

Professional Learning

Winter/Spring 2022

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 **NJPSAFE**

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Dear Friends,

As we usher in the new year of 2022, it is clear that the pandemic continues to be unpredictable. However, one beacon of light that remains undeniably bright and constant is 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. Thank you for your determination in making this happen.

At FEA, our sole purpose is to support you through a wide range of professional learning offerings and leadership programs that meet your needs. This spring we look forward to celebrating YOU at our [March 24-25 conference](#) at the Borgata in Atlantic City. I hope you will join us to reconnect with colleagues and feed your soul. Keynote addresses by Zaretta Hammond and George Couros promise to be inspirational!

In this catalog, you will find offerings addressing many of the most critical issues that educators are facing including social-emotional learning, wellness, and mental health; learning acceleration and supporting all learners; diversity, equity and inclusion; legal education; assessment literacy; and leadership for learning. While we will remain primarily virtual through June of 2022, we have significantly expanded the platforms, pathways, and formats for your professional learning. Recorded, live, and interactive sessions are offered through such formats as synchronous workshops, webinars, simulations, asynchronous online courses and leadership academies.

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 68](#). 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.

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, and Spotify.

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 all FEA and LEGAL ONE workshops, in-district workshops, in-district coaching, and member pricing for the Celebrate! Conference

in Atlantic City on March 24-25, 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 remainder of the current school year or for the 2021-22 school year, please contact Emil Carafa at 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.

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, or for requests regarding LEGAL ONE, please contact Ameena Terrell at aterrell@njpsa.org.

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, [Courage and Conviction: In Pursuit of Equitable Learning Environments for All](#), focuses on: (1) accelerating high quality curriculum and instruction for all students; (2) engaging families in the learning process; and (3) embracing culturally responsive practices. We are also excited to announce the launch of a brand new academy for leadership teams – the [Equity in Action Leadership Academy](#) designed as a deep dive into equity, dialogue, data and systemic change.

While it may not be visible on a daily basis, you make a difference in the lives of our students each and every day. On behalf of all of us at NJPSA/FEA, THANK YOU for your commitment to them! I hope you enjoy the catalog and thank you for partnering with NJPSA/FEA for your professional learning needs.

Sincerely,

Donna McInerney, Ed.D.

CEO of FEA



Dear Friends,

As we enter the second half of the 2021-22 school year, it is becoming increasingly clear that COVID will be part of our reality for the foreseeable future. But it also has become evident that our school leaders and educators have shown tremendous resilience in the face of unprecedented adversity, and our schools have in many ways emerged stronger and better equipped for the challenges that lie ahead. We at LEGAL ONE and more broadly at NJPSA/FEA are here with you every step of the way, with the clear guidance and support you need to thrive in this new reality.

As we have seen, the pandemic has exposed and exacerbated critical issues related to diversity, equity and inclusion, mental health, and challenging student/staff behaviors. I would like to take a moment to highlight some of LEGAL ONE's offerings addressing these issues and other critical and emerging issues. Of course, many of these challenges overlap, and these are just some of the highlights of the numerous offerings we have in each of these areas.

Equity

We are excited to have launched our [**Affirmative Action Officer Online Certificate Program**](#). This self-paced program provides the equivalent of three full days of in-person instruction, but with the added benefit of allowing you to complete it on your own schedule. The AAO Certificate Program includes contributions from 17 leading experts in the areas of school law, human resources, school administration, and diversity, equity and inclusion. In addition, those who complete this self-paced online program will also be provided with access to a half-day session where they can interact live with a LEGAL ONE attorney, and have their questions directly addressed.

We are also excited to be offering, for the first time, a 2-day Summit - [**Equity and the Law in Our Public Schools Summit: Learning from the Past, Looking to the Future**](#). This Summit is being offered in partnership with the Education Law Center, and will include a review of the lessons to be learned from a half-century of school funding litigation, the inequities related to student and staff

mental health that have been exposed and made worse, and will provide the opportunity for participants to dig deeply into one of four areas - Track 1 Gender Identity and Sexual Orientation, Track 2 Racial Discrimination, Track 3 Rights of English Language Learners, and Track 4 Rights of Individuals with Disabilities.

Given the concerning and misguided reactions of many in the school community to issues related to gender identity, we encourage you to consider attending our March 31 workshop on [**Evolving Legal Standards for LGBTQ+ Students**](#).

