



# Professional Learning

Fall 2022

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Dear Friends,

The month of September always evokes the promise and excitement of new beginnings for each of us involved in the work of schools! Remembering the sense of joy and passion

that launched our careers is an essential part of that and while our “why” for doing this work may have shifted in response to the pandemic, rediscovering our love of this profession surfaces as soon as the students enter our buildings.

At NJPSA/FEA, we realize how much is on your plate and we have learned through your experiences and voices that coming together with colleagues for professional learning is the best way to renew your spirit, collaborate on key issues and challenges, and strengthen your knowledge and skills to grow and succeed as an educational leader.

In this catalog, you will find offerings addressing many of the most critical issues that educators are facing including: leadership for learning; family and community partnerships; climate and culture; multi-tiered system of supports; professional learning communities; social-emotional learning, wellness, and mental health; learning acceleration and supporting all learners; diversity, equity and inclusion; assessment literacy; and legal education. We continue to expand the pathways available for your learning and in this catalog, you will find in-person, virtual, and hybrid workshops, leadership academies, webinars, roundtables, certificate, series, Mastermind programs and asynchronous online courses.

During the 2022-23 school year, as you consider ways to deepen your professional knowledge, improve your skills, strengthen your teams, and build your leadership pipeline, consider partnering with FEA through one of our many programs:

## **NJPSA/FEA/NJASCD Fall Conference: Honoring Courageous Leadership**

Join us at the Borgata in Atlantic City on October 13-14 as we celebrate you! Take this opportunity to reconnect with colleagues and feed your soul!

Keynote addresses by Heather Younger and Michael Jr promise to be inspirational!

## **Fall Professional Learning Catalog:**

Take a look through this catalog and join us in person or virtually for one or more of our relevant and timely workshops, courses or programs.

## **LEGAL ONE:**

LEGAL ONE continues to expand and elevate its offerings to include not only live and pre-recorded online sessions and webinars on the legal topics that you need every year, but also new series, certificate programs, and packages of complementary courses that, taken together, can lead to in-depth applicable knowledge of the most comprehensive legal issues. Also, be sure to check out the LEGAL ONE Podcast available on Apple Podcasts, Google Play,

## **Mastermind Program:**

This summer, NJPSA/FEA launched a new professional learning experience designed for mid-career educational leaders. Based on its overwhelming success, a new Mastermind cohort (10-15 leaders) is being offered this fall and will meet seven times during the school year (via zoom) for 90-minute sessions. Guided by an experienced Mastermind facilitator, the cohort dives deeply into current problems of practice using protocols, education, peer support, and dialogue to help each other tackle today's most pressing issues, while creating an ongoing professional network for the purpose of achieving personal and professional goals.

## **In-district Programs:**

FEA also conducts in-district programs for almost every workshop we offer in which our trainers work with your entire administrative team and teachers so that everyone can immediately apply the techniques you learn and the knowledge you gain into your schools. Partnering with districts to develop year-long professional learning plans is central to FEA's mission and each year. For a program tailored to your needs, contact Christy Stoehr at [cstoehr@njpsa.org](mailto:cstoehr@njpsa.org), or for requests



**Register today for the professional learning opportunities you need to grow as an educational leader! All workshops are virtual unless otherwise specified.**

regarding LEGAL ONE, please contact Ameena Terrell at [aterrell@njpsa.org](mailto:aterrell@njpsa.org).

### **FEA Online Learning Suite:**

In addition to our current LEGAL ONE online course offerings, we also offer a **suite of self-paced online courses** addressing the most relevant best practices, which are now available on the Canvas platform. You can find more on these online courses, which include topics such as social-emotional learning, culturally responsive practices, special education, formative assessment, teaching and learning in a virtual environment, equity, anti-bullying, school climate and culture, on [page 60](#). The FEA Online Learning Suite provides an excellent opportunity for school and district teams to learn, work, and grow together. Online learning can be more conducive to teams, as you will not need to find coverage for simultaneous absences in your buildings.

### **School Leadership Programs:**

Another important pathway of professional learning is through certification programs that deepen your knowledge and expertise while advancing your career. At NJPSA/FEA, more than 2,000 educational leaders from across the state have earned their Principal Certification (CE), Supervisor Certification (Standard), and School Administrator Certification (CE) through the NJEXCEL Program. Recently, we launched the [NJTLC program](#), leading to the Teacher Leader Endorsement. We hope to see you at one of our upcoming information sessions.

### **Leadership Academies:**

Providing high quality professional learning for leaders by leaders was the driving force behind the creation of the NJ Leadership Academy in 2014. A partnership between NJPSA and NJASA, this year's academy, [Promises to Keep: Building on the Cornerstones of Student Success](#), focuses on: (1) leading within the inclusive school; (2) the power of 'together we can'; and (3) making learning leaps a reality. We are also excited to announce the return of our newest academy for leadership teams – the [Equity in Action Leadership Academy](#)

designed as a deep dive into equity, dialogue, data and systemic change with a focus on team-based problems of practice.

### **Professional Learning Savings Account:**

Many school districts in New Jersey have already taken advantage of the Professional Learning Savings Account, through which they fund an FEA account at \$5,000 up front, and then use that money throughout the year for the professional learning needs of their staff. Benefits of this savings plan include reduced pricing for FEA and LEGAL ONE workshops, in-district workshops, in-district coaching, and member pricing for the Honoring Courageous Leadership Conference in Atlantic City on Oct. 13-14, 2022. The FEA savings account is also a great way to streamline the approval process with your Board by having all school or district professional learning costs approved at once, until the \$5,000 worth of programming is used. To learn more or sign up for the 2022-23 school year, please contact Emil Carafa at [ecarafa@njpsa.org](mailto:ecarafa@njpsa.org).

### **Star Advantage:**

If you are a Premier Active, Private School, Aspiring, or Organizational NJPSA member, don't forget to choose one starred workshop or designated online courses per year (July 1 - June 30) at no cost. Other membership levels are not eligible for the Star Advantage Program. If you are unable to attend a program for which you have registered, call or write seven days prior to the program date to request the STAR benefit be credited back to your account.

Thank you for the extraordinary level of commitment, leadership, and professionalism YOU continue to demonstrate in building learning communities within our schools that focus on the academic, social, emotional, and mental well-being of each and every student.

With gratitude,



Donna McInerney, Ed.D.  
CEO of FEA

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Dear Friends.

As we prepare for the start of the 2022-23 school year, we know that school leaders and others in the education community face daunting

challenges and exciting opportunities. The daunting challenges are many, including recovering from the pandemic and responding to changing health standards, navigating a fraught political climate, and keeping up with rapidly changing state and federal law. But the opportunities are also exciting, as we look to build on the new technologies and approaches that emerged and were refined over the past two years, and harness the growing awareness of the need to support the social and emotional wellbeing of students, staff and families.

As you rise to these new challenges and opportunities, we at LEGAL ONE are here for you every step of the way. We continue to evolve and adapt our offerings to meet your needs. Here are just some of the highlights from our Fall Offerings, including what's new, what's back after not being available in recent years, our tried and true offerings that remain available each year, and what's coming soon.

## What's New

- We are offering a new **Elementary Education and the Law Series** that hones in on key legal issues arising at the elementary level, with a focus on addressing social and emotional wellbeing, student conduct and other new legal requirements.
- Our full day workshop on **Navigating Sensitive Legal Issues in the Curriculum** is intended to outline new curriculum mandates, provide resources to assist in developing curriculum and review legal

parameters for addressing opt out requests and other parent and student concerns.

- In light of the landmark U.S. Supreme Court decision in *Kennedy v. Bremerton* there is significant confusion surrounding the rights of staff and students regarding religious expression. Our new workshop on **Addressing Religious Expression** will clarify existing legal requirements, and provide tips for addressing speech and electronic communication both in and out of school, as well as how to handle issues of religion in the curriculum and school displays with religious elements.

## What's Back

- Our **School Law Boot Camp** is an immersive experience that provides a safe space to think through how to address a wide range of legal issues in our schools, with heavy reliance on real world scenarios and small group discussions to consider how to identify, triage and address legal issues that often arise rapidly in the course of any given school day.
- In light of the tremendous pressures facing school staff over the past two years, the unprecedented staffing shortages, it is imperative that school districts prioritize the social and emotional wellbeing of staff. That's why we are once again offering our full day workshop on **Addressing Staff Mental Health**.
- We have renewed our participation with the New Jersey State Interscholastic Athletic Association and will be offering a number of workshops throughout the year that are available for registration through NJSIAA, starting with **The Changing Law on Bullying, Hazing and Athletics**



**Register today for the professional learning opportunities you need to grow as an educational leader! All workshops are virtual unless otherwise specified.**

### **What's Ongoing and Evolving**

- The **LEGAL ONE Podcast** provides a great way to learn about important legal developments in an easily accessible format, and at a time and place most convenient for you.
- Every year, we offer our signature workshops that capture the latest developments in school law on HIB, Social Media Use, **Attendance, Residency, and Homelessness Issues**, our **Principal/AP/VP's Survival Guide**, and our workshop on Hot Issues in School Law.
- We also continue to evolve our comprehensive school law series and certificate programs, including our **Gifted and Talented Education Series**, our **Human Resources Institute**, our **Special Education Litigation Certificate Program**, and our self-paced **Affirmative Action Officer Online Certificate Program** and **Anti-Bullying Specialist Online Certificate Program**.
- In January, we will be building on the success of the **Anti-Bullying Professional Advanced Certificate of Mastery** by offering a new Affirmative Action Officer Advanced Certificate of Mastery, that allows participants who previously completed or choose now to complete the AAO Online Certificate Program to take their knowledge and skills to the next level.
- We continue to add to our comprehensive set of self-paced online courses and update existing courses to reflect the latest developments in school law. To see all of the LEGAL ONE courses, and other FEA online courses, check out the **FEA Online Learning Suite**.

### **Meeting Your Unique Needs**

Finally, remember that we at LEGAL ONE are committed to meeting your unique learning needs, whether that means working with you on your individual professional growth plan or design a comprehensive program tailored to your school district, including the potential for a hybrid approach that combines self-paced learning, large and small group live sessions, individualized coaching and job-imbedded action projects that help achieve your district's goals and improve your protocols, policies and practices. For help with tailoring a professional learning plan that meets your needs, reach out to us at LEGAL ONE at [LEGALONE@njpsa.org](mailto:LEGALONE@njpsa.org).

Thank you once again for all that you do. We at LEGAL ONE and the larger NJPSA and FEA family look forward to being your partner in professional learning in 2022-23 and beyond.

Sincerely,



David Nash, Esq.  
LEGAL ONE Director  
Foundation for Educational Administration

# Professional Standards for Educational Leaders (PSEL)

The 2015 Professional Standards for Educational Leaders represent the best thinking and latest research related to the impact of leadership on student achievement. The role of the school leader has shifted from a focus on management to a focus on student learning through strong and effective instructional leadership. Many of the sessions listed in this calendar include the relevant PSEL Standards.

1. Mission, Vision, and Core Values
2. Ethics and Professional Norms
3. Equity and Cultural Responsiveness
4. Curriculum, Instruction, and Assessment
5. Community of Care and Support for Students
6. Professional Capacity of School Personnel
7. Professional Community for Teachers and Staff
8. Meaningful Engagement of Families and Community
9. Operations and Management
10. School Improvement

## NJPSA/FEA Cancellation/Refund Policy

If you are unable to attend a program for which you have registered, please contact FEA via email seven days prior to the program to request a refund. Also, if you used a STAR Advantage or FEA Subscription Coupon Code, you must cancel your registration seven days prior to the event in order to have your STAR Advantage or Subscription Session credited back to your account. Payment in full is required if a written cancellation request is not received within the required time period. Please submit your cancellation request to [feasupport@njpsa.org](mailto:feasupport@njpsa.org). NOTE: This does not apply to NJ EXCEL candidates.

All checks payable to FEA. PO to be issued to FEA at 12 Centre Drive, Monroe Township, NJ 08831.



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# Virtual, In-Person, and Blended

## September

### ★🏠📎 Understanding Major Changes in NJ's HIB Law and Related Statutes **Webinar**

Sep. 1, 2022; 3:30 pm - 4:30 pm

Fee: \$40

**Presenters: Michael Kaelber, Esq., LEGAL ONE Coordinator for Online Course Development; Rebecca Gold, LEGAL ONE Consultant**

This webinar will review key revisions to New Jersey's Anti-Bullying Bill of Rights that go into effect for the 2022-23 school year, along with other related changes in state law. Specific topics to be covered include:

- New provisions regarding potential liability for the parent or guardian of students engaged in HIB,
- Heightened scrutiny that applies to the use of the local policy option to make preliminary determinations to not launch HIB investigations
- New requirements for responding to students who engage in multiple acts of HIB
- Revisions to related state laws addressing hazing, identifying and addressing demographic disparities in student discipline,
- Implementing instructional requirements designed to promote diversity, equity and inclusion, and reduce HIB over time.

### 💡 Establishing a Comprehensive School-Based Mental Health System

(PSEL Standards 3, 5, and 8)

#### **Zoom**

Sep. 21, 2022; 1 pm - 3 pm

**Presenters: Dr. Maurice Ingram and representatives from Rutgers' Mental Health Technology Transfer Center**

**Fee: FREE**

**Audience: District and school administrators, teachers, child study team members, school counselors, school psychologists and other school-based mental health professionals**

In collaboration with the Rutgers' Mental Health Technology Transfer Center, the NJDOE will facilitate training in establishing, operating and evaluating a comprehensive school-based mental health system in alignment with the New Jersey School-Based Mental Health Resource Guide. This session will include an overview of the resource guide as well as activities to assist participants in selecting a team of school-based personnel who can guide a school through the phases of implementation. Participants will have an opportunity to reflect on their district's current array of social emotional learning and mental health services with the support of experts. Tools and a process for collaboratively planning, leveraging funds and monitoring effectiveness of interventions will also be shared and discussed.







## ★🏆🔧 Emerging Legal Issues on Diversity, Equity, and Inclusion **School Attorney Webinar**

Sep. 21, 2022; Noon - 1:10 pm

Fee: \$40

**Presenters:** Michael Kaelber, Esq., LEGAL ONE Coordinator for Online Course Development; Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; Rebecca Gold, LEGAL ONE Consultant

Join LEGAL ONE attorneys for a discussion of the most recent information on New Jersey school district Comprehensive Equity Plans and school district responsibilities for equal educational opportunity for students. Included will be a review of recent legislation, administrative code, task force reports, best practices in developing your school district comprehensive equity plan and more. This session is approved for 1.3 New Jersey Continuing Legal Education (CLE) credits and 1.3 New Jersey Diversity, Inclusion and Elimination of Bias CLE credits.

## 💡 I Hear You, but I Don't Understand You (PSEL Standards 3, 5, and 8) **Hybrid**

Sep. 22, 2022; 10 am - noon at FEA Conference Center, 12 Centre Dr., Monroe Township, NJ 08831

**Presenters:** Dr. Michael Coleman

Fee: FREE

**Audience:** Parents, Teachers, Administrators, PTA Officers and DOE Rep.

**Co-sponsored by NJPTA**

Series Partnering For Quality Education For All Students Navigating the special educational experiences of students can be an overwhelming process for parents and families. As such, the purpose of this presentation is to offer strategies and practices to help families become more comfortable advocates for their learners. By the end of this session, participants will be comfortable with popular terms and practices used in special education practice as well as rights available to families will be addressed.

## 🏆💡 NJLA Series 9 - Session 1

### Leading Within the Inclusive School **Zoom**

Sep. 22, 2022; 9 am - 1 pm

Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)

## ★💡 Implementing a High Quality Social Studies/History Curriculum (PSEL Standards 4 and 10)

### **Zoom**

Sep. 27, 2022; 9 am - Noon

**Presenters:** Emil Carafa, Susan Gilbert

Fee: \$75

In this workshop, participants will learn a new process of using the Social Studies and History NJSL Standards 2020 guidelines so that planning and implementation is meaningful and thorough. Participants will understand their role in ensuring that all students acquire the knowledge and skills associated with the Social Studies and History standards, performance expectations, core ideas, and content-related practices.

## ★🏆🔧 Section 504 Explained **Hybrid**

Sep. 28, 2022; 9 am - 3 pm at FEA Conference Center, 12 Centre Dr., Monroe Township, NJ 08831

Fee: \$150

**Presenter:** John Worthington, Esq., LEGAL ONE Educational Law Specialist

This session will provide a detailed explanation of Section 504 of the Rehabilitation Act of 1973 as it relates to school districts. Topics will include district responsibilities, eligibility requirements, the scope of the law's coverage, due process requirements and procedural safeguards, parent/student rights, as well as exploring the differences between 504 eligibility and classification and eligibility and classification under the IDEA. The session will also provide up to date information concerning eligibility for a 504 plan and the provision of services to students with disabilities based on impacts of the COVID-19



# Virtual, In-Person, and Blended

pandemic, updated federal guidance with respect to students with disabilities, and an opportunity to discuss and address issues regarding the provision of services to students with disabilities being served under a Section 504 Plan.

