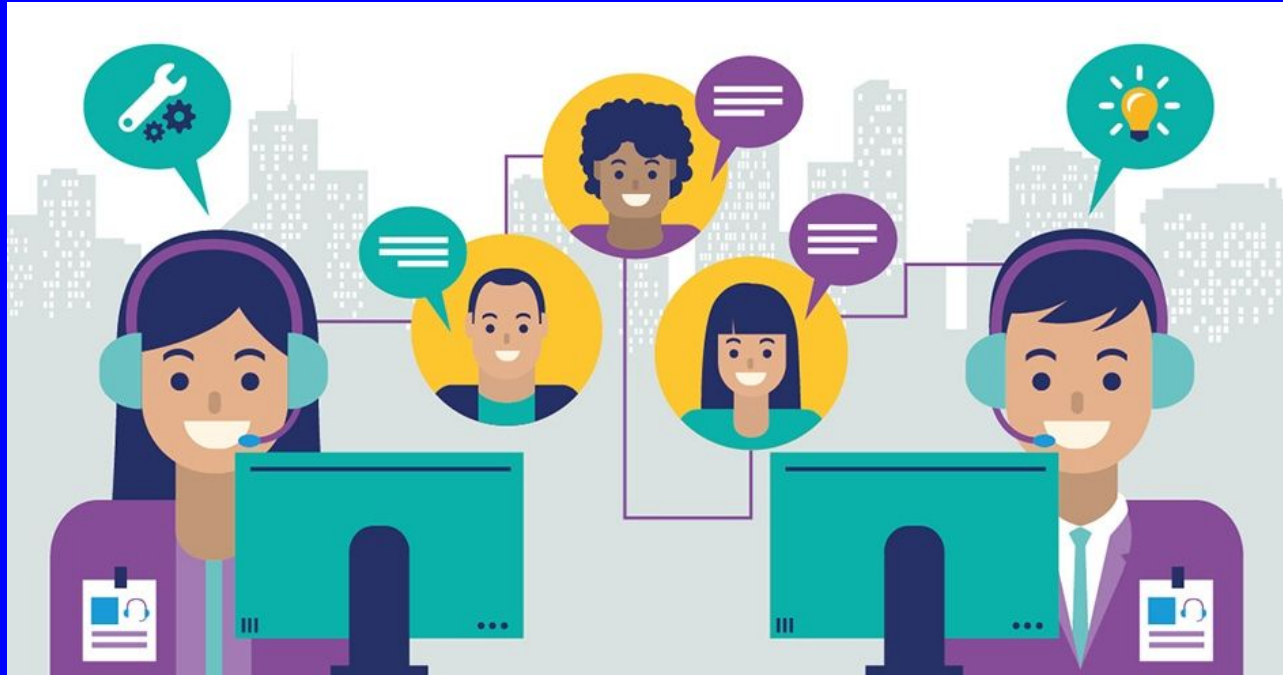
WORDS,

POWERFUL

RESULTS

PROFESSIONAL

Professionalism Matters: Customer Service



The Four Key Domains of Responsive Classroom



Engaging Academics

Teachers create learning tasks that are active, interactive, appropriately challenging, purposeful, and connected to students' interests.



Positive Community

Teachers nurture a sense of belonging, significance, and emotional safety so that students feel comfortable taking risks and working with a variety of peers.



Effective Management

Teachers create a calm, orderly environment that promotes autonomy and allows students to focus on learning.



Developmental Awareness

Teachers use knowledge of child development, along with observations of students, to create a developmentally appropriate learning environment.