As you review our calendar, you will see that we have numerous other LEGAL ONE offerings that include a heavy emphasis on addressing issues of diversity, equity and inclusion, including our [**Special Education Litigation Certificate Program**](#), our [**Code of Student Conduct Certificate Program**](#), our [**HR Directors Institute**](#), our HIB prevention offerings, and many more.

Mental Health and Wellbeing

In the area of mental health and wellbeing, we have launched a new online course on [**Establishing Student Mental Health Protocols**](#). Given the tremendous mental health impact resulting from the pandemic, this course could not be more timely. This self-paced, 4-hour course systematically reviews the key protocols that need to be in place to identify students in need of mental health supports and key aspects of an effective support system. It reviews key aspects of crisis response, strategies for working with parents, relevant school staff and external agencies. The course provides a detailed review of legal requirements that must be addressed under state and federal law, and offers participants sample tools, templates and checklists that can be invaluable in improving your district's protocols moving forward. For those who sign up for LEGAL ONE's comprehensive [**Student Mental Health Issues Certificate Program**](#), the new course on [**Establishing Student Mental Health Protocols**](#) is included, along with [**Signs Matter: Early Detection**](#), a suicide prevention course developed by LEGAL ONE in consultation with Rutgers University and the American Foundation for Suicide Prevention. We are also offering a session addressing challenges related to physical and mental health, [**Lessons Learned From COVID and the Future of Student Health**](#).

Many of our other LEGAL ONE offerings also include a strong focus on mental health, including our [**Affirmative Action Officer Online Certificate Program**](#), our [**HR Directors Institute**](#) and our sessions on Hot Issues in School Law.

Challenging Student/Staff Behavior

The pandemic and other recent events, including incidents of mass school violence, have shown the need for a strong focus on proactively addressing both student and staff behaviors that in many cases are escalating like never before. Our comprehensive [**Code of Student Conduct Certificate Program**](#) provides a great way to gain a deep understanding of the complex legal framework addressing student behavior, and provides key strategies for working with law enforcement, deescalating situations, ensuring equity in discipline, and addressing behaviors for specialized student populations, including students with disabilities.

Of course, LEGAL ONE provides many sessions addressing issues of harassment, intimidation, and bullying. We have a self-paced [**Anti-Bullying Specialist Online Certificate Program**](#) that provides the equivalent of 3 days of in-person instruction, plus the ability to participate in a live, 3-hour virtual session with a LEGAL ONE attorney. We have also launched our new [**Anti-Bullying Professional Advanced Certificate of Mastery**](#) for those who completed our ABS Certificate Program since 2018, which provides for intensive one-on-one and small group support. We also have a new online course on [**Understanding Bullying in Our Schools**](#) that launched in 2021, along with other existing online courses and our other sessions on bullying and cyberbullying. Our [**Special Education Litigation Certificate Program**](#) provides an in-depth review of legal requirements related to students with disabilities, including issues related to student discipline.

When it comes to addressing staff behaviors, our [**HR Directors Institute**](#) provides a comprehensive overview of human resource protocols and legal requirements, including key tips for addressing inappropriate staff member conduct. Our AAO Online Certificate Program addresses a wide array of staff behaviors. We also have many other sessions addressing staff conduct, including

self-paced online courses and workshops addressing the process for tenure charges related to conduct unbecoming, and sessions addressing staff member conduct outside the workplace, including on social media.

Emerging Legal Issues

As always, LEGAL ONE always offers sessions addressing critical and emerging legal issues. We have a number of [**Hot Issues in School Law**](#) sessions, our [**HIB Law Update**](#) sessions, the [**Principal/AP/VP Survival Guide**](#), and always incorporate recent legal developments into all of our sessions. We also offer monthly webinars addressing timely legal issues. We also offer our [**Prime Time Series**](#) for those unable to participate in professional learning during the school day.

Here for You

As we move forward, LEGAL ONE will continue to evolve to ensure that we are meeting your needs and delivering professional learning in ways that work best for you. Thank you once again for your commitment to our children. We at LEGAL ONE look forward to being your partner as we continue working through these challenging times and look to come out stronger than ever!

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. 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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Foundation for Educational Administration

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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 or (609) 860-1200.