## ★💡 Standards Based Instruction

(PSEL Standards 4 and 10)

### Zoom

**Sep. 28, 2022; 9 am - 1 pm**

**Presenter: Maria Montroni-Curais**

**Fee: \$150**

Standards based instruction focuses on elevating what students can do with their understanding. How can we shift from task-based/traditional instruction to instruction based on comprehension and ability? We'll start by unpacking the standards to identify the function. Then, we'll create learning targets that aid teachers in guiding students towards mastery. This workshop would be best for teachers, coaches, and instructional/content area supervisors in grades K-12.

## ★📎 The Principal/AP/VP's Survival Guide!

### In Person

**Sep. 29, 2022; 9 am - 3 pm at Saddlebrook School District, 355 Mayhill Street, Saddle Brook, NJ 07663**

**Fee: \$150 Members/Non-Members**

**Presenters: Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; James J. Sarto, Ed.S., NJ Leaders to Leaders Program Coordinator**

Novice, experienced, and veteran principals and assistant principals! How can we possibly remember everything? Time goes by, students, staff, community, process, procedures, and most importantly... educational law changes. This may be the PD you have been waiting for as a refresher, as well as a primer on new and emerging legal issues. Join us as we focus on basic "I Should Already Know That" information, as well as:

- Daily school operations, duties, and responsibilities
- Case studies on student accountability
- Smoking v. Vaping v. Drug Policies
- Contracts and Job Descriptions

- Tenure and Bumping Rights
- Tips, Suggestions and Time Saving Exercises
- Search and Seizure
- Discrimination Issues
- Due Process – Releasing Staff Members from Their Positions
- Student Safety
- Common Sense!
- Document, Document, Document!
- It's Always Been Done That Way, How Did I Know It Was Illegal

## 🎯💡 NJLA Series 9 - Session 1

### Leading Within the Inclusive School

### Zoom

**Sep. 29, 2022; 9 am - 1 pm**

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**

## 💡 Data-Based Individualization - Strengthening Tier 3 Interventions

(PSEL Standards 3 and 5)

### Zoom

**Sep. 30 and Oct. 28, 2022; 9 am - 3 pm and Dec. 9, 2022; 10 am - 2 pm**

**Presenter: Donna Sacco, Ph.D., Center on Multi-Tiered System of Supports**

**Fee: \$500 per person (includes 3 sessions)**

**Audience: School teams of 3-5 people to include, at a minimum, a building or district administrator, general education teacher and interventionist or special education teacher**

Data-based individualization is a process for delivering intensive, or Tier 3, interventions, that integrates data-based decision making across academic and social behavior. In 3 sessions, Dr. Sacco will train teams to increase progress for students within an MTSS/RTI framework. Teams will implement DBI with a student and have ongoing opportunities for coaching from Dr. Sacco between sessions. The goal of this process is to maximize progress for students with intensive academic/social behavior needs, some who may have IEPs and some who do not.





## October

### Equity in Action Leadership Academy (PSEL Standards 3, 7, and 10)

#### Zoom

**Oct. 4, Nov. 1, Nov. 30, 2022, Jan. 27, 2022  
9 am - Noon**

**Fee: \$450**

This 4-session academy has been developed to deepen the knowledge and skills of leaders to systemically respond to issues of equity. Over the four sessions, participants will:

- Deepen leaders knowledge and skills to use and adapt social justice practices to increase system-wide equitable outcomes for all learners;
- Develop socio-political awareness/critical consciousness by acknowledging and exploring the current reality within the educational environment;
- Investigate systemic barriers, within public education, that we knowingly or unknowingly reinforce and that may ultimately lead to further propagation of access and opportunity gaps;
- Support leaders to identify a reasonable Problem of Practice (PoP) and receive critical feedback on possible solutions to create an avenue for developing a theory of change and an action plan.

### Attendance, Residency, and Homelessness Issues

#### Zoom

**Oct. 4, 2022; 9 am - 3 pm**

**Fee: \$125 Members/\$150 Non Members**

**Presenters: Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; Diahann DeRuggiero MSW, M.Ed. Region I Director serving Bergen, Hunterdon, Passaic, Somerset, Sussex and Warren County**

This Workshop will provide information about the legal requirements pertaining to student attendance, residency and homelessness issues — including what constitutes excused absences, legally required

steps for developing attendance improvement plans and when to involve the court system. Participants will also gain an understanding of how to properly determine residency, including forms of documentation to be considered, the rights of students not residing with their parents or legal guardians, and the due process involved when there is a dispute over student residency. Legal issues including eligibility, resources and services available to homeless students will also be addressed. Participants will be provided with resources and best practices for addressing chronic absenteeism and strategies for conducting residency investigations.

### Understanding Boundaries: Staff to Staff Communication **Webinar**

**Oct. 4, 2022; 3:30 pm - 4:30 pm**

**Fee: \$40**

**Presenters: David Nash, Esq., LEGAL ONE Director; Rebecca Gold, LEGAL ONE Consultant**

In recent years there has been a spike in litigation related to how school staff members interact with each other, whether those interactions are in the workplace, in social settings and/or through social media or other electronic communications. The pandemic and our polarized political climate have only made matters worse, as many adults have forgotten how to interact and disagree with each other in a civil manner. This session will review key legal principles related to staff to staff communication, including staff First Amendment rights in various settings (workplace, social settings, social media), the legal meaning of the term hostile educational environment, and lessons to be learned from recent case law.



# Virtual, In-Person, and Blended



## Navigating Sensitive Legal Issues in the Curriculum

### **Hybrid**

Oct. 7, 2022; 9 am - 3 pm at FEA Conference Center, 12 Centre Dr. Monroe Township, NJ 08831

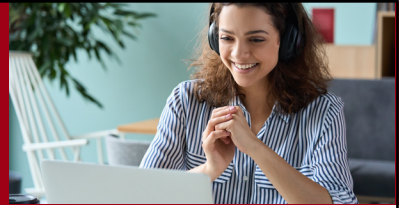
Fee: \$150

**Presenters: David Nash, Esq., LEGAL ONE Director; Cindy Assini, K-12 Supervisor of Social Studies/Gifted and Talented, Hillsborough Township**

This session will review how to appropriately address a wide range of potentially sensitive legal issues in the curriculum, and strategies for overcoming the misinformation that leads many parents to protest what they mistakenly believe is being discussed in the classroom. Specific topics to be addressed include:

- Recently enacted instructional requirements related to diversity, equity, and inclusion, including mandates related to addressing discrimination linked to race, ethnicity, gender, gender identity, sexual orientation, religion, and disability
- Strategies for incorporating politically sensitive current events into the curriculum, including recent U.S. Supreme Court decisions
- Strategies for responding to inappropriate comments from students in the classroom
- Resources that will assist school leaders and teachers with implementing revised curriculum and developing lesson plans
- Tips for responding to hotbutton topics such as Black Lives Matter, Police Brutality — 1960s and beyond, Immigration, Gun Rights, Affirmative Action, Abortion, etc.; and
- Tips for learning how to evaluate news sources and rely upon credible sources.

## **2022; Fall SLLA and SSA Prep Session Series**



**Please share with interested colleagues!**

### **School Superintendents Assessment (SSA 6991) Prep Sessions (All Virtual)**

The following prep sessions are for candidates planning to take the SSA Fall 2022:

**Virtual**

**October 10, 17, 24, November 7, 14, 2022**

(All Sessions: 5:30 pm - 8:30 pm)

Fee: \$550/series (no charge for CURRENT NJEXCEL Model 4 candidates)

### **School Leaders Licensure Assessment (SLLA 6990) Prep Sessions (All Virtual)**

The following prep sessions are for candidates planning to take the SLLA Fall 2022:

**Virtual**

**October 20, 27, November 3, 10, 17, 2022**

(All Sessions: 5:30 pm - 8:30 pm)

Fee: \$550/series (no charge for CURRENT NJEXCEL Model 1, 2, 3 candidates)

***SLLA and SSA test prep registration deadline: October 5, 2022***







## ★🔗 **HIB Law Update** **In Person**

Oct. 11, 2022; 9 am - 3 pm at MUJC Professional Development Center; 340 Central Avenue New Providence, New Jersey 07974

**Presenter: Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development**

**Fee: \$150**

**Offered in Partnership with Morris-Union Jointure Commission**

**Starting September 1, Register at [www.mujc.org](http://www.mujc.org).**

Recent case law, legislation and current events will all have a major impact on how schools implement New Jersey's Anti-Bullying Bill of Rights. In this session, participants will learn about major changes in Federal and State law, U.S. Supreme Court Decision impacting student cyberspeech, the 2022; HIB Law Updates, recent HIB case law impacting student and staff member rights, recent trends in HIB, and how to address student behavior linked to recent events, as well as diversity, equity and inclusion.

## 💡 **Masterminds: Solving Problems, Sharing Courage** (PSEL Standards 1 and 10)

### **Zoom**

Oct. 17, Nov. 14, Dec. 15, 2022, Jan. 4, Jan. 24, Feb. 16, 2023; 5 pm - 6:30 pm

**Fee: \$550 members/\$700 non-members**

As the number of pressing issues on a school leader's plate continues to increase exponentially, how do you get it all done and ensure you are creating a school climate and culture where students can learn and thrive? Join the first NJPSA Mastermind cohort of experienced school leaders to brainstorm, learn, collaborate, discover, and solve the key problems that keep you up at night. This community of peers, including one experienced Mastermind facilitator, is composed of leaders with 5 or more years of service. Meeting regularly, they will dive deeply into current problems of practice using protocols, education, peer support, and dialogue. Mastermind Session Details 15 NJ School Leaders (with a minimum of 5 years of experience) 90-minute confidential Zoom Sessions.

# Honoring Courageous Leadership

**2022; NJPSA/FEA/NJASCD Fall Conference**  
**October 13 & 14, 2022, at Borgata Hotel & Resort, Atlantic City**

**Keynote Speakers: Heather Younger and Michael Jr.**

**Register at [www.njpsa.org/2022-fall-conference](http://www.njpsa.org/2022-fall-conference)**



# Virtual, In-Person, and Blended



## NJLA Series 9 - Session 2 The Power of Together We Can

### **Zoom**

Oct. 17, 2022; 9 am - 1 pm

Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)



## Laying the Foundation for a Sound HR System

### **Zoom**

Oct. 18, 2022; 9 am - 3 pm at FEA Conference Center, 12 Centre Dr. Monroe Township, NJ 08831

**Presenters:** David Nash, Esq., LEGAL ONE Director; Rebecca Gold, LEGAL ONE Consultant; Paula Clark, Esq., Director of Human Resources, Wayne Township School District

**Fee: \$125 Members/\$150 Non-Members**

Will provide an overview of the scope of responsibilities that fall under the HR umbrella, along with essential policies & procedures. Framework for identifying any current gaps and strategies for formulating plans and building the necessary supports to take your HR mgmt system to the next level. Participants will gain an understanding of the ever changing HR requirements linked to COVID-19 and be provided with tools & strategies for staying up to date on critical changes in law.



## I&RS to MTSS: Implementing MTSS to Meet NJ Intervention and Referral Services Requirements

(PSEL Standards 3, 4, and 6)

### **Zoom**

Oct. 19, 2022; Noon - 3 pm

**Presenter:** Gary Vermeire, FEA Consultant and Dr. Peggy McDonald, FEA Coordinator of Special Projects

**Fee: \$75 Members/\$100 Non-Members**

**Audience:** School and district administrators responsible for intervention and referral services (I&RS), I&RS team members, MTSS/RTI team members

Recent changes in state regulations explicitly allow the use of Multi-Tiered Systems of Support (MTSS) or Response to Intervention (RTI) frameworks for the implementation of the Intervention and Referral Services (I&RS) requirements in N.J.A.C. 6A:16-8. This session will include a comparison of the similarities and differences between I&RS and the New Jersey Tiered System of Supports (NJTSS), New Jersey's MTSS model, and provide strategies and tools for implementing NJTSS to meet the I&RS and New Jersey Quality Single Accountability Continuum (NJQSAC) requirements for referral and intervention. Resources for building an array of tiered intervention services to meet students' learning, behavior, and health needs will be provided.







## What's New in School Law? - School Law Express **School Attorney Webinar**

**Oct. 19, 2022; Noon - 1:10 pm**

**Fee: \$40**

**Presenters:** Michael Kaelber, Esq., LEGAL ONE Coordinator for Online Course Development; Rebecca Gold, LEGAL ONE Consultant

Join LEGAL ONE staff attorneys in an information-packed webinar discussing the most recent school law developments affecting New Jersey's public schools. Included will be a discussion of recent legislative and regulatory enactments which impact school district operations as well as a case law update including decisions of the Commissioner of Education and the New Jersey and Federal courts. Topics will include, but not be limited to, recent Supreme Court decisions, tenure and seniority, labor relations, increment withholding, HIB, student rights, school safety, OPMA and OPRA. This session is approved for 1.3 NJ Continuing Legal Education (CLE) credits.

## Legally Compliant IEPs **Hybrid**

**Oct. 20, 2022; 9 am - 3 pm at FEA Conference Center, 12 Centre Dr. Monroe Township, NJ 08831**

**Presenter:** John Worthington, Esq., LEGAL ONE Educational Law Specialist

**Fee \$150**

This workshop will provide an in-depth explanation of what courts expect to see in IEPs. Key components in IEPs that can render them both legally and technically sound, most notably the Present Level of Academic Achievement and Functional Performance (PLAFP) and the goals and objectives sections, will be identified. The session will also provide an overview of relevant laws and procedures for serving students with disabilities. This session will focus on combining best practices with educational strategies that are reasonable and practical for child study teams to utilize every day. The session will also provide up to date information on laws and guidance, including recent legislation as well as proposed changes to legislation affecting

the provision of services to students with disabilities based on impacts of the pandemic, and an opportunity to discuss and address issues regarding the provision of special education and related services to students with disabilities.

## An Introduction to Addressing Mental Health Within a Multi-Tiered System of Support (PSEL Standards 3, 5, 6)

**Zoom**

**Oct. 20, 2022; 9 am - Noon**

**Presenter:** Dr. Lisa Della Vecchia

**Fee: \$75 Members/\$100 Non-Members**

**Audience:** District, middle and high school administrators, school psychologists, social workers and school counselors

In this training, participants will explore the multi-tiered system of support for navigating wellness and mental health services in a school-based setting. An overview will be provided to participants of a mental health screening and an introductory wellness lesson for students to target areas of need. Participants will understand how to service students in need of mental health services on the multi-tiered system of support. This training is targeted to servicing secondary students, grades 5-12th.

## NJLA Series 9 - Session 1 Leading Within the Inclusive School **Zoom**

**Oct. 20, 2022; 9 am - 1 pm**

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**



# Virtual, In-Person, and Blended



## Unpacking the Comprehensive Health and Physical Education Standards (PSEL Standards 4 & 10)

**Zoom**

**Oct. 21, 2022; 9 am - Noon**

**Presenter: Joe Diskin**

**Fee: \$75**

This interactive workshop explores the integral role the health and physical education teacher plays in the health and well-being of their students. The comprehensive health and physical education standards are analyzed and correlated to a district's curriculum, lesson planning, instruction, and assessment.

In this workshop, participants will: learn a new process of unpacking the standards so that planning and implementation is meaningful, efficient, stress free and student learning is enriched; and understand their role in ensuring that all students acquire the knowledge and skills to become individuals who possess health and physical literacy and pursue a life of wellness by developing the habits necessary to live healthy, productive lives.



## NJLA Series 9 - Session 2 The Power of Together We Can

**Zoom**

**Oct. 24, 2022; 9 am - 1 pm**

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**



## Understanding Boundaries: Staff to Parent Communications **Webinar**

**Oct. 25, 2022; 3:30 pm - 4:30 pm**

**Fee: \$40**

**Presenter(s): David Nash, Esq., LEGAL ONE Director; Rebecca Gold, LEGAL ONE Consultant**

School staff members interact with parents and guardians for numerous reasons. Understanding appropriate boundaries for that communication is critical to building the respectful and trusting relationship that is so critical to promoting student safety, wellbeing and success. The pandemic and our polarized political climate have made this communication more challenging than ever, as many adults have forgotten how to interact and disagree with each other in a civil manner. In this session, participants will learn:

- Key legal principles related to staff and parent communication, including the key differences in First Amendment rights available to staff and parents,
- Strategies and legal considerations for interacting (OR NOT) in various settings (at school and school events, social settings, social media),
- The legal parameters involved in protecting student confidentiality, including the need to not divulge certain information regarding a parent's own child on certain issues such as gender identity and sexual orientation,
- The legal meaning of the term hostile educational environment,
- Recent legislative changes impacting student rights, and
- Lessons to be learned from recent case law.