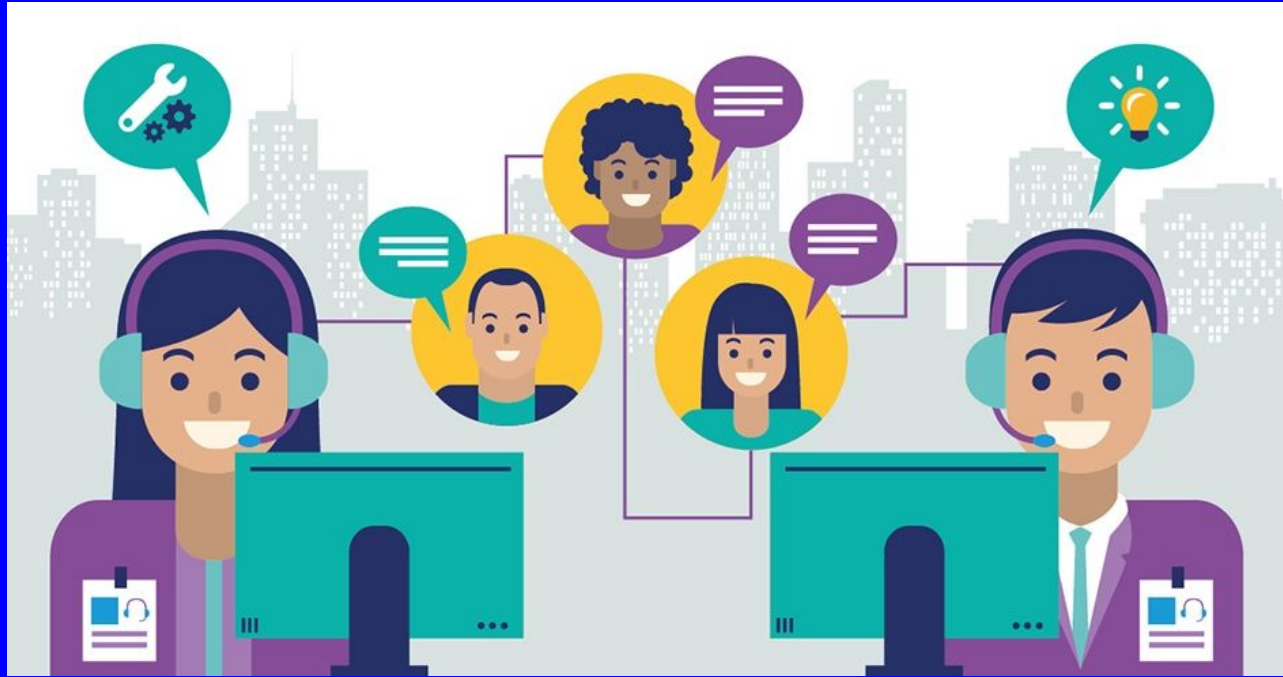
THAT POINT IN THE YEAR

EDUCATION
TO
THE
CORE



**WHEN YOUR CLASSROOM
CAN RUN ITSELF...**

Professionalism Matters: Customer Service





**PASSPORT TO
PROFESSIONALISM**

Professional Dress



**HONOR
FERPA!**



PRIVACY
LAWS

FERPA PROTECTED

Student grades

**Immunization & health records maintained
by the school**

Disciplinary records

Student progress reports

Academic or physical testing results

Grade point average

Attendance records



District Expectations



Keep any student data you have secure.

Store your students' data and information using your schools' data management systems.

Be sure you're not accidentally disclosing student information to the wrong people- check email addresses.

Keep any physical graded materials or grade books in secure, safe places.

Don't discuss student information with others, unless that person has a "legitimate educational goal."

Lock Screen.

Types of child abuse

Lauren Kavanaugh's abuse fell into all 5 categories.

Number of U.S. child abuse cases, by category, 2011

Neglect

531,413

Physical abuse

118,825

Sexual abuse

61,472

Psychological maltreatment

60,839

Medical neglect

15,074

Other

71,217

SOURCES: Administration for Children & Families; US Department of Health and Human Services; Statista

Troy Oxford/Staff Artist



92% of LGBT youth say they hear negative messages about being LGBT. The top sources are school, the Internet and their peers.



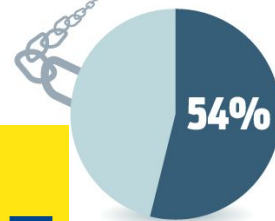
www.hrc.org/youth

#LGBTYOUTH

Bound by blood: Children of incarcerated parents



Percentage of U.S. prison inmates who are parents with children, including more than 120,000 mothers and 1.1 million fathers:



Charitable Trusts, 2010

1 in every 28 children

— or 3.6 percent — has a parent incarcerated. That's a total of 2.7 million children, up from 500,000 in 1980.