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

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Virtual Workshops and Webinars by Month

January 2022



April 2022



Professional Learning Series
and Certificate Programs



February 2022



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ONLINE COURSES



March 2022



June 2022



January

[NJLA Series 8 - Session 2](#) [Engaging Families in the Learning Process](#)

Jan. 6, 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.](#)

[Culturally Responsive Strategies for Hiring and Retaining Diversity Candidates](#) (PSEL Standards 2, 3, and 9)

Jan. 7, 2022; 9 am - Noon

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

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

Building a diverse pool of applicants has become increasingly difficult. Districts engaged in equity initiatives struggle to attract, hire and retain candidates whose experiences broaden the collective teaching capacities of the school community. This workshop offers concrete strategies on the mindsets and behaviors needed to attract and retain diversity candidates.

[NJLA Series 8 - Session 1](#) [Accelerating High Quality Curriculum and Instruction for All Students](#)

Jan. 10, 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 Climate for Adults: It Matters More Than Ever](#)

(PSEL Standards 3, 6, and 7)

Jan. 11, 2022; 9 am - Noon

Presenters: Patricia Wright & Pat O'Keefe, FEA Consultant

Fee: \$75 Members/\$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.

[NJLA Series 8 - Session 1](#) [Accelerating High Quality Curriculum and Instruction for All Students](#)

Jan. 12, 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 Attorney Webinar](#)

[What's New in Tenure & Seniority Law?](#)

Jan. 12, 2022; Noon - 1:10 pm

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

Fee: \$40

Join LEGAL ONE staff attorneys in an information-packed webinar discussing the most recent developments in tenure and seniority law for school employees. In recent years, New Jersey has seen an uptick in employment litigation in general and tenure and seniority litigation in particular. This webinar will highlight the recent legislative and case law developments including issues of tenure acquisition, non-renewal, reductions in force, seniority rights, tenure entitlements and tenure arbitration dismissal decisions. This session is approved for 1.3 NJ Continuing Legal Education (CLE) credits.

[Building Collective Efficacy in PreK-3 Through Ownership and Focus on Student Learning](#)

Jan. 13 & Jan. 19, 2022; 9 am - Noon

Presenters: Bridgeton Public School District Team: Barbara Wilchensky, Director of Curriculum; Monica Poland, Principal, Geraldyn O. Foster Early Childhood Center; Kelia Brown and Kristi Schoppe, Assistant Principals

Fee for 2-Day series: \$75

Early Childhood Education is critical to the long-term success of a child. Building a solid foundation for student learning in grades PreK-3 relies on the collaboration of the teachers, leaders, and community serving the students. In this presentation, we will share our journey toward building collective efficacy, including the need to focus on critical factors such as ownership and student learning. Practical tips and time for reflection will be part of the presentation.

[Developing Socially and Emotionally Healthy Students](#)

(PSEL Standards 3, 5, 4, 8, and 10)

Jan. 14, 2022; 9 am - Noon

Presenter: Bob Price, FEA Consultant

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

Target Audience: K-12 Administrators and Teacher-Leaders

Schools, along with families and the community, are key to children successfully navigating healthy relationships in an ever-changing society and the drastic shifts that have taken place in teaching and learning. Social and Emotional Learning must be at the heart of ensuring that each student feels safe in their environment and has the interpersonal skills to collaborate with peers and adults.

[So You Want to Be An Administrator, Now What?](#) (PSEL Standards 2 and 6)

Jan. 18, 2022; 4 pm - 5 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.

Webinar

★🧠💡🚀 [The Strengthening Gifted Education Act - What's New? What Remains? What Will Be?](#)

Jan. 19, 2022; 3:30 pm - 4:30 pm

Presenter: Michael Kaelber, Esq., LEGAL ONE Coordinator for Online Course Development

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.

🧠🚀 [Addressing Student Mental Health Issues - An Overview of Key Legal Requirements](#)

Jan. 19, 2022; 9 am - 3 pm

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

Our courts have recognized over and over again that there is no greater responsibility for schools than to protect the health and safety of all students. In recent years, courts have raised the bar on this issue and are now requiring schools to do more than ever before to protect student mental health. In this session participants will learn about key legal requirements under both federal and state law, including the Americans with Disabilities Act, Section 504,

IDEA, the New Jersey Law Against Discrimination, New Jersey's Anti-Bullying Bill of Rights, and new curriculum requirements related to student mental health. Participants will gain an understanding of how courts identify the legal duty of care and analyze legal claims alleging failure to support students' social and emotional needs, including when districts should have known that students were in need of support, even when students or parents never directly requested assistance.