## ★💡 Understanding the Power and Responsibilities of the School Climate Team (PSEL Standards 3, 6, and 7)

### Zoom

**Oct. 26, 2022; 9 am - Noon**

**Presenter: Pat O'Keefe, FEA Consultant and Patricia Wright, FEA Consultant, NJPSA**

**Fee: \$75 Members/\$100 Non-Members**

What is the role of the school climate team (SCT)? If you think its function is to meet twice a year and review HIB reports, think again. This session will demonstrate how SCTS can be a powerful force for creating positive, productive and equitable learning environments. This session will provide a wealth of tools and resources, along with 10 specific conversations that will help your SCT navigate the complexities of school climate improvement.

## ★🎯🔧 Addressing Student Behavior at the Elementary School Level

### Zoom

**Oct. 26, 2022; 9 am - Noon**

**Presenters: David Nash, Esq., LEGAL ONE Director; Dr. Sonya Knock, Principal Twin Hills Elementary School**

**Fee: \$75 Members/\$100 Non-Members**

- Addressing student behavior at the elementary level creates both unique challenges and opportunities. Students often do not have a full understanding of the meaning and impact of their behavior, and in some cases may simply be reiterating or mimicking what they have heard or seen from friends or trusted adults. Young children also may have difficulty processing their emotions related to adverse childhood experiences and other traumatic events, which can translate into behavioral issues. In this sessions, participants will learn about:
- Recent revisions to New Jersey law impacting student discipline, including requirements related to restorative justice, proactive meetings for students facing multiple suspensions, and new requirements for tracking demographic data related to student discipline;
- Revisions to New Jersey's Anti-Bullying Bill of Rights;

- Tips for getting to the truth when investigating alleged incidents involving young children;
- Strategies for working together with elementary students and their families to develop a better understanding of the underlying causes of student behavior and work proactively to improve behavior; and
- Requirements related to information sharing regarding student conduct as students move from elementary to middle school or transfer to a new district.

## ★💡 Empowering Student Artists: Implementing the 2020 New Jersey Student Learning Standards in the Visual and Performing Arts

(PSEL Standards 4, 7, and 10)

### In-Person

**Oct. 26, 2022; 9 am - 3 pm at FEA Conference Center, 12 Centre Dr. Monroe Township, NJ 08831**

**Presenter: NJSLs-VPA writing teams.**

**Fee: \$150**

The format of this workshop will provide a full day of active learning. The session will include small-group, peer-to-peer learning to support robust implementation of the 2020 New Jersey Student Learning Standards in the Visual and Performing Arts. Participants will be invited to work collaboratively, building upon examples and impactful teaching and learning practices that center student empowerment. Join us as we explore resources and share practices that will help you to implement the 2020 NJSLs-VPA with fidelity to the mission and vision.

This workshop will be valuable for arts educators as well as administrators, and all experience levels are welcome.





# Virtual, In-Person, and Blended



## The Connected Action

Roadmap: A Systemic Process for Strengthening Teaching, Leading, and Learning (PSEL Standards 4, 7, and 10)

### **Hybrid**

**Oct. 27, 2022; 9 am - 3 pm at FEA Conference Center, 12 Centre Dr. Monroe Township, NJ 08831**

**Presenters: Emil Carafa, FEA; Vicki Duff, FEA; Dr. Donna McInerney, CEO of FEA.**

**Fee: \$150**

Addressing students' unfinished learning, ensuring equitable access to high-quality instruction for all students, and embedding key social-emotional learning competencies in daily classroom practice are three of the most profound challenges facing educators today. In order to meet these challenges schools need a systems-based approach and concrete tools that can drive the work of educators. The Connected Action Roadmap, supported by the NJ DOE and the leading educational organizations, provides a sustainable process for professional learning communities through a series of targeted PLC conversations supported by an extensive toolkit of strategies, resources, and protocols.

## *November*



## Gifted and Talented

Education in New Jersey: The Law, Latest Guidance and Best Practices

### **Zoom**

**Nov. 1, 2022; 1:30 pm - 4:30 pm**

**Presenters: Michael F. Kaelber, Esq. LEGAL ONE Coordinator for Online Course Development; Mary Beth Currie, M.S.E. Coordinator of Special Projects, Foundation for Education Administration; Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; Jennifer Lamon, Esq. – Assistant Director of Government Relations, New Jersey Principals and Supervisors Association; Cindy Assini – Social Studies/REACH Supervisor, Hillsborough Township Public Schools; Leslie Franks – McRae Director, Office of Supplemental Educational Programs, State Coordinator for Gifted and Talented, New Jersey Department of Education; Cierra Belin - Analyst Trainee, Office of Supplemental Educational Programs, Division of Student Services, New Jersey Department of Education; Lenore Cortina, Ed.D. Gifted Curriculum and Consulting, L.L.C. ; Elaine Chesbro – Co-Vice President Programs, New Jersey Association for Gifted Children, njagcConnect Co-Chair; Jennifer Madsen - Federal Policy Relations, New Jersey Association for Gifted Children**

**Fee: \$100 Members/\$125 Non-Members**

This three-hour session will review the law on gifted and talented education in New Jersey, including the Strengthening Gifted and Talented Education Act (SGTEA) and its requirements for school districts. Representatives of the NJDOE will discuss recent gifted and talented education developments at the department, including professional development opportunities and the work of the Strengthening Gifted and Talented Education Act Committee (SGTEAC). NJPSA representatives will report on the work of the NJPSA Gifted Committee as well as information on the passage and implementation of the SGTEA. The session will also include a discussion by notable gifted education practitioners of best practices, guidance and resources for the equitable identification of gifted





students, common mistakes to avoid, working with parents of gifted children to create successful partnerships and outcomes and addressing sensitive issues in gifted and talented education.

## ★💡 [All Means All: An Inclusivity Workshop](#) (PSEL Standards 3, 4, & 5) **Zoom**

**Nov. 1, 2022; 1 pm - 4 pm**

**Presenter: Dr. Michael E Coleman, JR, K-12 Administrator**

**Fee: \$75 Members/\$100 Non-Members**

**Audience: School administrators, school counselors, teachers**

In this workshop, participants will refine their own professional knowledge to create a truly inclusive school environment that contributes to the successes of all learners. By the end of this workshop, participants will be able to describe current policies and practices regarding least restrictive learning environment; implement specific strategies shown to improve school culture; discuss strategies and best practices associated with various co-teaching models; and describe the essential features of Individualized Education Plans (IEPs).

## 🏆💡 [NJLA Series 9 - Session 1](#) [Leading Within the Inclusive School](#) **Zoom**

**Nov. 2, 2022; 9 am - 1 pm**

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**

## ★🔧 [Addressing Student Mental Health](#) **In Person**

**Nov. 2, 2022; 9 am - 3 pm at MUJC Professional Development Center; 340 Central Avenue New Providence, New Jersey 07974**

**Presenters: David Nash, Esq., LEGAL ONE Director; Susan Coyle, MA, Traumatic Loss Coalitions for Youth Coordinator for Middlesex County, Rutgers University Behavioral Health Care**

**Fee: \$150**

**Offered in partnership with Morris-Union Jointure Commission.**

**Starting September 1, Register at [www.mujc.org](http://www.mujc.org).**

This workshop will review key legal requirements under state and federal law for addressing students who are dealing with mental health issues. This will include a review of how mental health issues are addressed under the New Jersey Law Against Discrimination, NJ's Anti-Bullying Bill of Rights, IDEA, Section 504, and other anti-discrimination statutes. Participants will consider issues related to anxiety, depression, addiction and suicidal ideation. Participants will understand how to provide reasonable accommodations for students, how to respond to disciplinary issues and key steps to take when necessary to ensure the safety of the student dealing with mental health issues as well as the safety and well-being of others. Through the use of scenarios, participants will consider how to apply various state and federal legal requirements in responding to real-world situations.



# Virtual, In-Person, and Blended



## Succeeding as a Female

Leader (PSEL Standards 1, 2, 6)

**Zoom**

**Nov. 3, 2022 9 am - 1 pm**

**Presenter: Karen D'Avino, Ed. D. Superintendent, Vernon Public Schools**

**Fee: \$100 Members/\$150 Non-Members**

This workshop provides female administrators & aspiring administrators the opportunity to discover their leadership style, how to work with men and women in the workplace, how to prioritize important educational issues, and how to have longevity as a female leader. Backed by research, (including Brene Brown, Cheryl Sandberg, Carol Dweck, Lolly Daskal, as well as recent doctoral research from female researchers in the field) discovering, embracing, and practicing the leadership style that works best for female leaders yields positive results for schools, communities, and personal lives. This workshop will focus on hands-on learning and strategies that can be utilized in leadership work each day. It will provide participants the opportunity to be understood as leaders, maximize strengths and grow in a multitude of areas necessary to lead successfully in today's challenging educational environments.



## HIB Law Update

**Zoom**

**Nov. 3, 2022; 9 am - 1 pm**

**Presenter: David Nash, Esq., LEGAL ONE Director**

**Fee: \$125**

**Offered in partnership with TMI Education.**

**Register at [www.tmieducation.com](http://www.tmieducation.com)**

With the enactment of major changes to the Anti-Bullying Bill of Rights and other important legal developments all school staff will benefit from this timely session. In this session, participants will learn about major changes in state law, recent U.S. Supreme Court decision impacting student cyberspeech, other recent HIB case law impacting student and staff member rights, recent trends in HIB, and how to address student behavior linked to recent events, including the worldwide racial justice movement and the passage of legislation requiring a K-12 curriculum that addresses diversity, equity and inclusion.



## NJLA Series 9 - Session 3

Making Learning Leaps a Reality

**Zoom**

**Nov. 4, 2022; 9 am - 1 pm**

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**



## The Mindful Organizing of Collective Efficacy: Behaviors and Conditions That Build Team Agency and Efficacy (PSEL Standards 6 & 7)

**Zoom**

**Nov. 7, 2022; 9 am - Noon**

**Presenter: Bruce Preston, FEA Consultant**

**Fee: FREE**

Teams can do amazing things — far better than the sum of the individuals! But how do teams organize themselves to do those amazing things? Furthermore, what can be done to build a team's sense of confidence, commitment, and motivation to take on the work that leads to amazing things? This session applies relevant research and a wide array of experiences into practical take-home strategies that answer these questions. Participants will experience the five mindful organizing behaviors that improve team agency. They will also learn how to shape and invigorate the conditions that improve collective efficacy.



## Cultural Diversity Audit Info Session

**Zoom**

**Nov. 7, 2022; 3:30 pm - 4:30 pm**

**Presenter: Robin Harden Daniels, Ed.D. FEA  
Presenter, Lead Consultant, InFlight LLC**

**Fee: FREE**

NJPSA/FEA is proud to partner with InFlight, LLC to offer your district a comprehensive Cultural Diversity Audit, a powerful assessment tool that enables district or school administrators to uncover stakeholders' perceptions and skills regarding cultural diversity issues.







## The Legal Duty of Care to Address Mental Health Issues at the Elementary Level

**Zoom**

**Nov. 8, 2022; 9 am - Noon**

**Presenters:** David Nash, Esq., LEGAL ONE Director; Dr. Sonya Nock, Principal, Twin Hills Elementary School, Willingboro District Kristina Donovan, Ph.D., Administrative Supervisor of Student Services, Freehold Regional High School District

**Fee: \$75 Members/\$100 Non-Members**

Identifying and proactively addressing the mental health needs of students at the elementary school level is critical to ensuring the long term wellbeing of those students. The extended social isolation that young students endured as a result of the pandemic caused significant developmental delays for many students and reduced the ability of students to process their emotions and interact with others in a constructive manner. In this session, participants will learn about:

- Key signs to look for in order to identify students in need of mental health supports;
- Legal protections available under IDEA, Section 504, New Jersey's Law Against Discrimination and New Jersey's Anti-Bullying Bill of Rights for students with mental health needs;
- Legal parameters for interacting with outside agencies and law enforcement, including key aspects of Handle with Care;
- Key considerations for supporting students during extended absences and during the reentry process; and
- Strategies for working together with families and destigmatizing mental health.

## NJLA Series 9 - Session 2

### The Power of Together We Can

(PSEL Standard 3 and 7, Teacher Leader Domain I)

**Zoom**

**Nov. 14, 2022; 9 am - 1 pm**

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**

## Building Trust and Protecting Employee Rights

**Zoom**

**Nov. 15, 2022; 9 am - 3 pm**

**Presenters:** David Nash, Esq., LEGAL ONE Director; Rebecca Gold, LEGAL ONE Consultant; Paula Clark, Esq., Director of Human Resources, Wayne Township School District

**\$125 Members/\$150 Non-Members**

This day will provide a deeper dive into the process of building trust with district employees and ensuring that employee rights are clearly understood and protected. Best practices for communicating with employees, bargaining units and their representatives will be reviewed. The often misunderstood details of complex law related to family leave, workers compensation, employment discrimination, employer duties in responding to staff members with real or suspected disabilities, employee certification requirements and more will also be reviewed. With staff member fear, anxiety and uncertainty at all time highs due to the COVID-19 pandemic, there has never been a more important time to build strong bonds of trust with your staff.

## *Accelerating the Learning*

 [Implementing a High Quality Social Studies/History Curriculum](#)


**Zoom**

Sep. 27, 2022; 9 am - Noon

 [Empowering Student Artists: Implementing the 2020 New Jersey Student Learning Standards in the Visual and Performing Arts](#)

**In-Person**

Oct. 26, 2022; 9 am - 3 pm at FEA

 [The Connected Action Roadmap: A Systemic Process for Strengthening Teaching, Leading, and Learning](#)

**Hybrid**

Oct. 27, 2022; 9 am - 3 pm at FEA

  [Gifted and Talented Education in New Jersey: The Law, Latest Guidance and Best Practices](#)

**Zoom**

Nov. 1, 2022; 1:30 pm - 4:30 pm

 [Implementing Co-Teaching in High School](#)

**Zoom**

Nov. 16, 2022; 9 am - Noon

 [Cultivating Conditions for Social Emotional Learning and Arts Education](#)

**Zoom**

Nov. 16, 2022; 3 pm - 4:30 pm

  [The Law, G&T Program Equity Audits and Urban School District Programming](#)

**Zoom**

Dec. 13, 2022; 1:30 pm - 4:30 pm

 [Tell Me How to Teach My Child](#)

**Zoom**

Jan. 10, 2023, 6:30 pm - 7:30 pm

 [Co-Teaching and Consultation: An Overview for Administrators](#)

**Zoom**

Jan. 11, 2023; 1 pm - 4 pm

 [Gifted and Talented Legal Updates](#)

**Webinar**

Jan. 25, 2023; 3:30 pm - 4:30 pm

# Assessment Literacy

## [Standards Based Instruction](#)

**Zoom**

Sep. 28, 2022; 9 am - 1 pm

## [Data-Based Individualization - Strengthening Tier 3 Interventions](#)

**Zoom**

Sep. 30 and Oct. 28, 2022; 9 am - 3 pm and  
Dec. 9, 2022; 10 am - 2 pm

## [I&RS to MTSS: Implementing MTSS to Meet NJ Intervention and Referral Services Requirements](#)

**Zoom**

Oct. 19, 2022; Noon - 3 pm

## [An Introduction to Addressing Mental Health Within a Multi-Tiered System of Support](#)

**Zoom**

Oct. 20, 2022; 9 am - Noon

## [Unpacking the Comprehensive Health and Physical Education Standards](#)

**Zoom**

Oct. 21, 2022; 9 am - Noon

## [The Connected Action Roadmap: A Systemic Process for Strengthening Teaching, Leading, and Learning](#)

**Hybrid**

Oct. 27, 2022; 9 am - 3 pm at FEA

## [Implementing Co-Teaching in High School](#)

**Zoom**

Nov. 16, 2022; 9 am - Noon

## [Getting the Most From the Data: Choosing the Right Assessment for the Right Job](#)

**Hybrid**


Dec. 7, 2022; 9 am - Noon at FEA



## Climate & Culture

 Understanding Major Changes in NJ's HIB Law and Related Statutes  
**Webinar**


Sep. 1, 2022; 3:30 pm - 4:30 pm

 Understanding Boundaries: Staff to Staff Communication  
**Webinar**


Oct. 4, 2022; 3:30 pm - 4:30 pm

 HIB Law Update  
**In Person**


Oct. 11, 2022; 9 am - 3 pm at MUJC

 Understanding the Power and Responsibilities of the School Climate Team  
**Zoom**

Oct. 26, 2022; 9 am - Noon

 The Connected Action Roadmap: A Systemic Process for Strengthening Teaching, Leading, and Learning  
**Hybrid**

Oct. 27, 2022; 9 am - 3 pm at FEA

 Women's Series Day 3: Understanding the Effects of Stress Within the Community  
**Zoom**


Oct. 27, 2022; 9 am - Noon

 All Means All: An Inclusivity Workshop  
**Zoom**

Nov. 1, 2022; 1 pm - 4 pm

 The Mindful Organizing of Collective Efficacy: Behaviors and Conditions That Build Team Agency and Efficacy  
**Zoom**