BY RACE

African American children

1 in 9
11.4%

Hispanic children

1 in 28
3.5%

White children

1 in 57
1.8%



CHILDREN

50%



Of all mental illnesses begin by age 14.*

1 in 5



Children** (age 0-11) experience a mental disorder in a given year

10%



Of children experience some impairment in daily functioning at home, in school or in the community due to mental health problems***

70%

Of youth in the juvenile justice system suffer from mental health disorders.****



27%

Of these youth experience disorders so severe that their ability to function is significantly impaired.****



*National Institute of Mental Health
**Federal Register

***US Department of Health & Human Services
****National Center for Mental Health and Juvenile Justice



Safe Schools Healthy Students

**LOVE IS
THE ABSENCE
OF JUDGMENT**

– Dalai Lama XIV

Professionalism Matters



Public Conduct = Online Conduct

“You are what
you tweet.”

-Alex Tew

Does she really
think that?

Hmmmm....
Did I take that offline????
Probably should have
counted to ten instead.





facebook

1 billion users

twitter

500 million users

LinkedIn

175 million users



Pinterest

25 million users

You Tube

Over 800 million unique users visit YouTube each month

Google+

400 million users



reach a global audience

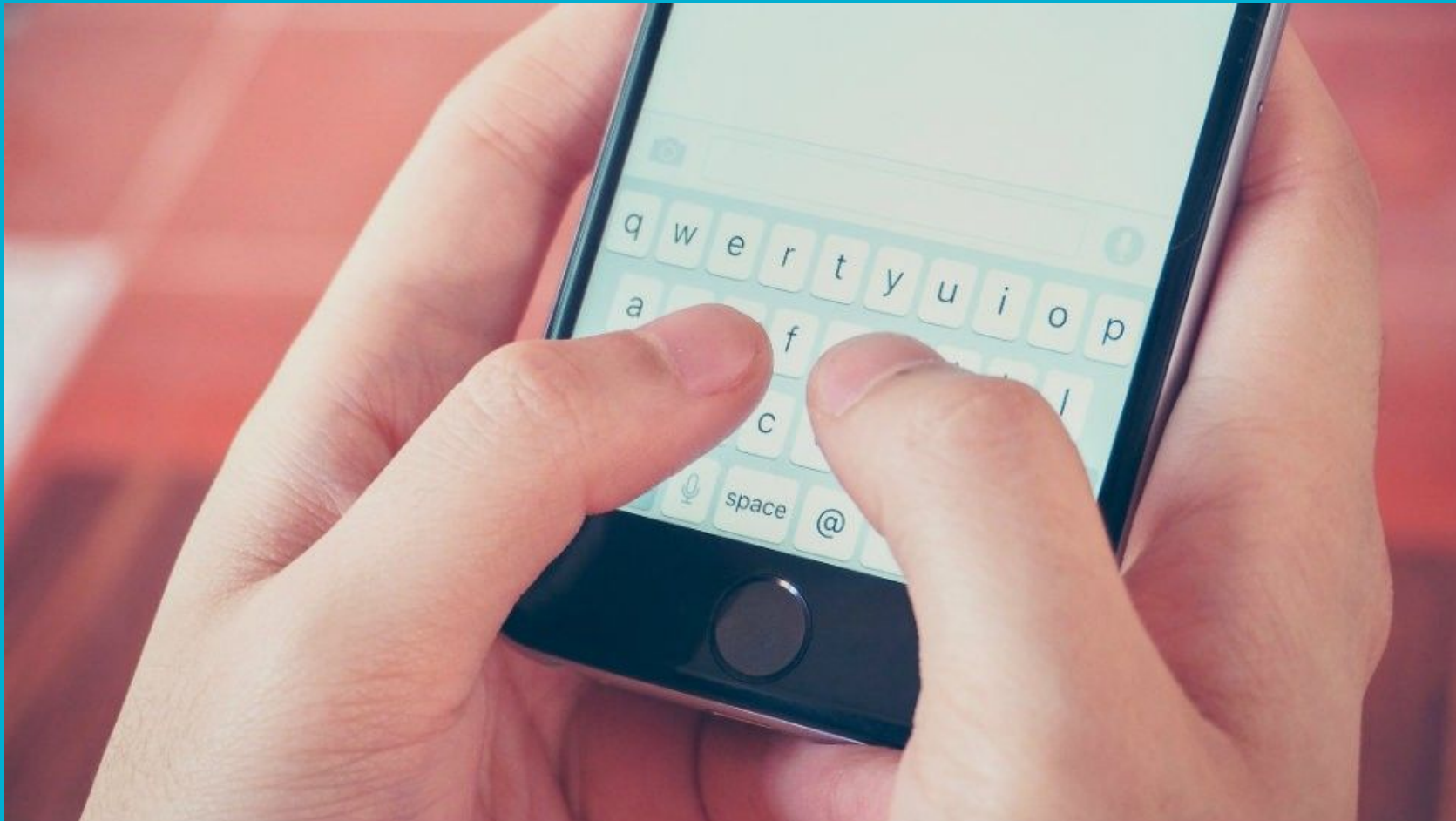
Social Media: Communication DH, Local

All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct.

If an employee's use of electronic communication violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

**** In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee. ****





I will use technology in a meaningful, safe, and responsible way.

I understand that I represent the school district in all my online activities. Additionally, I understand that what I do on social networking websites should not reflect negatively on students, teachers, or on the District.

I will use technology resources productively, appropriately, and primarily for school-related purposes. I will avoid using any technology resource in such a way that would disrupt the activities of other users.

I will use email and other means of communications (e.g. blogs, wikis, podcasting, chat, instant messaging, discussion boards, virtual learning environments, etc.) responsibly.

I will not use District resources for political advertising, lobbying, or campaigning. I will not use District resources for the promotion of commercial goods or services for personal gain.

I understand that all district equipment, the district network, and my district account are property of CCISD and can be monitored. I will conserve District resources through the proper use of printers, server space, video or audio streaming, and network bandwidth.