🧠🚀 [Implementing Legally Defensible Protocols in Student Mental Health](#)

Jan. 20, 2022; 9 am - 3 pm

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

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

Having sound, legally defensible protocols for addressing student mental health issues is essential to ensuring student safety and well-being, while also reducing potential legal liability. These protocols need to address the identification of students in need, immediate and long term responses, clear roles and responsibilities for staff, parents and students, and procedures for ongoing review of effectiveness that allow for plans to evolve as needed. What can we learn from prior case law about effective and ineffective protocols? How do we support students who have suffered a traumatic loss? How do we support the mental health needs of students who are remaining on full-time virtual instruction? What protocols should be in place to support the emotional well being of students who are identified as symptomatic for COVID-19 and placed in isolation? How do we respond when students express suicidal ideation, or indicate potential harm to self or others? This session will address these and other critical questions and provide practical tools to assist participants in developing their own protocols moving forward.

★🧠 [The Science of Dyslexia: What Every School Leader Needs to Know](#) (PSEL Standards 4, 5, and 10)

Jan. 20, 2022: 1 pm - 4 pm

Presenter: Deborah Lynam, Graduate Research & Grant Assistant at Rutgers University, Camden, member of the Family Engagement Advisory Board for the National Center on Improving Literacy

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

Audience: District and Building Administrators and Literacy Coaches, Reading Specialists, Child Study Team Members, Teachers

Recent legislation, research studies, and public policy discussions have brought dyslexia and learning disabilities to the forefront of literacy conversations at the local, state, and federal levels. This series will provide principals and other school- or district-based literacy leaders the tools they need to effectively plan for 1) staff professional development aligned to the cognitive science of reading, 2) effective multi-tiered systems of support based on core content standards, and 3) technology supports to accommodate students' grade-level reading and writing progress. Supporting ALL students in acquiring sound foundational literacy skills is key to improving school-wide literacy results and vitally important to supporting students at risk for reading failure due to this common learning disability.

★🧠 [Turn Your School Into a Success Story With Dr. Robyn Jackson](#)

Jan. 20, 2022: 9 am - Noon

Presenter: Robyn Jackson, Founder of Mindsteps Inc.

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

Is it really possible to take the school you have and turn it into the school you want in just 3 years? Can you really do that with the same people and resources you are working with right now? Absolutely! Discover the exact steps in this interactive workshop. Whether you are trying to turn around a failing school, turn a good school into a great one, or even sustain your school success in difficult circumstances, find out the

simple system you can use to turn your school into a huge success story in the next 3 years and do it with the people and resources you already have. During this half-day workshop you will discover how to:

- Assess your current school to discover your biggest obstacle keeping you from achieving your vision consistently.
- Identify your unique School Success Path that will help you reach your goals in the next 3 years.
- Draft a bold vision for your school that outlines success 100% of your students.
- Find out how to help your current staff develop the will and the skill they need to pursue your vision with passion and purpose.
- Avoid the biggest mistake many leaders make when developing a school improvement plan. Create and sustain momentum over the long term (even when ""life"" gets in the way)

★🧠 [Being the Mindful Educator Starts With Self-Care](#)

(PSEL Standards 5, 6, and 7)

Jan. 21, 2022: 9 am - Noon

Presenter: Jackie Frangis, FEA Consultant

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

The practices of mindfulness are being integrated in classrooms and schools worldwide. Research studies clearly indicate mindfulness decreases stress, anxiety and hostility while benefiting well-being, academic performance, social relationships. Join us as we discover how contemplative techniques can be powerful tools in our professional and personal lives. Together we will:

- Explore how our inner development can cultivate the values that foster compassion and courage in our circles of influence.
- Engage in mindfulness practices to effectively regain our time and energy.
- Develop simple skills for peace and productivity our ourselves, students and school community.
- Identify tools such as the RAIN Technique and more to deepen professional and personal relationships.

★ [How to Track Student Data Stress-Free Through Gamification](#)

(PSEL Standards 5, 7, and 10)

Jan. 25, 2022: 9 am - Noon

Presenter: Dr. Michael Gaskell, Principal, Hammarskjold Middle School, East Brunswick Public Schools

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

Audience: Administrators, coaches, team leaders, and classroom teachers

Gamification tools are fun and engaging and offer far more in tracking and propelling student performance than educators currently harness. We need quick access to student assessment data now more than ever but how do we do this without adding stress to the lives of our students? Using data from gamification tools offers this answer.