Nov. 7, 2022; 9 am - Noon

 Understanding Student Trauma (Trauma Informed Classrooms)  
**Zoom**

Nov. 15, 2022; 9 am - Noon

 What's New in HIB Law  
**School Attorney Webinar**

Nov. 16, 2022; Noon - 1:10 pm

 Creating and Enhancing Your Effective Social Network  
**Zoom**

Nov. 17, 2022; 4 pm - 5 pm

 Using Restorative Practice to Build Relationships and Improve Climate and Culture.  
**In Person**


Nov. 17, 2022; 9 am - 3 pm

 Rebuilding Classroom Learning Communities: Effectively Addressing Behaviors and Barriers that Interfere with Learning  
**Zoom**

Nov. 21, 2022; 9 am - Noon

 School Climate for Adults: It Matters More Than Ever  
**Zoom**

Dec. 6, 2022; 9 am - Noon

 Gender Identity and Transgender Student Issues  
**In Person**

Dec. 14, 2022; 9 am - 3 pm at MUJC

# Diversity, Equity, & Inclusion

## [Emerging Legal Issues on Diversity, Equity, and Inclusion](#)

### **School Attorney Webinar**

Sep. 21, 2022; Noon - 1:10 pm

## [Equity in Action Leadership Academy](#)

### **Zoom**

Oct. 4, Nov. 1, Nov. 30, 2022, Jan. 27, 2022

9 am - Noon

or

Dec. 14, 2022, Jan. 19, Feb. 13, Apr. 21, 2023

9 am - Noon

## [Navigating Sensitive Legal Issues in the Curriculum](#)

### **Hybrid**

Oct. 7, 2022; 9 am - 3 pm at FEA

## [HIB Law Update](#)

### **In Person**

Oct. 11, 2022; 9 am - 3 pm at MUJC

## [What's New in School Law? - School Law Express](#)

### **School Attorney Webinar**

Oct. 19, 2022; Noon - 1:10 pm

## [All Means All: An Inclusivity Workshop](#)

### **Zoom**

Nov. 1, 2022; 1 pm - 4 pm

## [Succeeding as a Female Leader](#)

### **Zoom**

Nov. 3, 2022 9 am - 1 pm

## [Understanding the New HIB Law](#)

### **Zoom**

Nov. 3, 2022; 9 am - 1 pm

## [Hot Issues in School Law](#)

### **Hybrid**

Nov. 17, 2022; 9 am - 3 pm at FEA

## [Cultural Diversity Audit Info Session](#)

### **Zoom**

Nov. 7, 2022; 3:30 pm - 4:30 pm

or

Nov. 29, 2022; 3:30 pm - 4:30 pm

## [Hot Issues in Special Education Law](#)

### **Hybrid**

Nov. 29, 2022; 9 am - 3 pm at FEA

## [Religious Expression in Schools: Evolving Legal Requirements](#)

### **Zoom**

Dec. 7, 2022; 9 am - Noon

## [Critical Legal Issues in Elementary Education Webinar](#)

Dec. 7, 2022; 3:30 pm - 4:30 pm

## [School Law Boot Camp: Focus on Diversity, Equity, Inclusion and Politics](#)

### **In-Person**

Dec. 9, 2022; 9 am - 3 pm

## [Bringing the Equity Lens Into Focus: A Beginning Conversation](#)

### **Zoom**

Dec. 12, 2022; 9 am - 3 pm

## [Gender Identity and Transgender Student Issues](#)

### **In Person**

Dec. 14, 2022; 9 am - 3 pm at MUJC

## [Hot Issues in School Law](#)

### **In Person**

Jan. 26, 2023; 9 am - 3 pm at MUJC

## *Extended Learning Opportunities*

💡 [Empowering Student Artists: Implementing the 2020 New Jersey Student Learning Standards in the Visual and Performing Arts](#)

**In-Person**

Oct. 26, 2022; 9 am - 3 pm at FEA

💡 [Tell Me How to Teach My Child](#)

**Zoom**

Jan. 10, 2023, 6:30 pm - 7:30 pm

## *Family & Community Partnerships*

💡 [I Hear You, but I Don't Understand You](#)

**Hybrid**

Sep. 22, 2022; 10 am - noon at FEA

📎 [Understanding Boundaries: Staff to Parent Communications](#)

**Webinar**

Oct. 25, 2022; 3:30 pm - 4:30 pm

💡 [Tell Me How to Teach My Child](#)

**Zoom**

Jan. 10, 2023, 6:30 pm - 7:30 pm



# Leadership for Learning

💡 [Masterminds: Solving Problems, Sharing Courage](#)

**Zoom**

Sep. 28, Oct. 17, Nov. 14, Dec. 15, 2022, Jan. 4, 24, 2023; 5 pm - 6:30 pm

📅 [The Principal/AP/VP's Survival Guide!](#)  
**In Person**

Sep. 29, 2022; 9 am - 3 pm at Saddlebrook School District

📅 [Understanding Boundaries: Staff to Staff Communication](#)

**Webinar**

Oct. 4, 2022; 3:30 pm - 4:30 pm

📅 [Laying the Foundation for a Sound HR System](#)

**Zoom**

Oct. 18, 2022; 9 am - 3 pm at FEA

💡 [The Connected Action Roadmap: A Systemic Process for Strengthening Teaching, Leading, and Learning](#)

**Hybrid**

Oct. 27, 2022; 9 am - 3 pm at FEA

💡 [Succeeding as a Female Leader](#)

**Zoom**

Nov. 3, 2022 9 am - 1 pm

💡 [The Mindful Organizing of Collective Efficacy: Behaviors and Conditions That Build Team Agency and Efficacy](#)

**Zoom**

Nov. 7, 2022; 9 am - Noon

📅 [Building Trust and Protecting Employee Rights](#)

**Zoom**

Nov. 15, 2022; 9 am - 3 pm at FEA

📅 [Learning and Growing From Real World Changes](#)

**Zoom**

Dec. 6, 2022; 9 am - 3 pm at FEA

💡 [Co-Teaching and Consultation: An Overview for Administrators](#)

**Zoom**

Jan. 11, 2023; 1 pm - 4 pm

💡 [The Mindful Principal](#)

**Zoom**

Jan. 12, 2023; 9 am - Noon

# Professional Learning Communities

💡 [Masterminds: Solving Problems, Sharing Courage](#)

**Zoom**

Sep. 28, Oct. 17, Nov. 14, Dec. 15, 2022, Jan. 4, 24, 2023; 5 pm - 6:30 pm

💡 [The Connected Action Roadmap: A Systemic Process for Strengthening Teaching, Leading, and Learning](#)

**Hybrid**

Oct. 27, 2022; 9 am - 3 pm at FEA

## *SEL, Wellness, & Mental Health*

### Establishing a Comprehensive School-Based Mental Health System

**Zoom**

Sep. 21, 2022; 1 pm - 3 pm

### Data-Based Individualization - Strengthening Tier 3 Interventions

**Zoom**

Sep. 30 and Oct. 28, 2022;  
9 am - 3 pm and  
Dec. 9, 2022; 10 am - 2 pm

### Attendance, Residency, and Homelessness Issues

**Zoom**

Oct. 4, 2022; 9 am - 3 pm

### An Introduction to Addressing Mental Health Within a Multi-Tiered System of Support

**Zoom**

Oct. 20, 2022; 9 am - Noon

### Unpacking the Comprehensive Health and Physical Education Standards

**Zoom**

Oct. 21, 2022; 9 am - Noon

### Understanding the Power and Responsibilities of the School Climate Team

**Zoom**

Oct. 26, 2022; 9 am - Noon

### Addressing Student Mental Health In Person

Nov. 2, 2022; 9 am - 3 pm at MUJC

### The Mindful Organizing of Collective Efficacy: Behaviors and Conditions That Build Team Agency and Efficacy

**Zoom**

Nov. 7, 2022; 9 am - Noon

### The Legal Duty of Care to Address Mental Health Issues at the Elementary Level

**Zoom**

Nov. 8, 2022; 9 am - Noon

### Understanding Student Trauma (Trauma Informed Classrooms)

**Zoom**

Nov. 15, 2022; 9 am - Noon

### Cultivating Conditions for Social Emotional Learning and Arts Education

**Zoom**

Nov. 16, 2022; 3 pm - 4:30 pm

### Creating and Enhancing Your Effective Social Network

**Zoom**

Nov. 17, 2022; 4 pm - 5 pm

### Rebuilding Classroom Learning Communities: Effectively Addressing Behaviors and Barriers that Interfere with Learning

**Zoom**

Nov. 21, 2022; 9 am - Noon

### Critical Legal Issues in Elementary Education Webinar

Dec. 7, 2022; 3:30 pm - 4:30 pm

### The Mindful Principal

**Zoom**

Jan. 12, 2023; 9 am - Noon

# *Staff Rights & Responsibilities*

## Laying the Foundation for a Sound HR System **Zoom**

Oct. 18, 2022; 9 am - 3 pm at FEA

## What's New in School Law? - School Law **Express School Attorney Webinar**

Oct. 19, 2022; Noon - 1:10 pm

## Understanding the New HIB Law **Zoom**

Nov. 3, 2022; 9 am - 1 pm

## Building Trust and Protecting Employee Rights **Zoom**

Nov. 15, 2022; 9 am - 3 pm at FEA

## Hot Issues in School Law **Hybrid**

Nov. 17, 2022; 9 am - 3 pm at FEA

## Developing Staff Code of Conduct **Webinar**

Nov. 29, 2022; 3:30 pm - 4:30 pm

## Learning and Growing From Real World Changes **Zoom**

Dec. 6, 2022; 9 am - 3 pm at FEA

## Preparing for Mediation and Due Process Hearings **Hybrid**

Dec. 15, 2022; 9 am - 3 pm at FEA

## What's New in Tenure and Seniority Law? **School Attorney Webinar**

Jan. 18, 2023; Noon - 1:10 pm

## Hot Issues in School Law **In Person**

Jan. 26, 2023; 9 am - 3 pm at MUJC



## *Student Conduct, Safety & Rights*

 Understanding Major Changes in NJ's HIB Law and Related Statutes

**Webinar**

Sep. 1, 2022; 3:30 pm - 4:30 pm

 HIB Law Update

**In Person**

Oct. 11, 2022; 9 am - 3 pm at MUJC

 What's New in School Law? - School Law Express

**School Attorney Webinar**

Oct. 19, 2022; Noon - 1:10 pm

 Addressing Student Behavior at the Elementary School Level

**Zoom**

Oct. 26, 2022; 9 am - Noon

 Understanding the New HIB Law

**Zoom**

Nov. 3, 2022; 9 am - 1 pm

 What's New in HIB Law School Attorney Webinar

Nov. 16, 2022; Noon - 1:10 pm

 Hot Issues in School Law

**Hybrid**

Nov. 17, 2022; 9 am - 3 pm at FEA

 Rebuilding Classroom Learning

Communities: Effectively Addressing Behaviors and Barriers that Interfere with Learning

**Zoom**

Nov. 21, 2022; 9 am - Noon

 Critical Legal Issues in Elementary Education

**Webinar**

Dec. 7, 2022; 3:30 pm - 4:30 pm

 Preparing for Mediation and Due Process Hearings

**Hybrid**

Dec. 15, 2022; 9 am - 3 pm at FEA

 Hot Issues in School Law

**In Person**

Jan. 26, 2023; 9 am - 3 pm at MUJC

# Supporting All Learners

 [I Hear You, but I Don't Understand You](#)


**Hybrid**

Sep. 22, 2022; 10 am - noon at FEA

 [Section 504 Explained](#)

**Hybrid**

Sep. 28, 2022; 9 am - 3 pm at FEA

 [Data-Based Individualization - Strengthening Tier 3 Interventions](#)

**Zoom**

Sep. 30 and Oct. 28, 2022; 9 am - 3 pm and  
Dec. 9, 2022; 10 am - 2 pm

 [I&RS to MTSS: Implementing MTSS to Meet NJ Intervention and Referral Services Requirements](#)


**Zoom**

Oct. 19, 2022; Noon - 3 pm

 [Legally Compliant IEPs](#)

**Hybrid**

Oct. 20, 2022; 9 am - 3 pm at FEA

 [Empowering Student Artists: Implementing the 2020 New Jersey Student Learning Standards in the Visual and Performing Arts](#)

**In-Person**

Oct. 26, 2022; 9 am - 3 pm at FEA

 [All Means All: An Inclusivity Workshop](#)


**Zoom**

Nov. 1, 2022; 1 pm - 4 pm

  [Gifted and Talented Education in New Jersey: The Law, Latest Guidance and Best Practices](#)

**Zoom**

Nov. 1, 2022; 1:30 pm - 4:30 pm

 [Understanding Student Trauma \(Trauma Informed Classrooms\)](#)

**Zoom**

Nov. 15, 2022; 9 am - Noon

 [Implementing Co-Teaching in High School](#)


**Zoom**

Nov. 16, 2022; 9 am - Noon

 [Cultivating Conditions for Social Emotional Learning and Arts Education](#)

**Zoom**

Nov. 16, 2022; 3 pm - 4:30 pm

 [Special Education Directors' Toolkit - Bringing it Back to Basics: Using Data to Enhance Programming and Services for Students With Disabilities](#)

**Hybrid**

Nov. 18, 2022; 9 am - 3 pm at FEA

 [Hot Issues in Special Education Law](#)

**Hybrid**

Nov. 29, 2022; 9 am - 3 pm at FEA

  [The Law, G&T Program Equity Audits and Urban School District Programming](#)

**Zoom**

Dec. 13, 2022; 1:30 pm - 4:30 pm

 [Preparing for Mediation and Due Process Hearings](#)

**Hybrid**

Dec. 15, 2022; 9 am - 3 pm at FEA

 [Tell Me How to Teach My Child](#)

**Zoom**

Jan. 10, 2023; 6:30 pm - 7:30 pm

 [Gifted and Talented Legal Updates](#)

**Webinar**

Jan. 25, 2023; 3:30 pm - 4:30 pm



# Virtual, In-Person, and Blended

## ★💡 Understanding Student Trauma (Trauma Informed Classrooms)

(PSEL Standards 5, 6, and 8)

**Zoom**

**Nov. 15, 2022; 9 am - Noon**

**Fee: \$75 Members/\$100 Non-Members**

**Presenter: Director, Child Study Team/Related Services & Educational Services Unit  
Burlington County Special Services School District**

During this presentation, we will recognize the prevalence and realize the impact of Adverse Childhood Experiences (ACEs) so that we can respond in a trauma-informed way and resist retraumatization. We will explore the way that trauma can shape learning and behavior while also discussing strategies for mitigating the potential impact.

## ★💡 Implementing Co-Teaching in High School (PSEL Standards 3, 4, and 5)

**Zoom**

**Nov. 16, 2022; 9 am - Noon**

**Presenter: Maryann Joseph, M.Ed./NBCT, FEA Consultant**

**Fee: \$75 Members/\$100 Non-Members**

**Audience: High school co-teaching teams and supervisors**

Co-teaching provides access to grade-level standards-based instruction for students with disabilities and incidental learning opportunities for all students. In this session, co-teaching pairs will be provided with definitions of co-teaching and consultation models for high school instruction. Three key components of co-teaching, the models, the co-teaching relationship and lesson planning will be discussed. Planning tools provided will support reflection on intentional use of the co-teaching models to plan for instruction.

## ★🎓✍️ What's New in HIB Law **School Attorney Webinar**

**Nov. 16, 2022; Noon - 1:10 pm**

**Presenters: Michael Kaelber, Esq., LEGAL ONE Coordinator for Online Course Development; Rebecca Gold, LEGAL ONE Consultant; Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development**

**Fee: \$40**

Join LEGAL ONE staff attorneys in an information-packed webinar which will review the most recent legal developments in HIB affecting New Jersey's public schools. Included will be a discussion of recent legislative and regulatory enactments involving NJ's Anti-Bullying Bill of Rights Act and their impact on school district operations, staff & students. Participants are provided with a case law update of recent HIB decisions of the Commissioner of Education and the NJ & Federal courts as well as emerging trends. This session is approved for 1.3 NJ Continuing Legal Education (CLE) credits

## ★💡 Cultivating Conditions for Social Emotional Learning and Arts Education (PSEL 1, 3, 5, and 10)

**Zoom**

**Nov. 16, 2022; 3 pm - 4:30 pm**

**Presenter: Latasha Casterlow-Lalla, Supervisor of Visual & Performing Arts, Passaic Public Schools**

**Fee: \$75**

Student artists can develop a deep sense of identity, belonging, and agency when social emotional learning is intentionally embedded into arts education. This 90-minute workshop will offer arts educators and administrators the opportunity to self-assess readiness to embed social emotional learning into arts programs and teaching practices that are rooted in culturally responsive arts education. Join us to learn about resources and key principles that will help you to cultivate conditions for social emotional learning and culturally responsive arts education.