I understand the District administrators will deem what conduct is inappropriate use if such conduct is not specified in this agreement.

[CCISD Responsible Use Principles for Employees](#)





ELECTRONIC CONTACT WITH STUDENTS



In accordance with administrative regulations, a certified or licensed employee, or any other employee designated in writing by the Superintendent or a campus principal, may use electronic media to communicate with currently enrolled students about matters within the scope of the employee's professional responsibilities. All other employees are prohibited from using electronic media to communicate directly with students who are currently enrolled in the District. The regulations shall address:

1. **Exceptions for family and social relationships;**
2. **The circumstances under which an employee may use text messaging to communicate with students; and**
3. **Other matters deemed appropriate by the Superintendent or designee.**

Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic media. [See CPC]



Educator's Code of Ethics, Texas Administrative Code



Standard 3.8. The educator shall maintain appropriate professional educator-student relationships and boundaries based on a reasonably prudent educator standard.

Standard 3.9. The educator shall refrain from inappropriate communication with a student or minor, including, but not limited to, electronic communication such as cell phone, text messaging, e-mail, instant messaging, blogging, or other social network communication. Factors that may be considered in assessing whether the communication is inappropriate include, but are not limited to:

- a. The nature, purpose, timing, and amount of the communication;
- b. The subject matter of the communication;
- c. Whether the communication was made openly or the educator attempted to conceal the communication;
- d. Whether the communication could be reasonably interpreted as soliciting sexual contact or a romantic relationship;
- e. Whether the communication was sexually explicit; and
- f. Whether the communication involved discussion(s) of the physical or sexual attractiveness or the sexual history, activities, preferences, or fantasies of either the educator or the student.

Professionalism Matters

Title IX

—

Kelly Taylor,

Assistant Superintendent

Please contact me with any
questions or concerns.



Person of the Year

TIME

THE
SILENCE
BREAKERS

THE VOICES
THAT LAUNCHED
A MOVEMENT



Most Workplace Sexual Harassment Is Verbal

Most of the sexual harassment women experience at work involves nonphysical behavior such as sexual remarks, teasing or ogling, according to a 2016 online survey of 500 *Redbook* readers. Overall, 80 percent of respondents experienced sexual harassment at work, compared with 90 percent in 1976. Some 9,000 women responded to the earlier survey.