Discover the power of using gamification apps such as Kahoot, Peardeck, Nearpod, Flipgrid, Padlet, and Jamboard to integrate standards-aligned formative assessments, export student responses and track student performance to support student learning, celebrate small wins, and motivate learners.

🕒 [Code of Student Conduct: Key Legal Requirements and Emerging Issues](#)

Jan. 25, 2022: 9 am - 3 pm

Presenters: David Nash, Esq., LEGAL ONE Director; Adam Drew, CEO, Three Corners Law Enforcement

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

An essential part of every school administrator's role is addressing the challenges that occur when students fail to adhere to the code of student conduct. That challenge is made even greater by current events, such as addressing student discipline in the age of COVID-19. Student speech on social media complicates matters even more. To add an additional layer, the U.S. Supreme Court has recently ruled that some off campus student speech is outside the jurisdiction of schools and cannot be used to impose discipline, while other off campus speech can still be addressed. Finally, marijuana legalization has complicated how schools work with law enforcement and address student marijuana

use. Participants also need to consider other key aspects of working with law enforcement under the MOA. In this session, participants will gain a greater understanding of their legal obligations related to student codes of conduct, and key considerations that should go into each school district's local policy decisions.

🕒 [Adapting the Code of Student Conduct to Address Equity Based on Race and Other Protected Classes](#)

Jan. 26, 2022: 9 am - 3 pm

Presenters: David Nash, Esq., LEGAL ONE Director; Larry Leverett, Ed.D., Coordinator, New Jersey Network of Superintendents, former Superintendent, former Assistant Commissioner, NJDOE; Dumar Burgess, Principal Bret Harte Elementary School; Aaron Edwards, Assistant Principal, Cherry Hill High School East

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

Across the nation, wide disparities exist in student discipline rates linked to race, ethnicity, disability and other protected classes. This session will review key equity considerations related to the code of student conduct, including how to identify and address implicit bias, the need to identify and address facially neutral discipline policies that have a disparate impact linked to race and other protected classes, the impact of the worldwide racial justice movement on student codes of conduct, and the connection between the achievement gap, the opportunity gap, systemic discrimination, and disparate student discipline rates that are closely linked to race. This session will also alternatives to out of school suspension, including restorative justice options.

🕒 [Symposium on Evidence-Based Practices in Afterschool and Summer Learning Programs](#)

(PSEL Standards 4 and 10)

Jan. 26, 2021: 9 am - Noon

Presenters: Diane Genco, Executive Director, NJSACC: The Statewide Network for NJ's Afterschool Communities; Terry Peterson, PhD, Director, Afterschool and Community Learning Network; Chairperson of Board of Directors, After School Alliance; Ken Anthony, PhD, Director of Professional Development and Research, Connecticut Afterschool Network; Cory Radisch, Acting Director, NJDOE Office of Learning, Intervention, and Support (OLIS)

Fee: \$75

Co-sponsored by NJSACC: The Statewide Network for NJ's Afterschool Communities, and FEA

Substantial funding is available from the ARP funds for comprehensive, well-designed out-of-school time (OST) programs. Evidence-based programs can accelerate academic development, support social and emotional learning, and promote educational equity by addressing opportunity gaps that have been exacerbated by the pandemic. Featuring Dr. Terry Peterson & other esteemed guests, this symposium will provide resources and guidance on providing high quality OST programs in your school district.

🕒 [NJLA Series 8 - Session 3 Embracing Culturally Responsive Practices](#)

Jan. 27, 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.](#)

🕒 [Adapting the Code of Conduct to Address Specialized Populations](#)

Jan. 27, 2022: 9 am - 3 pm

Presenters: David Nash, Esq., LEGAL ONE Director; John K. Worthington, Esq., LEGAL ONE Consultant

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

This session will review key legal requirements related to addressing student behavior for students with disabilities, English language learners and students with other specialized needs. It will include a review of the extensive due process rights available when addressing behavior for students under IDEA, key aspects of manifestation determinations, the role of functional behavior assessments and behavior intervention plans, the process for addressing students with disabilities who may represent a danger to self or others, the obligation to communicate effectively with non-English speaking parents, and other considerations that come into play when addressing student behavior related to underlying mental health issues, adverse childhood experiences or other unique circumstances.