## Creating and Enhancing Your Effective Social Network

**Zoom**

**Nov. 17, 2022; 4 pm - 5 pm**

**Fee: Free**

**Presenter: Neel Desai**

**Audience: Aspiring Leaders**

"I already know you and what you can do for our district from your Twitter account. Let's talk about the position." This is what one district administrator stated to a potential external candidate applying for an open supervisory position. Having an effective social media presence and network opens up opportunities and allows you to share your best practices and beliefs quickly and easily. Join us to discuss and learn more about how creating and enhancing your professional network can help you in your current or future role. Now, more than ever, it is not just what you know, but who you know and how they know YOU!

## Hot Issues in School Law

**Hybrid**

**Nov. 17, 2022; 9 am - 3 pm at FEA Conference Center, 12 Centre Dr. Monroe Township, NJ 08831**

**Presenter: Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development**

**Fee: \$150**

This workshop will address current developments in a variety of legal issues, including recent Supreme Court Decisions, HIB case law and legislative issues, TEACHNJ regulations and Arbitration Decisions, student safety, recent legislative enactments, social media, First Amendment rights and responsibilities, and other current and changes to state and federal law addressing racial discrimination/disparity issues.

## Using Restorative Practice to Build Relationships and Improve Climate and Culture.

**Nov. 17, 2022; 9 am - 3 pm (In-Person)**

**Presenters: Rosie Grant, Executive Director, Paterson Education Fund, Linda Reid, Program Manager, Paterson Education Fund**

**Fee: \$150**

Learn how to implement Restorative Practice, to build and restore relationships in your school or classroom. The strategies will help you create a safe space for our students to engage with each other and caring adults, express themselves, build supportive relationships, and hold themselves and each other accountable. A school-based Restorative Practices framework offers a broad range of approaches that proactively builds a school community, based on cooperation, mutual understanding, trust, and respect. Under this framework, schools focus on building and maintaining healthy relationships.

## Special Education Directors' Toolkit - Bringing it Back to Basics: Using Data to Enhance Programming and Services for Students With Disabilities

**(PSEL Standards 3, 5, and 10)**

**Hybrid**

**Nov. 18, 2022; 9 am - 3 pm at FEA Conference Center, 12 Centre Dr., Monroe Township, NJ 08831**

**Presenters: TBD**

**Fee: \$149**

Attendees will leave this year's annual Directors' toolkit, a collaboration with the NJ Association of Pupil Services Administrators, with tangible strategies and procedures to address the data priorities within your administrative oversight. The workshop will include:

- Legal and Department of Education updates (including any current trends and due process cases);
- Data Analysis and Action Planning as it relates to: the local district special education public report, I&RS End of the Year report, and Referral/Eligibility data; and



# Virtual, In-Person, and Blended

- Best practices in the use of data to inform student placement in the LRE: Spotlight on MTSS practices and referral for child study team evaluation.

## ★💡 Rebuilding Classroom Learning Communities: Effectively Addressing Behaviors and Barriers that Interfere with Learning (PSEL Standards 3, 5, and 10)

### Zoom

**Nov. 21, 2022; 9 am - Noon**

**Fee: \$125 Members/ \$150 Non-Members**

**Presenters: Dr. Paul Barbato, Director of Special Services, Dumont Public Schools; FEA Consultant; and Candie Hengemuhle, FEA Consultant**

**Audience: Elementary and Secondary Teachers**

**Co-sponsored with Morris-Union Jointure Commission**

Returning to school full time has been a challenge for educators and students as they reacclimate themselves to "normal" classroom structures, behaviors, and expectations. Using a tiered approach to creating a positive school climate, incorporating social emotional learning and implementing small group and individualized behavior supports is one way to remove these barriers to learning and align resources. This session will provide participants with strategies and a planning process to address behaviors that interfere with a positive school and classroom climate and re-engage students in their active learning. Tiered practices for fostering and sustaining caring school and classroom communities focused on resilience and growth mindset while addressing the function of student behaviors will be presented.

## 🏆💡 NJLA Series 9 - Session 3

Making Learning Leaps a Reality (PSEL Standards 3 and 4, Teacher Leader Domain IV)

### Zoom

**Nov. 22, 2022; 9 am - 1 pm**

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**

## ★🔧 Hot Issues in Special Education Law

### Hybrid

**Nov. 29, 2022; 9 am - 3 pm at FEA Conference Center, 12 Centre Dr. Monroe Township, NJ 08831**

**Presenter: John Worthington, Esq., LEGAL ONE Educational Law Specialist**

**Fee: \$150**

This session will include the latest legislation and guidance on determining the need for and extent of compensatory services for all students with disabilities, including those who graduated or transferred district, and discuss the extension of eligibility for special education, related services, and transition services for students turning age 22 in 2021, 2022, and 2023. The session will also address the key elements to consider including in IEPs moving forward, the supports that may be necessary for students, lessons to be learned from recent case law, key considerations related to disparities in identification and discipline rates for African American students, and the latest legislation and guidance from the U.S. and New Jersey Departments of Education. The session will also address new and proposed legislation, and issues that have arisen or been exacerbated since the COVID-19 pandemic, including school avoidance, additional instruction and services, and virtual or home instruction options for students with disabilities.

## 💡 Cultural Diversity Audit Info Session

### Zoom

**Nov. 29, 2022; 3:30 pm - 4:30 pm**

**Presenter: Robin Harden Daniels, Ed.D. FEA Presenter, Lead Consultant, InFlight LLC**

**Fee: FREE**

NJPSA/FEA is proud to partner with InFlight, LLC to offer your district a comprehensive Cultural Diversity Audit, a powerful assessment tool that enables district or school administrators to uncover stakeholders' perceptions and skills regarding cultural diversity issues.



## NJLA Series 9 - Session 1 Leading Within the Inclusive School

(PSEL Standards 3 and 5, Teacher Leader Domain VI)

### **Zoom**

Nov. 29, 2022; 9 am - 1 pm

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**

## Developing Staff Code of Conduct **Webinar**

Nov. 29, 2022; 3:30 pm - 4:30 pm

**Presenters: David Nash, Esq., LEGAL ONE Director; Rebecca Gold, LEGAL ONE Consultant; Jetta Bernier, Executive Director, MassKids and the Enough Abuse Campaign, Prevent Child Abuse Massachusetts**

**Fee: \$40**

School districts for many years have recognized the importance of having a detailed Code of Student Conduct that establishes clear expectations for how students interact with each other. This serves many important functions, including avoiding foreseeable harms to children and reducing any misunderstandings about how students should behave. For those same reasons, it is equally important for school districts to adopt a clearly understood Staff Code of Conduct that provides a clear rationale for how staff interact with students, thereby providing strong protections from potential abuse and avoiding even the perception of an improper relationship. In this session, participants will learn about a model staff code of conduct and how it has been successfully implemented in a New Jersey school district. In this session participants will review a model template that provides clear guidelines on staff communication and interactions with students, including:

In-person interactions before or after class or school;

- Physical contact with students, including responding to student initiated hugs;
- Social media interactions with students;
- Supervising students on field trips and at school events;

- When DCP&P and law enforcement must be contacted and the role of schools after a report of suspected child abuse has been made; and
- Interactions with students after students have graduated.

## *December*

## Cybersecurity Issues in Schools **Zoom**

Dec. 1, 2022; 9 am - 1 pm

**Presenter(s): Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; Joseph Ventre, CISSP, CIO & Founder, [www.TheCyberSecurityGuard.com](http://www.TheCyberSecurityGuard.com)**

**Fee: \$125**

**Offered in partnership with TMI Education. Register at [www.tmieducation.com](http://www.tmieducation.com).**

From multinational corporations, to small businesses, to school districts, the need to develop strong cybersecurity systems has never been greater. In this session, participants will learn about their legal obligations under state and federal law to safeguard student and staff information, essential protocols that should be in place to reduce the potential for data breaches, and strategies for responding when such breaches do occur. Participants will receive information on available resources and planning tools that can assist with developing cybersecurity plans.

## NJLA Series 9 - Session 2 The Power of Together We Can (PSEL Standard 3 and 7, Teacher Leader Domain I)

### **Zoom**

Dec. 1, 2022; 9 am - 1 pm

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**





# Virtual, In-Person, and Blended

## ★💡 Supporting Student Wellbeing

(PSEL Standards 3, 5, and 8)

**Zoom**

**Dec. 5, 2022; 9 am - Noon**

**Presenter: Bobbie Downs, Director, Child Study Team/Related Services; Educational Services Unit Burlington County Special Services School District**

**Fee: \$75 Members/\$100 Non-Members**

This presentation will share strategies for supporting student mental wellness. We will discuss the signs and symptoms of mental health concerns that a parent/guardian can be aware of in order to identify when additional resources may be needed. Common concerns such as anxiety and depression will be discussed. Suggestions for how to talk to students about their own mental health will be included.

## ★💡 School Climate for Adults: It Matters More Than Ever

(PSEL Standards 3, 6, and 7)

**Zoom**

**Dec. 6, 2022; 9 am - Noon**

**Presenters: Pat O'Keefe, FEA Consultant and Patricia Wright, FEA Consultant, NJPSA**

**Fee: \$75 Member/\$100 Non-Members**

**Co-sponsored with Morris-Union Jointure Commission**

Problems with adult-to-adult relationships in school are often swept under the carpet. Yet, this set of relationships can make or break your school's goals of creating a positive learning environment for students and a collegial environment for staff. The current pandemic has placed additional pressure upon us all. Improved communication, collaboration and clear professional expectations can help to reduce stress and build resilience. Adult interactions greatly impact a school's capacity to promote the highest levels of student academic success. In this workshop, you will reflect on the adult relationships within your school and explore the causes of toxic adult to adult relationships.

## ★🎯🔧 Learning and Growing From Real World Changes

**Zoom**

**Dec. 6, 2022; 9 am - 3 pm**

**Presenters: David Nash, Esq., LEGAL ONE Director; Rebecca Gold, LEGAL ONE Consultant; Paula Clark, Esq., Director of Human Resources, Wayne Township School District**

**Fee: \$125 Members/\$150 Non-Members**

This day will provide strategies for dealing with the many unique and unexpected situations that may arise despite having in place strong policies and procedures. It will include a detailed review of case law and the lessons that can be learned related to employee rights and employee discipline. Participants will also be provided with a series of real world scenarios that require application of knowledge gained throughout the Institute to real world challenges. With school districts working through this unprecedented period, participants will learn valuable lessons about do's and don'ts when addressing staff member rights during a pandemic.

## ★💡 Getting the Most From the Data: Choosing the Right Assessment for the Right Job

(PSEL Standards 3, 4, and 6)

**Hybrid**

**Dec. 7, 2022; 9 am - Noon at FEA Conference Center, 12 Centre Dr., Monroe Township, NJ 08831**

**Presenter: Adam Lekwa**

**Fee: \$75 Members/\$100 Non-Members**

**Audience: District and building administrators, K-8 MTSS/RTI/I&RS coordinators, educators**

Decisions are the engine that drive MTSS, and data are the fuel. The quality of decisions we make in MTSS depends directly on the usefulness of the data we have! In this hybrid session, we will cover some basics around the kinds of decisions we make in MTSS, the sorts of features we should look for in assessment instruments, K-8, as we gather data



to answer those questions, and how to evaluate the degree to which your current assessments are meeting your schools' data needs. Participants will develop increased knowledge of evidence-based assessment, and will review examples of a variety of different assessments designed for screening, progress monitoring, and diagnostic purposes. No statistical background is required.

## ★🔗📌 Critical Legal Issues in Elementary Education **Webinar**

**Dec. 7, 2022; 3:30 pm - 4:30 pm**

**Presenters:** David Nash, Esq., LEGAL ONE Director; Dr. Sonya Nock, Principal Twin Hills Elementary School

**Fee: \$40**

In this session participants will learn about key legal developments impacting elementary education. This will include a review of the latest case law, recently adopted legislation and regulations, and the latest guidance from the NJDOE. This will include a review of major legal developments related to addressing gender identity and expression at the elementary level; implementing new curriculum mandates related to diversity, equity and inclusion; First Amendment rights and religious expression; student mental health, and New Jersey's Anti-Bullying Bill of Rights.

## ★🔗📌 Religious Expression in Schools: Evolving Legal Requirements **Zoom**

**Dec. 7, 2022; 9 am - Noon**

**Presenters:** David Nash, Esq., LEGAL ONE Director; Rebecca Gold, LEGAL ONE Consultant

**Fee: \$100 Members/\$125 Non-Members**

With major religious holidays approaching and a recent landmark Supreme Court decision shifting the legal landscape, this timely session is critical to understanding how schools should address issues of religious speech moving forward. In this session, participants will learn about:

- The most recent U.S. Supreme Court decision in Kennedy v. Bremerton School District and its implications for staff religious expression in school and at school functions;

- The legal parameters for students wishing to engage in religious expression at school or school events;
- Addressing incidents of religious discrimination against students and staff;
- Understanding the parameters for addressing issues of religion in the curriculum;
- How to address the creation and supervision of student-led religious clubs;
- The inclusion of religious songs in school concerts, choir and school events, and
- Addressing school district holiday displays with religious elements.

## 🔗💡 NJLA Series 9 - Session 3 Making Learning Leaps a Reality

(PSEL Standards 3 and 4, Teacher Leader Domain IV)

**Zoom**

**Dec. 8, 2022; 9 am - 1 pm**

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**

## ★🔗📌 School Law Boot Camp: Focus on Diversity, Equity, Inclusion and Politics **In-Person**

**Dec. 9, 2022; 9 am - 3 pm at FEA Conference Center, 12 Centre Dr, Monroe Twp, NJ 08831**

**Presenters:** David Nash, Esq., LEGAL ONE Director; John Worthington, Esq., LEGAL ONE Education Law Specialist; Rebecca Gold, LEGAL ONE Consultant

**Fee: \$150 Members/Non Members**

Description: In the real world, school leaders are required to constantly make rapid decisions with far reaching legal implications. With emotions on edge in light of the pandemic and our overheated political climate, and with major changes in state and federal discrimination law, and recent landmark Supreme Court decisions, making legally sound decisions is more difficult than ever. In this session, participants will be put through a series of simulations involving issues in the school setting, at a school board and other school functions, in social settings outside the



# Virtual, In-Person, and Blended

school and in a courtroom setting in the midst of litigation.

As a result of this session, participants will gain a deeper understanding of:

- major changes in state and federal law related to diversity, equity, inclusion and First Amendment rights,
- the legal duty of care that must be exercised in various settings,
- how to analyze, document and prioritize issues in the moment, and
- When and how to seek legal advice and other support to protect your own rights.

## ★💡 Bringing the Equity Lens Into Focus: A Beginning Conversation

(PSEL Standards 3, 7, and 10)

### Zoom

**Dec. 12, 2022; 9 am - 3 pm**

**Presenters: Heather Moran and Pamm Moore**

**Fee: \$125 members/\$150 non-members**

Join us as we begin to develop a common understanding of our equity work through an examination of common language such as, implicit bias, privilege, microaggressions, and more. This session is a great lead-in for individuals and teams who may wish to participate in the Equity Academy.

The first time you go to the eye doctor and get glasses or contacts, your vision becomes clear. However, you return to the doctor annually to refine your vision. If this is your first time exploring equity conversations, we hope that you gain clarity. If these are conversations you've explored before, we challenge you to "refine your vision" and look for a nugget of new learning.

## ★🎯💡🔪 The Law, G&T Program Equity Audits and Urban School District Programming

### Zoom

**Dec. 13, 2022; 1:30 pm - 4:30 pm**

**Presenters: Michael F. Kaelber, Esq. LEGAL ONE Coordinator for Online Course Development; Mary Beth Currie, M.S.E. Coordinator of Special Projects, Foundation for Education Administration; Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; Jennifer Lamon, Esq. – Assistant Director of Government Relations, New Jersey Principals and Supervisors Association; Cindy Assini – Social Studies/REACH Supervisor, Hillsborough Township Public Schools; Leslie Franks – McRae Director, Office of Supplemental Educational Programs, State Coordinator for Gifted and Talented, New Jersey Department of Education; Cierra Belin - Analyst Trainee, Office of Supplemental Educational Programs, Division of Student Services, New Jersey Department of Education; Lenore Cortina, Ed.D. Gifted Curriculum and Consulting, L.L.C. ; Elaine Chesbro – Co-Vice President Programs, New Jersey Association for Gifted Children, njagcConnect Co-Chair; Jennifer Madsen - Federal Policy Relations, New Jersey Association for Gifted Children**

**Fee: \$100 Members/\$125 Non-Members**

This three-hour session will review the law on equity issues in New Jersey gifted and talented education programs, including the Comprehensive Equity Plan, disparities in identification of protected class populations such as African- Americans and ELLs, recent legislation on ELL identification and recent Office of Civil Rights settlement agreements with school districts. Participants will be instructed on the process for completing an equity audit of their gifted and talented program and will hear from representatives of two very successful urban school district gifted and talented programs; Orange School District's Scholars Academy and the Paterson Academy for Gifted and Talented.