Percentage Who Experienced Various Types of Workplace Sexual Harassment, 2016

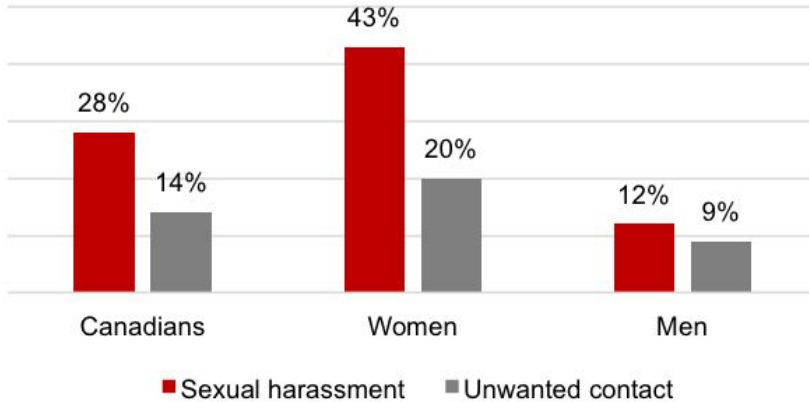


Total Who Experienced Sexual Harassment: 80%

Source: Ashley Mateo and Kaitlin Menza, "The Results of a 1976 Survey of Women About Sexual Harassment At Work Remain Virtually Unchanged In 2017," *Redbook*, March 27, 2017, <https://tinyurl.com/yacz69y>

Sexual Harassment

Have you ever been subject to sexual harassment or unwanted contact in your workplace or at a work function?

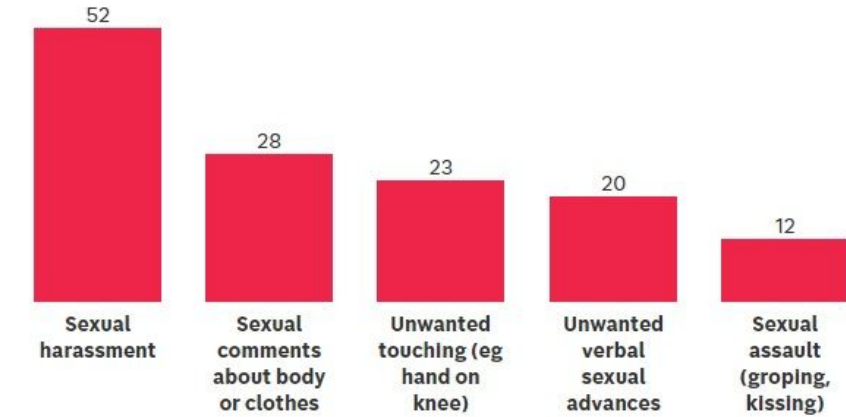


That's according to a new [Angus Reid Institute online survey](#) of over 1,500 Canadian adults.

Forty-three percent of female respondents reported being targeted by sexual harassment at work, compared to only 12 percent of men.

Sexual harassment of women at work

percentage of women polled



SOURCE: TUC/YOUGOV

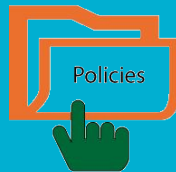
Last year [the TUC](#) (UK) commissioned pollsters [YouGov to survey](#) 1,533 women about workplace harassment.



Hostile Workplace: Verbal or physical conduct based on a person's sex, race, color, religion, or national origin constitutes unlawful harassment when the conduct:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive working environment;
2. Has the purpose or effect of unreasonably interfering with an individual's work performance; or
3. Otherwise adversely affects an individual's employment opportunities

[BRD Policy: DIA Legal](#)





Search ID: bfm432

" RICHARD IS VERY PROTECTIVE
OF HIS PERSONAL SPACE! "











The Five Layers of School Safety



“

Education is
the most **POWERFUL**
WEAPON
which *you* can use
to *change*
the **WORLD.**

”

-Nelson Mandela

It takes a big

heart

to help shape

little

minds.

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THANK YOU!

THANKS, YOU'RE AWESOME



All Permanent Employees. Please copy the content of **this slide ONLY (50)** and send in an email to Nikki Hill via email or print this slide only, sign and PONY to Nikki Hill. This serves as your training and signature. Substitutes - please sign in. All are responsible for the content here.

Name:

School:

Date Completed:

I, , have participated in required professional development including Professionalism, FERPA, Social Media, Bullying and Sexual Harassment.

Sincerely,

District Use: Mrs. Cook will place in Eduphoria as a one time 1 hour PD session ; New Employee Orientation.