## Gender Identity and Transgender Student Issues

### **In Person**

**Dec. 14, 2022; 9 am - 3 pm at MUJC Professional Development Center; 340 Central Avenue New Providence, New Jersey 07974**

**Presenters: David Nash, Esq., LEGAL ONE Director; Robyn Gigl, Esq., Gluck Walrath LLP (her pronouns), Kristina Donovan Ph.D., Administrative Supervisor of Student Services, Freehold Regional High School District**

**Fee: \$150**

**Offered in partnership with Morris-Union Jointure Commission.**

**Starting September 1, Register at [www.mujc.org](http://www.mujc.org)**

The risk of homelessness, substance abuse, suicidal ideation and other adverse outcomes is exponentially higher for our transgender students. Fortunately, New Jersey has become a national leader in supporting the needs of our transgender students and in addressing issues of gender identity in our curriculum, K-12. With the enactment of P.L. 2021, c.32, New Jersey has expanded its commitment to addressing issues of gender identity and other aspects of promoting diversity, equity and inclusion at all grade levels. Unfortunately, our public schools in New Jersey and across the nation are facing significant pushback from some groups who either misunderstand our current requirements or raise moral or religious objections to New Jersey law and attempt to have their child(ren) opt out of this requirement.

In this session, participants will learn about:

- The legal requirements and latest guidance from the NJDOE related to supporting transgender students;
- The specific curriculum requirements that must be addressed under P.L. 2021, Chapter 32;
- The foreseeable legal issues that should be planned for related to addressing gender identity in the curriculum;
- Guidance for responding to objections from parents, students, staff, and political leaders; and
- Sample scenarios, talking points and other tools for responding to the misperceptions of parents, students and even some staff members regarding gender identity, curriculum and related legal obligations.
- Participants will also learn about recent Supreme Court decisions and the impact on the LGBTQ+ community.

## Equity in Action Leadership Academy (PSEL 3, 5, and 6)

### **Zoom**

**Dec. 14, 2022, Jan. 19, Feb. 13, Apr. 21, 2023  
9 am - Noon**

**Fee: \$450**

This 4-session academy has been developed to deepen the knowledge and skills of leaders to systemically respond to issues of equity. Over the four sessions, participants will:

- Deepen leaders knowledge and skills to use and adapt social justice practices to increase system-wide equitable outcomes for all learners;
- Develop socio-political awareness/critical consciousness by acknowledging and exploring the current reality within the educational environment;
- Investigate systemic barriers, within public education, that we knowingly or unknowingly reinforce and that may ultimately lead to further propagation of access and opportunity gaps;
- Support leaders to identify a reasonable Problem of Practice (PoP) and receive critical feedback on possible solutions to create an avenue for developing a theory of change and an action plan.

## Preparing for Mediation and Due Process Hearings

### **Hybrid**

**Dec. 15, 2022; 9 am - 3 pm at FEA Conference Center, 12 Centre Dr. Monroe Township, NJ 08831**

**Presenters: John Worthington, Esq., LEGAL ONE Educational Law Specialist; Ellen Bass, Esq., Busch Law Group**

**Fee: \$150**

**Starting September 1, Register at [www.mujc.org](http://www.mujc.org).**

This session will provide a detailed explanation of the particular procedures which must be followed when preparing for a Special Education/Due Process Hearing. Topics to be discussed include: Differences between filing for Mediation and Due Process; Stay-put issues; What is required during the 30-day resolution period; New Procedures with respect to hearings; Pre-trial orders; Expert witnesses/Expert Reports; Discovery and preparing for Due Process; Preparing to Testify; Post-trial briefs; Appeals; and prevailing Party and attorneys' fees. The session will



# Virtual, In-Person, and Blended

also provide up to date information on laws and guidance impacting special education hearings and disputes, and an opportunity to discuss and address issues regarding disputes over the provision of special education and related services to students with disabilities, including disputes concerning current programming and compensatory services. Target Audience - Directors/Supervisors of Special Education, school law attorneys. This session is approved for Continuing Legal Education (CLE) credits.



## **NJLA Series 9 - Session 2**

### The Power of Together We Can

(PSEL Standard 3 and 7, Teacher Leader Domain I)

**Zoom**

**Dec. 15, 2022; 9 am - 1 pm**

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**



## **NJLA Series 9 - Session 3**

### Making Learning Leaps a Reality

(PSEL Standards 3 and 4, Teacher Leader Domain IV)

**Zoom**

**Dec. 20, 2022; 9 am - 1 pm**

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**



## **What's New in Ethics for School Attorneys**

### **School Attorney Webinar**

**Dec. 21, 2022; Noon - 1:15 pm**

**Presenters: Michael Kaelber, Esq., LEGAL ONE Coordinator for Online Course Development; Rebecca Gold, LEGAL ONE Consultant; David B. Rubin, P.C., Attorney at Law**

**Fee: \$40**

Representing school boards with opposing factions or a "rogue" board member often poses ethical challenges for board attorneys. Join notable school attorney David B. Rubin, Esq, as he charts a course to navigate these challenging ethical waters. This session is approved for 1.3 New Jersey Continuing Legal Education (CLE) credits and 1.3 New Jersey Attorney Ethics credits.





## January

### [Tell Me How to Teach My Child](#)

(PSEL Standards 5 and 8)

**Zoom**

**Jan. 10, 2023, 6:30 pm - 7:30 pm**

**Presenters: TBD**

**Fee: FREE**

**Co-Sponsored by NJPTA**

**Audience: Parents, Teachers, Administrators, PTA Officers and DOE Rep.**

This session will address curriculum and instructional issues, suggested strategies for parents/ guardians to reinforce learning at home. Exploration of instructional platforms, blended learning, and effective communication techniques for parents and the school family will support conversations about this topic.

### [Co-Teaching and Consultation: An Overview for Administrators](#)

(PSEL Standards 3, 4, and 6)

**Zoom**

**Jan. 11, 2023; 1 pm - 4 pm**

**Presenter: Maryann Joseph, M.ED./NCBT, FEA Consultant**

**Fee: \$75 Member/\$100 Non-Members**

**Audience: Building Administrators and supervisors who oversee co-teaching services**

Co-teaching and Consultation are two services that provide access to grade-level standards-based instruction in general education environments for students with disabilities. They also provide incidental learning opportunities for all students. This session will provide administrators and supervisors with a brief overview of the various Co-Teaching models and consultation practices as well as strategies to support CoTeachers in the classroom. Implementing Co-Teaching and consultation as part of the array of supports within an MTSS framework will be discussed.

### [NJLA Series 9 - Session 3](#)

#### [Making Learning Leaps a Reality](#)

(PSEL Standards 3 and 4, Teacher Leader Domain IV)

**Zoom**

**Jan. 11, 2023; 9 am - 1 pm**

**Fee: \$450 for a 3-session Academy. Participants must register for all three sessions. [Click here to see the description.](#)**

### [The Mindful Principal](#)

**Zoom**

**Jan. 12, 2023; 9 am - Noon**

**Presenter: Joseph Diskin, FEA Consultant**

**Fee: \$75 Members/\$100 Non-Members**

**Co-sponsored with Morris-Union Jointure Commission**

**Audience: School Leaders**

This inspiring, engaging and practical workshop introduces and explores mindfulness and its positive impact on improved job performance, present moment awareness, well-being, job satisfaction, resiliency, and leadership.

It is specifically designed for school leaders in learning and exploring a variety of mindfulness practices to support social emotional learning in their personal and professional lives and school communities.

In addition, we will learn the latest neuroscience and positive psychology research on how mindfulness reduces stress and increases performance and how mindful practices enhance principal leadership and effectiveness.





# Virtual, In-Person, and Blended

## ★💡 So You Want to Be an Administrator, Now What?

(PSEL Standards 2 and 6)

**Zoom**

**Jan. 17, 2023: 4:00 pm - 5:30 pm**

**Presenters:** Corey Cohen, Franklin Township School District, Math Teacher Leader, SCFA Co-Founder and President; Corrina Parsio, Biology Teacher, Somerville Public Schools; Freddie Shaker, Math Teacher, Somerville Public Schools

**Fee: Free**

**Audience: Aspiring Leaders**

Explore the journey and lessons learned of 3 aspiring educational leaders. They will share how to leverage your network, how to create opportunities, how to market yourself, and other valuable skills to help build your resume and get you noticed in today's competitive job market."

## ★💡 Changing Culture One Step at a Time! Creating and Sustaining a District Diversity, Equity, Inclusion and Belonging Process

(PSEL Standards 3, 5, 6, and 10)

**Jan. 18, 2023; 9 am - Noon**

**Presenters: Terence Johnson, Bonnie Powers**

**Fee: \$75 Members/\$100 Non-Members**

Join us as we examine the process of establishing a DE&I initiative in a district that is not a quick fix, but rather a sustainable solution. This workshop is for educators looking to initiate a cultural shift in a school community with the goal of establishing an inclusive and supportive learning environment that boasts a set of shared values and affirms the worth and dignity of students and families from varied cultural, ethnic, religious and economic backgrounds. Key areas that will be discussed and unpacked are: Developing an action plan for establishing a DE&I initiative, Assembling a DE&I committee, Understanding and establishing 'Change Management', and Conducting a Cultural Diversity Audit

## ★🎯📎 What's New in Tenure and Seniority Law?

**School Attorney Webinar**

**Jan. 18, 2023; Noon - 1:10 pm**

**Presenters:** Michael Kaelber, Esq., LEGAL ONE Coordinator for Online Course Development; Rebecca Gold, LEGAL ONE Consultant; Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development

**Fee: \$40**

Join LEGAL ONE staff attorneys in a discussion of the most recent developments in tenure and seniority law for school employees. Included will be an update of recent legislative and case law developments in the areas of tenure acquisition, non-renewal, reductions in force, seniority rights, tenure entitlements and tenure arbitration dismissal decisions. This session is approved for 1.3 New Jersey Continuing Legal Education (CLE) credits.

## ★🎯📎 Gifted and Talented Legal Updates Webinar

**Jan. 25, 2023; 3:30 pm - 4:30 pm**

**Presenters:** Michael Kaelber, Esq., LEGAL ONE Coordinator for Online Course Development; Rebecca Gold, LEGAL ONE Consultant

**Fee: \$40**

The NJ Legislature recently passed the Strengthening Gifted Education Act; the first legislative or regulatory action to directly affect NJ gifted education in more than a decade. For the first time ever, the NJDOE is collecting information about gifted education programming in every school district in New Jersey, holding school districts more accountable for gifted education. This session will review the changes for gifted education, what remains, what the next legislative session may hold for gifted education programs in NJ and the resulting impact. In addition to the new law, discussion will include remaining federal & state laws governing gifted and talented education, the constitutional underpinning, issues of bias and access to advanced courses like G&T and more. This session is approved for 1.3 NJ Continuing Legal Education (CLE) credits.



## **Hot Issues in School Law**

### **In Person**

**Jan. 26, 2023; 9 am - 3 pm at MUJC Professional Development Center; 340 Central Avenue New Providence, New Jersey 07974**

**Presenter: Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development**

**Fee: \$150**

**Offered in Partnership with Morris-Union Jointure Commission.**

**Starting September 1, Register at [www.muja.org](http://www.muja.org).**

This workshop will address current developments in a variety of legal issues, including recent Supreme Court decisions, HIB case law and legislative issues, TEACHNJ regulations and Arbitration Decisions, student safety, recent legislative enactments, social media, First Amendment rights and responsibilities, and other current and changes to state and federal law addressing racial discrimination/disparity issues.



# Professional Learning Series a

FEA offers the professional learning you need to maximize your effectiveness in your current job and the growth opportunities you seek to help further your career. Often, a one-day workshop will provide the appropriate training you need to succeed. However, some critical issues require more in-depth training over the course of two or more sessions so that you can truly develop your expertise and make noticeable changes in your school or district. In most cases, the choice is yours, as you can choose to register for individual workshops or an entire series to take full advantage of all we offer. So, take a look at these professional learning series and consider registering for the entire group, or choose the one workshop within the series that you feel will help you most.



## LEGAL ONE Express: Interactive Webinar Series **Webinars**

**11 webinars for all levels of school staff have been specially crafted for the 2022-23 school year. Each webinar can be purchased individually or bundled all together at a discounted rate.**

We know that getting out of your district or even committing to a specific time for professional learning isn't always easy. That's why we are pleased to offer this comprehensive and interactive series of one-hour school law webinars on timely issues that participants can also review on-demand for up to 1 year after the event. Each webinar will include a brief overview of the latest developments in select areas of school law, followed by a Q & A. Each webinar will be held from 3:30 - 4:30 pm and will also be archived for later review by participants. Accessible within 30 minutes of registration (see confirmation email for access link).

Purchase these as a bundle or individually (including archived webinars).

1. Understanding Major Changes in NJ's HIB Law and Related Statutes  
**Sep. 1, 2022; 3:30 pm - 4:30 pm**
2. Understanding Boundaries: Staff to Staff Communication  
**Oct. 4, 2022; 3:30 pm - 4:30 pm**
3. Understanding Boundaries: Staff to Parent Communications  
**Oct. 25, 2022; 3:30 pm - 4:30 pm**
4. Developing Staff Code of Conduct  
**Nov. 29, 2022; 3:30 pm - 4:30 pm**
5. Critical Legal Issues in Elementary Education  
**Dec. 7, 2022; 3:30 pm - 4:30 pm**
6. Gifted and Talented Legal Updates  
**Jan. 25, 2023; 3:30 pm - 4:30 pm**
7. Understanding Boundaries: Staff and Students  
**Feb. 28, 2023; 3:30 pm - 4:30 pm**
8. Human Resource Requirements, Best Practices and the Law  
**Mar. 28, 2023; 3:30 pm - 4:30 pm**
9. Special Education: Child-find and Unilateral Placements  
**Apr. 25, 2023; 3:30 pm - 4:30 pm**
10. You Can't Make This #\$\$%^ & Up! - School Law Horror Stories and Lessons to Be Learned - **May 30, 2023; 3:30 pm - 4:30 pm**
11. Legal Issues in Student Health  
**Jun. 27, 2023; 3:30 pm - 4:30 pm**

**Fee:** The cost of each individual webinar is \$40. Attendees can bundle all eleven webinars at a reduced total cost of \$300





# Professional Learning Series a



**New Jersey  
Leadership  
Academy**



## **Series 9: Promises to Keep** *Building on the Cornerstones of Student Success*

How do instructional leaders make good on the promises we have made to a generation of students so they thrive in a society that is often in constant flux? A pandemic, national events and politics, and international conflict have played a huge role in disrupting the educational system over the past three years. However, these events demanded we open ourselves to new thinking and new solutions. Educators met that demand without hesitation. Our promise, as instructional leaders, must be to continue to innovate instruction to support each student, transform the climate and culture to be one of acceptance and safety, and continually collaborate to build upon and create structures to sustain robust and healthy inclusive school communities. The three sessions of the New Jersey Leadership Academy Series 9 will expand upon leaders' expertise to ensure every student's right to learn is met.

## **Upcoming Sessions**

NJLA 9 sessions will be held **synchronously online** on the dates listed below. You **MUST** register for the three-day academy, choose a date and take Session 1 first, and then complete Sessions 2 and 3 in either order.

### **Register for NJLA 9**

All sessions are 9 am - 1 pm (Zoom)

#### **Session 1: Leading Within the Inclusive School**

Sep. 22, 2022  
Sep. 29, 2022  
Oct. 20, 2022  
Nov. 2, 2022  
Nov. 29, 2022

#### **Session 2: The Power of Together We Can**

Oct. 17, 2022  
Oct. 24, 2022  
Nov. 14, 2022  
Dec. 1, 2022  
Dec. 15, 2022

#### **Session 3: Making Learning Leaps a Reality**

Nov. 4, 2022  
Nov. 22, 2022  
Dec. 8, 2022  
Dec. 20, 2022  
Jan. 11, 2023

**\$450 for three courses.**

## Session 1: Leading Within the Inclusive School

PSEL Standards 3 and 5, Teacher Leader Domain VI

A PROMISE WE PLEDGE TO KEEP: In our schools every student, family member, and staff member IS VALUED AND RESPECTED for what they bring to the school community. Schools today are models for creating a culture of staff, student, and family agency - listening to and acting upon the voices and needs of stakeholders. Instructional leaders will engage in

multiple opportunities for discussion and application of new strategies as they answer key questions:

- How do leaders create, support, and sustain inclusive school communities?
- How do we ensure all stakeholders are engaged and valued in the inclusive school community?

- How are we systematically addressing student behaviors to promote a culture of belonging?

Additional Book Resource to Support Learning: *Belonging Through a Culture of Dignity* by Floyd Cobb and John Krownapple

## Session 2: The Power of Together We Can

PSEL: Standard 3 and 7, Teacher Leader Domain I

A PROMISE WE PLEDGE TO KEEP: In our schools shared leadership DRIVES staff to take collective action and responsibility for all students to enjoy access to and opportunity for an equitable learning environment. Schools and districts advocate for robust instruction and collaborate in meaningful decision making processes. Instructional leaders will engage in multiple opportunities

for discussion and application of new strategies as they answer key questions:

- How will shared leadership strengthen the layers of an inclusive, collaborative culture?
- How do we encourage and sustain the mindsets of flexibility, purpose, commitment, and courage that were evident in the last two years?

- How do we reimagine collective leadership norms and rebuild community and trust amongst all staff across a district?

Additional Book Resource to Support Learning: *The New School Rules* by Anthony Kim and Alexis Gonzalez-Black

## Session 3: Making Learning Leaps a Reality

PSEL Standards 3 and 4, Teacher Leader Domain IV

A PROMISE WE PLEDGE TO KEEP: In our schools a standards-based curriculum is collaboratively DEVELOPED AND IMPLEMENTED to foster deep student learning. Students are provided grade level instruction and assessment that is scaffolded to successfully meet their learning needs. Instructional leaders will engage in multiple opportunities for discussion and application of

new strategies as they answer key questions:

- How do we embrace mutual accountability for student learning?
- How can we integrate the social, emotional, and academic structures to ensure that the learning needs of each student are met?

- What data should we use to maximize the growth of all students? What questions should we use to uncover learning gaps?

Additional Book Resource to Support Learning: *Street Data* by Shane Safir and Jamila Dugan



# Professional Learning Series a

## School Law Express: Attorney Webinar Series **Webinars**

**Presenters:** Michael Kaebler, Esq., LEGAL ONE Coordinator for Online Course Development; Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; John Worthington, Esq., LEGAL ONE Educational Law Specialist

The School Law Express Attorney Webinar Series is a series of 70-minute webinars designed to inform school attorneys, administrators, principals, supervisors and directors of important updates in the ever changing area of school law. Webinars will be broadcast live from 12:00 p.m. to 1:10 p.m. and will also be archived for on-demand review at any time for a full. Accessible within 30 minutes of registration (see confirmation email for access link). Each session is pending approval for 1.3 NJ Continuing Legal Education (CLE) credits

This series includes:

1. Emerging Legal Issues on Diversity, Equity, and Inclusion  
Sep. 21, 2022; Noon - 1:10 pm
2. What's New in School Law?  
Oct. 19, 2022; Noon - 1:10 pm
3. What's New in HIB Law?  
Nov. 16, 2022; Noon - 1:10 pm
4. What's New in Ethics For School Attorneys  
Dec. 21, 2022; Noon - 1:10 pm
5. What's New in Tenure and Seniority Law?  
Jan. 18, 2023; Noon - 1:10 pm
6. What's New in Special Education Law?  
Feb. 22, 2023; Noon - 1:10 pm
7. What's New in Employment Law?  
Mar. 22, 2023; Noon - 1:10 pm
8. What's New in School Official Ethics?  
Apr. 19, 2023; Noon - 1:10 pm
9. What's New in School Law?  
May 17, 2023; Noon - 1:10 pm
10. What's New in Student Rights and Responsibilities?  
Jun. 14, 2023; Noon - 1:10 pm

**Fee:** The cost of each individual webinar is \$40. Attendees can bundle all ten webinars at a reduced total cost of \$300





## Masterminds: Solving Problems, Sharing Courage

### **Zoom**

**Oct. 17, Nov. 14, Dec. 15, 2022, Jan. 4, Jan. 24, Feb. 16, 2023; 5 pm - 6:30 pm**

As the number of pressing issues on a school leader's plate continues to increase exponentially, how do you get it all done and ensure you are creating a school climate and culture where students can learn and thrive? Join the first NJPSA Mastermind cohort of experienced school leaders to brainstorm, learn, collaborate, discover, and solve the key problems that keep you up at night. This community of peers, including one experienced Mastermind facilitator, is composed of leaders with 5 or more years of service. Meeting regularly, they will dive deeply into current problems of practice using protocols, education, peer support, and dialogue. Mastermind Session Details 15 NJ School Leaders (with a minimum of 5 years of experience) 90-minute confidential Zoom Sessions.

**Fee: \$550 members/\$700 non-members**



## Special Education Litigation Certificate Program

### **Hybrid**

**Presenter: John Worthington, Esq., LEGAL ONE Educational Law Specialist**

Litigation is a constant threat in the area of special education. In New Jersey, the challenge is even greater because the burden of proof is always on the school district, unlike any other area of the law. This series will empower participants to understand how to reduce the need for litigation, prepare for mediation and due process, and be in the best possible position to prevail when litigation occurs, under IDEA or Section 504. Participants will understand the impact of the pandemic and other recent events on student and parent rights under IDEA and Section 504, and receive information on recently enacted statutes and regulations, and the latest state and federal guidance impacting special education law.

This certificate program includes 3 live online workshops (each 9 am - 3 pm):

Section 504 Explained - **Sep. 28, 2022 at FEA Conference Center**

Legally Compliant IEPs - **Oct. 20, 2022 at FEA Conference Center**

Preparing for Mediation and Due Process Hearings - **Dec. 15, 2022 at FEA Conference Center**

Those who purchase the full 3-day series will also receive access to a new, complimentary webinar as well as an online course:

Webinar: Child-find and Unilateral Placements - **Apr. 25, 2023, 3:30 pm - 4:30 pm**

Self-Paced Course: Module 4: Special Education

**Fee: \$435 Members/\$535 Non-Members**

**Participants can still register for individuals days at \$150 each, the webinar for \$40, and the self-paced course at \$75**





# Professional Learning Series a



## Equity in Action Leadership Academy

**Zoom**

### Cohort 5

**Oct. 4, Nov. 1, Nov. 30, 2022, Jan. 27, 2023; 9 am - Noon**

or

### Cohort 6

**Dec. 14, 2022, Jan. 19, Feb. 13, Apr. 21, 2023; 9 am - Noon**

This 4-session academy has been developed to deepen the knowledge and skills of leaders to systemically respond to issues of equity. Over the four sessions, participants will:

- Deepen leaders knowledge and skills to use and adapt social justice practices to increase system-wide equitable outcomes for all learners;
- Develop socio-political awareness/critical consciousness by acknowledging and exploring the current reality within the educational environment;
- Investigate systemic barriers, within public education, that we knowingly or unknowingly reinforce and that may ultimately lead to further propagation of access and opportunity gaps;
- Support leaders to identify a reasonable Problem of Practice (PoP) and receive critical feedback on possible solutions to create an avenue for developing a theory of change and an action plan.

**Fee: \$450**



## 2022 Fall SLLA and SSA Prep Session Series

Please share with interested colleagues!

**Zoom**

### [School Superintendents Assessment \(SSA 6991\) Prep Sessions](#)

The following prep sessions are for candidates planning to take the SSA Fall 2022:

**October 10, 17, 24, November 7, 14, 2022**

**(All Sessions: 5:30 pm - 8:30 pm)**

**Fee: \$550/series (no charge for CURRENT NJEXCEL Model 4 candidates)**

### [School Leaders Licensure Assessment \(SLLA 6990\) Prep Sessions](#)

The following prep sessions are for candidates planning to take the SLLA Fall 2022:

**October 20, 27, November 3, 10, 17, 2022**

**(All Sessions: 5:30 pm - 8:30 pm)**

**Fee: \$550/series (no charge for CURRENT NJEXCEL Model 1, 2, 3 candidates)**

**SLLA and SSA test prep registration deadline: October 5, 2022**



# Professional Learning Series a

## LEGAL ONE HR Institute Series

### **Zoom**

Whether you are a full-time Human Resources Director, or it is just one of many hats you wear, human resource management can be a legal minefield. Major new statutes, regulations and case law affect all you do. This intensive 3-day Institute, which also includes access to a webinar on latest legal developments, will empower you to fulfill the HR role and feel confident in addressing legal issues that are likely to arise related to recruitment, hiring, tenure and seniority, family leave, collective bargaining, completing required reports, providing professional development, responding to affirmative action complaints and more. Participants will have the opportunity to learn from LEGAL ONE's attorneys and experienced HR professionals. With a global pandemic and state and federal laws changing constantly, it is more important than ever to have the knowledge, skills and resources to confidently address today's HR challenges.

This Institute includes 3 live online workshops (each 9 am - 3 pm):

Day 1: Laying the Foundation for a Sound HR System - **Oct. 18, 2022**

Day 2: Building Trust and Protecting Employee Rights - **Nov. 15, 2022**

Day 3: Learning and Growing From Real World Changes - **Dec. 6, 2022**

Those who purchase the full 3-day series will also receive access to a complimentary webinar:

Human Resource Requirements, Best Practices, and the Law -

**Mar. 28, 2023; 3:30 pm - 4:40 pm**

**Fee: \$375 Members/\$475 Non-Members.**

**Participants can still register for individuals days at \$125 Members/\$150 Non-Members each and the webinar for \$40**



## Elementary Education Series

### **Zoom**

**Presenters:** David Nash, Esq., LEGAL ONE Director; Dr. Sonya Nock, Principal Twin Hills Elementary School

This series includes 2 live online workshops (each 9 am - Noon):

[Addressing Student Behavior at the Elementary School Level](#) - **Oct. 26, 2022**

[The Legal Duty of Care to Address Mental Health Issues at the Elementary Level](#) - **Nov. 8, 2022**

Those who purchase the 2-day series will also receive access to a new, complimentary webinar

[Critical Legal Issues in Elementary Education](#) - **Dec. 20, 2022**

**Fee: \$170 Member/\$215 Non-Member. Participants can still register for individual days at separately at \$75 Member/\$100 Non-Member each and \$40 for the webinar**





# Professional Learning Series a



## **FEA LEGAL ONE Gifted and Talented Institute:**

### **Equity in Gifted and Talented Education Programming**

#### **Zoom**

**Presenters:** Michael F. Kaelber, Esq. LEGAL ONE Coordinator for Online Course Development; Mary Beth Currie, M.S.E. Coordinator of Special Projects, Foundation for Education Administration; Sandra Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; Jennifer Lamon, Esq. – Assistant Director of Government Relations, New Jersey Principals and Supervisors Association; Cindy Assini – Social Studies/REACH Supervisor, Hillsborough Township Public Schools; Leslie Franks – McRae Director, Office of Supplemental Educational Programs, State Coordinator for Gifted and Talented, New Jersey Department of Education; Cierra Belin - Analyst Trainee, Office of Supplemental Educational Programs, Division of Student Services, New Jersey Department of Education; Lenore Cortina, Ed.D. Gifted Curriculum and Consulting, L.L.C. ; Elaine Chesbro – Co-Vice President Programs, New Jersey Association for Gifted Children, njagcConnect Co-Chair; Jennifer Madsen - Federal Policy Relations, New Jersey Association for Gifted Children

Meeting the needs of gifted and talented students raises many complex and interrelated challenges. How do we address the needs of our gifted and talented students as they return to full-time in-person learning? How do we address the social and emotional learning needs of our G & T students? How do we ensure an equitable approach to identifying and serving G & T students and address underserved populations, such as students with disabilities, English Language Learners, and students of color? What can we learn from the experience of our colleagues across the State and the work being done at the state level by the NJDOE? What lessons can we learn from the legal disputes that have arisen across the country related to serving G & T students? This series will provide participants with a clear understanding of applicable state and federal law, raise awareness of best practices and key resources, and provide tools for helping districts put in place a comprehensive program that equitably serves all of our gifted and talented students.

This series includes three half-day workshops and a one-hour webinar.

#### **Half-Day Workshops**

Gifted and Talented Education in New Jersey: The Law, Latest Guidance and Best Practices - **Nov. 1, 2022; 1:30 pm - 4:30 pm**

The Law, G&T Program Equity Audits and Urban School District Programming - **Dec. 13, 2022; 1:30 pm - 4:30 pm**

Best Practices in Gifted and Talented Education - **Feb. 8, 2023; 1:30 pm - 4:30 pm**

How to Meet the Challenges of K-2 and High School Gifted and Talented Identification and Programming - **Apr. 26, 2023; 1:30 pm - 4:30 pm**

#### **One-Hour Webinar**

Gifted and Talented Legal Updates - **Jan. 25, 2023; 3:30 pm - 4:30 pm**

**Fee: \$100 Members/\$125 Non-Members**



## Affirmative Action Officer (AAO) Online Certificate Program

LEGAL ONE's Affirmative Action Officer (AAO) Online Certificate Program provides essential knowledge, skills, and tools for every Affirmative Action Officer, whether you are newly appointed or experienced in the role. This self-paced course covers the equivalent of three days of live instruction. You will also have the benefit of completing the program at your own pace since you have access to the online content for a full year. In addition, you will have the opportunity to interact live with a LEGAL ONE attorney for a half-day in-person session.

The online certificate program is organized into six parts, and each part includes essential knowledge and skills for the Affirmative Action Officer.

The online certificate program is organized into six parts, and each part includes essential knowledge and skills for the Affirmative Action Officer.

- Part 1 provides an overview of the many facets of the role of the Affirmative Action Officer.
- Part 2 provides an overview of relevant state and federal laws that address various aspects of discrimination law.
- Part 3 provides a toolkit for conducting effective affirmative action investigations..
- Part 4 provides strategies for responding to confirmed incidents of discrimination.
- Part 5 provides a strong foundation in recognizing, understanding, and overcoming our own unconscious and implicit biases, promoting courageous conversations around race and other protected categories, and addressing issues of systemic discrimination.
- Finally, Part 6 provides participants with a series of practical tools necessary to ensure that your district has in place the systems, protocols, and capacity to provide a safe, supportive, and affirming environment for all students and staff.

The AAO Certificate Program includes attorney commentary, interviews with practitioners and experts, resource materials, and real-world scenarios applying key aspects of state and federal law.

Once you have completed all six parts of the Certificate Program, you will be required to complete an online assessment in order to ensure you have an understanding of the essential content that has been reviewed. Once you successfully pass the assessment and complete the course evaluation, you will be able to print out your own certificate of completion.

**Fee: \$500**



# Professional Learning Series a

## 🔧 Anti-Bullying Professional Advanced Certificate of Mastery - Fall 2022

Whether you are the Anti-Bullying Specialist or Anti-Bullying Coordinator, or serve as a school leader, you are charged with making decisions that address issues of harassment, intimidation and bullying, have a wide ranging impact on the health and safety of students and staff, and a lasting impact on overall school climate. For more than a decade LEGAL ONE has been the leading provider of school law training regarding New Jersey's Anti-Bullying Bill of Rights. Now we are excited to take this training to the next level with the introduction of our Advanced Certificate of Mastery. This program provides intensive small group instruction, individualized coaching and certifies that participants are able to demonstrate the real world, authentic knowledge and skills necessary to address this critical need.

Additionally, participants are eligible to receive graduate credit and course replacement through Ramapo College of NJ's MA in Educational Leadership and Post-Masters Programs at a significantly reduced cost. This is an outstanding and cost-effective opportunity for those seeking additional professional certifications (including the Principal CE, Director of School Counseling Services and School Administrator CE), career advancement and potential salary advancement.

### **Pathway 1** **Cost \$675**

Approximately 25 hours. Geared to specific needs of individual and to role as Anti-Bullying Specialist OR Anti-Bullying Coordinator

- SELF-PACED CONTENT (8 hours)
- School Climate: Leveraging the Power of School Climate Teams with Ten Essential Conversations (self-paced, approximately 3 hours)
  - Completion of Reflection Log, Targeted Climate Plan Questions - (approximately 2 hours)
  - Conducting Effective Student Investigations (self-paced, approximately 3 hours)

- SMALL GROUP INSTRUCTION (8 hours)
- Advanced Investigation Techniques (5 hours)
  - School Climate, Identifying and Responding to HIB, Understanding Due Process Rights (3 hours)

- INDIVIDUALIZED COACHING (2 hours)
- 2 hours of individualized coaching on school climate, investigating and responding to HIB incidents

- FINAL PRESENTATION (7 hours)
- 6 hours of preparation time (includes time working with school climate/safety team, other key stakeholders, time for data collection and analysis, and time to prepare final presentation)

- 1 hour final presentation - school climate action plan, improved HIB protocol, scenario analysis practice sessions - 1 hour each on identifying and responding to HIB, understanding employee/student rights, developing school climate plans

### **APPLY FOR PATHWAY 1 BY SUBMITTING THIS FORM:**

<https://tinyurl.com/LO-FEA-MasteryCertificate>. A LEGAL ONE staff member will contact you shortly to coordinate the live parts of the program. You will be given access to the self-paced components.

### **Pathway 2** **Cost \$1,024 (Save \$151, well over 10%!)**

Approximately 41 hours. Completion of LEGAL ONE Anti-Bullying Specialist Certificate Program, either in-person or

self-paced, (16 hours) plus completion of the elements outlined in Pathway 1.

### **REGISTER BELOW FOR PATHWAY 2 then submit this form:**

<https://tinyurl.com/LO-FEA->

[MasteryCertificate](https://tinyurl.com/LO-FEA-MasteryCertificate). A LEGAL ONE staff member will contact you shortly to coordinate the live parts of the program. You will have immediate access to the "ABS Online Certificate Program" and be provided with access to the Advanced Mastery self-paced components.

See confirmation emails for access links. Individual emails are automatically sent for each live event date, online course, or webinar. Self-paced components are log in accessible within 30 minutes of registration.

**Contact [LEGALONE@njpsa.org](mailto:LEGALONE@njpsa.org) with questions or for more information. Purchase orders can be sent to [FEAsupport@njpsa.org](mailto:FEAsupport@njpsa.org)**





## Anti-Bullying Specialist Certificate Program: Self-Paced V2

As an Anti-Bullying Specialist or Anti-Bullying Coordinator, you need comprehensive professional learning in order to be ready for this challenging role.

There is no better team of anti-bullying experts for this type of training than LEGAL ONE's instructors! We have trained thousands of Anti-Bullying Specialists, administrators and others on every aspect of New Jersey's Anti-Bullying Bill of Rights. But we know it can be difficult at times to attend out-of-district professional learning. That's why we are pleased to offer this self-paced online version of the Anti-Bullying Specialist Certificate Program! Complete all of this training when it's most convenient for you, right from your home or school computer.

What's more, we are now also including opportunities for live interaction with LEGAL ONE attorneys, by providing a variety of date options for you to participate in a half-day ABS Live Interactive Session where you can have your questions answered by LEGAL ONE's expert attorneys and practice addressing real-world scenarios.

### **Program Components**

The ABS Online Certificate Program offers 16 hours of continuing education. The program consists of an Introduction course, three parts (listed below), and a final assessment exam. All components and assessments must be successfully completed in order to earn a program certificate.

PART I - Bullying Law Update and the Role of the ABS

PART II - How to Investigate HIB Claims

PART III - Bullying Response and Prevention

Additionally, there are bonus courses and webinars that are not required to earn your certificate. However, our LEGAL ONE team encourages you to explore these school law learning experiences.

LEGAL ONE ABS Certificate Program Live Interaction Sessions: FREE (and optional) Live Interaction Session provided to all ABS registrants.

**Fee: \$500**



# FEA Online Learning Suite

FEA's Online Learning Suite provides a host of professional learning courses designed to further your growth as educational leaders. These asynchronous courses are taught by the very best experts and foremost practitioners on these critical and timely topics. You have the flexibility to take the course wherever and whenever you choose and to focus more time on the aspects of the course that are most relevant to you. The FEA Online Learning Suite is also an excellent tool for schools and districts to use on professional development days or as part of an in-district program designed by FEA.

## Assessment Literacy and the Power of Formative Assessment

This course which was co-developed by FEA and ETS consists of five Assessment Literacy modules that are intended to help teachers develop and deepen their assessment literacy and understanding of the components of a balanced assessment system.

Each module uses a combination of readings, case studies, and discussion questions. We hope that teachers will be able to work with colleagues in their schools, in a learning community, or in a department- or grade-level team to talk about reactions to the activities; however, we also provide additional resources in the appendices for independent use if collaboration is not available.

## Culturally Responsive Practices and Leadership

Culturally Responsive Practices requires educators to recognize and redress traditional psycho-social barriers to learning, barriers that have impeded the emergence of Black and Brown students as independent learners. In pursuing this journey, they emerge as culturally literate practitioners and allies who are better able to close the learning gaps currently supported by status-quo instruction and leadership. In recognition of the complexity of having race talks, we are excited to extend the learning by offering a 90 minute, synchronous session, led by course instructor Dr. Robin Harden Daniels. (\$125. Estimated 5.5 hours, including synchronous component)

## Designing Learning Experiences for Remote and Blended Learning

We've learned so much! This timely course is designed to bring you from research to practice, providing practical information, skills, strategies and tools, and helping you design and implement digital learning for blended and remote experiences.

While the future of education is unpredictable, we know that preparing to move between the remote and blended learning landscape is essential. This course will give you the tools, research and strategies to prepare for either learning landscape to ensure that students are learning.

## Fighting Racial Slurs and Other Common Acts of Student Aggression

American society has become increasingly more violent as rules of civility and mutual respect are treated as signs of weakness. Unbridled expressions of racial violence and political polarization places those in historically targeted populations at even greater risk than ever before. This course discusses how race-based bullying is deeply grained in a discriminatory cultural narrative and what constructive behaviors can be taken to disrupt its expression in our schools.

## Implementing the Professional Standards for Educational Leaders Through an Equity Lens

During this course, the learner will be given the opportunity to explore how two central office administrators, from separate districts, (a superintendent and a director of curriculum) implement the Professional Standards for Educational Leaders (PSEL) in order to strengthen instructional leadership within their district to guide district/school improvement.

In addition to learning about examples aligned to each standard, participants will spend some time unpacking the standards, learning about the PSEL Reflection and Growth Tool, and examining the AntiRacist Continuum.

## Leadership Essentials That Build and Support Co-teaching

Administrators who participate in this course will explore essential elements of a Co-Teaching program in order to build or strengthen Co-Teaching for teachers and students at their schools. Participants can approach the course as individual administrators or as an administrative team as they define policy and practice in the area of Co-Teaching.

The intent of this course is to explore foundational concepts of Co-Teaching and prepare leaders to design a high-quality learning environment, not only for the students who will receive this special education program delivery model but for the teachers and staff who will work within the model.

## Mentoring as a Partnership: Navigating the Learning

As novice teachers enter the profession, mentors and district and school leaders are critical players in the first year journey. They have the ability to be change makers in building a system that supports learning and continuous improvement of practice. This session will provide mentors and those who train mentors with a robust set of resources and strategies to strengthen their knowledge and skills to support mentors as key team members in the induction process.

## School Climate: Leveraging the Power of School Climate Teams With 10 Essential Conversations

The Anti-Bullying Bill of Rights established School Climate Teams in every NJ School and defines their job, "to develop, foster, and maintain a positive school climate." This course provides this team with 10 Essential Conversations they will need to have in order to build safe and nurturing school environments that support the social, emotional, and academic development of all students.

## Social and Emotional Learning

The focus of this learning is to explore the possibilities for developing socially and emotionally healthy students as part of the school curriculum. It is a partnership between the home and the school that ensures the greatest opportunity for achieving this goal. Social and emotional learning must be at the heart of ensuring that each student feels safe in the classroom and the school, and has the skills to engage with peers and adults.

## Social and Emotional Learning: Students At-Risk and Students with Special Needs

Academic achievement is closely related to social and emotional competence. This course will provide an overview of the research supporting Social and Emotional Learning and the five interrelated competencies that foster success in school and in life. There will be a focus on students at-risk and those with disabilities and special needs who may require a tiered approach leading to individualized strategies.

## AAO Online Certificate Program

LEGAL ONE's Affirmative Action Officer (AAO) Online Certificate Program provides essential knowledge, skills, and tools for every Affirmative Action Officer, whether you are newly appointed or experienced in the role. This self-paced course covers the equivalent of three days of live instruction. You will also have the benefit of completing the program at your own pace since you have access to the online content for a full year. In addition, you will have the opportunity to interact live with a LEGAL ONE attorney for a half-day in-person session.



## Addressing HIB Claims and Discipline for Students With Disabilities

Ensuring a safe learning environment and protecting the due process rights of students with disabilities are critical obligations for all school districts. This course is designed to help school officials work through the complex maze of state and federal statutes, regulations and case law related to addressing HIB claims and discipline for students with disabilities.

## Anti-Bullying Professional Advanced Certificate of Mastery - Fall 2022

Whether you are the Anti-Bullying Specialist or Anti-Bullying Coordinator, or serve as a school leader, you are charged with making decisions that address issues of harassment, intimidation and bullying, have a wide ranging impact on the health and safety of students and staff, and a lasting impact on overall school climate. For more than a decade LEGAL ONE has been the leading provider of school law training regarding New Jersey's Anti-Bullying Bill of Rights. Now we are excited to take this training to the next level with the introduction of our Advanced Certificate of Mastery. This program provides intensive small group instruction, individualized coaching and certifies that participants are able to demonstrate the real world, authentic knowledge and skills necessary to address this critical need.

## Anti-Bullying Specialist Certificate Program

As an Anti-Bullying Specialist or Anti-Bullying Coordinator, you need comprehensive professional learning in order to be ready for this challenging role. There is no better team of anti-bullying experts for this type of training than LEGAL ONE's instructors! We have trained thousands of Anti-Bullying Specialists, administrators and others on every aspect of New Jersey's Anti-Bullying Bill of Rights. We are now also including opportunities for live interaction with LEGAL ONE attorneys.

## Anti-Bullying Specialist Certificate Program: Self-Paced V2

As an Anti-Bullying Specialist or Anti-Bullying Coordinator, you need comprehensive professional learning in order to be ready for this challenging role. There is no better team of anti-bullying experts for this type of training than LEGAL ONE's instructors! We have trained thousands of Anti-Bullying Specialists, administrators and others on every aspect of New Jersey's Anti-Bullying Bill of Rights. But we know it can be difficult at times to attend out-of-district professional learning. That's why we are pleased to offer this self-paced online version of the Anti-Bullying Specialist Certificate Program! Complete all of this training when it's most convenient for you, right from your home or school computer.

## Child Abuse Prevention

Ensuring the safety and well-being of all students is the most important responsibility for all school district employees. This course will empower you to better understand the definitions of abuse, statistics about how often it happens, what is known about both victims and perpetrators, steps to prevent abuse, and finally, legal requirements about what to do when you suspect abuse has occurred.

## Establishing HIB Systems, Protocols and Capacity

This course provides a strategic framework to assist you in ensuring that your district is working as effectively and efficiently as possible to prevent, identify and respond to issues of harassment, intimidation and bullying.

## **Establishing Student Mental Health Protocols**

This 4-hour course will provide participants with a solid foundation in identifying and responding to student mental health needs, and ensuring that proper protocols are in place so that all school staff understand their role in the process. Participants will be provided with a series of model policies, procedures, templates, flow charts and checklists that address key aspects of student mental health, including a tool for assessing potential suicidal ideation, and key forms for working together with parents and outside agencies.

## **Getting to the Truth: A Toolkit for Conducting Effective Student Investigations**

It is crucial that incorrect decisions are NOT made when investigating students. This 4-hour online course is designed to answer the challenging questions about and address the complexities of student investigations.

## **Module 1: Governance, Ethics & Accountability V2**

This online offering provides an overview of the law concerning school district governance, ethics and accountability for school officials, recordkeeping, and emerging issues of school law. The program contains the following important topics: Public school governance; Review of source of school, constitutional, state, and case law and federal statutes regulations and district policy; The School Ethics Code and its application to board members; school administrators; New Jersey's Open Public Records Act; Pupil records law under FERPA; and New Jersey's accountability regulations.

## **Module 2: Students Rights & Responsibilities V2**

"Student Rights and Responsibilities" provides an overview of the law concerning public school students' rights and responsibilities. This course focuses on student safety; code of conduct; student discipline; bullying and cyber-bullying; student confidentiality rights; schools' duties to supervise

students and to report child abuse; reporting student drug and alcohol use; student First Amendment rights of free speech and religious expression; dress codes; and search and seizure of students.

## **Module 3: Staff Rights & Responsibilities V2**

This online offering provides an overview of the law concerning staff rights and responsibilities. This course covers the following important topics: Tenure and Seniority, Collective Bargaining, Sexual Harassment, Retaliation and Discrimination, Evaluations, Increment Withholdings, and Employee Discipline.

## **Module 4: Special Education V2**

This five-part course provides a comprehensive overview of special education law. Topics include the fundamental civil rights of children with disabilities; what constitutes a free, appropriate public education for children with disabilities; unilateral changes in placement; procedural rights; discipline of disabled pupils and those with a suspected disability; related services; and Section 504.

## **Progressive Supervision & Corrective Action Plans**

This online course will empower school leaders to effectively address various aspects of progressive supervision. Participants will learn about legal requirements and best practices related to the development and implementation of Corrective Action Plans (CAPs), conducting evaluations and post-observations conferences, doing midyear CAP reviews, addressing insubordination, and writing effective CAPs for a wide range of employees. All participants will be able to demonstrate content knowledge through completion of an online assessment.

## **NJ's Anti-Bullying Bill of Rights V2**

This seven-part course is a must-take for school leaders, educators, and staff. Curriculum features include the latest on HIB, case law, discussions, and scenarios.



## **School Law Essentials for Every Teacher & School Employee**

This comprehensive online course is specially designed for all educators and educators and staff to learn the essentials of school law. Topics include:

- Discrimination Issues: Explanation as to how a Discrimination Claim is analyzed; Retaliation Claims; Sexual Harassment; Title IX; the Comprehensive Equity Plan, and recent enacted laws pertaining to discrimination in schools.
- Student Issues: Code of Conduct and Harassment, Intimidation and Bullying (HIB) Laws and Case Examples; Attendance and Residency Issues; a Special Education Basic Overview; and Search and Seizure Issues.
- 1st Amendment/Social Media Issues: Legal Free Speech standards for students and staff; Social Media restrictions for students and staff; FERPA; and recent caselaw pertaining to Free Speech issues.
- Reporting Requirements: Staff responsibility to report regarding:
  - The Memorandum of Agreement (MOA) Requirements
  - Drug & Alcohol Issues
  - HIB / Code of Conduct
  - Homelessness
  - Child Abuse
- Staff Issues: Hiring/Firing; Obtaining Tenure; Seniority Issues; Discipline; Corrective Action/Improvement Plans; Inefficiency Charges; Weingarten Rights; and recent NJ caselaw and enacted laws.

## **Signs Matter: Early Detection - New Jersey**

This comprehensive course will satisfy New Jersey's requirement for all educators to have two hours of instruction on suicide prevention, including the link between bullying and suicide, every five years.

The course is designed to provide easy access to critical information. It includes a series of real world scenarios, addressing situations at the elementary, middle school and high school levels, and expert analysis of each scenario; an overview of research, best practices and the latest data related to suicidal ideation; a review of legal requirements under New

Jersey's Anti-Bullying Bill of Rights and other key student safety requirements; and supplemental resources and references for those seeking a deeper understanding of key issues; and An online assessment tool to ensure that all participants have gained an understanding of the material covered.

## **Understanding Bullying in Our Schools**

This course empowers users to recognize bullying and distinguish it from normal conflict, understand the unique challenges presented by cyberbullying, utilize effective responses for both aggressors and victims and foster a school climate that dramatically reduces the potential for bullying incidents to occur.

## **Courses Under Development Available Soon**

### **Affirmative Action Officer Advanced Certificate of Mastery**

### **Introduction to the Connected Action Roadmap, Strengthening Teaching, Leading, and Learning**



# Cultural Diversity Audit

NJPSA/FEA is proud to partner with Dr. Robin Daniels of InFlight to offer your district a comprehensive Cultural Diversity Audit, a powerful assessment tool that enables a district or school to uncover stakeholders' perceptions, and identify assets and challenges in aligning policies, instructional practices, and programs with a goal of strengthening diversity and inclusion.

To learn how to take the next step, contact Donna McInerney, CEO of FEA, at [dmcinerney@njpsa.org](mailto:dmcinerney@njpsa.org) or (609) 860-1200.

Equity is not optional for a quality education.  
It is a necessity.

# NJEXCEL

## New Jersey EXpedited Certification for Educational Leadership

The **New Jersey Expedited Certification for Educational Leadership (NJEXCEL)** Program is offered by NJPSA's Foundation for Educational Administration (FEA). NJEXCEL is the state-approved, innovative, non-traditional certification program with distinct models leading to a Certificate of Eligibility for Principal, Supervisor, Director of School Counseling Services, School Administrator, or Teacher Leader.



Eligibility for admission includes a minimum of a master's degree in a related educational field and four years of full-time experience as a teacher and/or educational specialist. NJEXCEL is designed for candidates who desire to earn certifications as a supervisor, school and/or district administrator, in lieu of pursuing a second master's degree.

Classes are typically held at our South, Central, and North sites. However, during the current COVID-19 pandemic, all classes and meetings have shifted to online learning through Zoom, and will remain so until we can safely return to in-person learning.

**District Leaders: Build Your Leadership Pipeline by encouraging the Future Leaders in your school or district to enroll in NJEXCEL.**

Go to [www.njexcel.org](http://www.njexcel.org) or contact Angelina Martino Finnegan at [afinnegan@njpsa.org](mailto:afinnegan@njpsa.org) or (609) 860-1200 to learn more about the NJEXCEL program. We will provide all the details and help you get started.





# Build Your Leadership Pipeline - Invite Your Teacher Leaders to Get Certified!

## Please Share With Interested Teachers!

Are you a teacher seeking to attain teacher leader certification? NJPSA/FEA is offering you the opportunity by enrolling in the 10-month New Jersey Teacher Leader Certification (NJTLC) program!

Visit [www.njtlc.org](http://www.njtlc.org) for more information.







**NJPSAFE**

Visit [www.njpsa.org](http://www.njpsa.org)