🕒 [Equity in Action Leadership Academy](#)

Dare to be BOLD: From Equity Aspirations to Equity in Operation

Jan. 28, Feb. 23, Mar. 14,, and May 20, 2022;

9 am - Noon

Presenters: George Guy, Dr. George Jackson, and Heather Moran

Fee: \$450

[Click here to see the description.](#)

🕒 [NJLA Series 8 - Session 2 Engaging Families in the Learning Process](#)

Jan. 31, 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.](#)

February

[NJLA Series 8 - Session 2](#)

[Engaging Families in the Learning Process](#)

Feb. 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.](#)

[Section 504 Explained](#)

Feb. 2, 2022; 9 am - 3 pm

Presenter: John K. Worthington, Esq., LEGAL ONE Consultant

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

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, due process requirements and procedural safeguards, preventing and preparing for litigation, 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 affecting the provision of services to students with disabilities during the current pandemic, and an opportunity to discuss and address issues regarding the provision of services to students with disabilities being served under a Section 504 Plan while schools are operating pursuant to guidance and laws necessitated by the current pandemic. This workshop is CLE eligible.

[Hot Issues in School Law](#)

Feb. 3, 2022; 9 am - 1 pm

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

Fee: \$125

Register at www.tmieducation.com

Offered in Partnership with TMI Education

Keep up with ever changing legal requirements in this timely session, which will review the latest developments in school law at the state and federal levels, including new legislation, recent case law, revised regulations and current guidance. Topics to be addressed will include protecting the health and safety of students and staff, bullying, student speech and conduct, social media use by students and staff, staff accountability and staff member rights.

[Teaching Math to ELLs in the General Education Classroom](#)

(PSEL Standards 4, 7, and 10)

Feb. 4, 2022: 9 am - Noon

Presenter: Darlyne de Haan, FEA Consultant

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

Target Audience: Teacher and Administrators (MS & HS)

Addressing the needs of English Language Learners can be a complex process, however, targeted differentiation strategies can effectively support these students. In this workshop, participants will learn how to create differentiated lessons based on cognitive demand and contextual support. This approach will increase the potential for ELLs to acquire academic literacy in math. At the same time, it will reduce the linguistic difficulties associated with scientific discourse while managing to avoid the many pitfalls that can occur during instruction.

[Conducting Meaningful Administrative Evaluations](#)

(PSEL Standards 6, 7, and 10)

Feb. 7, 2022; 9 am - Noon

Presenter: Anthony Scotto, FEA Consultant

Fee: \$75

We spend so much time observing and evaluating instructional staff; however, do we provide the same experiences for our leaders? Building and district administrators are charged with leading school improvement and a high-quality evaluation process is essential to that work. By the end of this session, participants will be able to further understand how to recognize and leverage administrative areas of strength, provide administrators with specific, meaningful feedback, and identify actionable suggestions for professional growth. In addition, ideas will be shared for sample artifacts/evidence to assist with the evaluation process.

[The Connected Action Roadmap: A Systemic Process for Strengthening Teaching, Leading, and Learning](#) (PSEL Standards 4, 7, and 10)

Feb. 9, 2022; 9 am - 3 pm

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

Fee: Free

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.

[HIB Law Update](#)

Feb. 9, 2022; 9 am - 3 pm

Presenter: David Nash, Esq., LEGAL ONE Director

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

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 a recent U.S. Supreme Court decision impacting student cyberspeech, other recent HIB case law impacting student and staff member rights, recent trends in HIB, the impact of COVID on HIB claims, 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. This workshop is CLE eligible.

[School Attorney Webinar](#) [What's New in School Employment Law?](#)

Feb. 9, 2022; Noon - 1:10 pm

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

Fee: \$40

Join LEGAL ONE staff attorneys in an information-packed webinar discussing the most recent developments in school employment law. Included will be a discussion of recent legislative and regulatory enactments affecting school employees and a school employment case law update. The case law update topics to be considered include but are not limited to labor relations, tenure and seniority rights, HIB cases involving school employees, tenure arbitration cases and much more. This session is approved for 1.3 NJ Continuing Legal Education (CLE) credits

[Hot Issues in School Law](#)

Feb. 10, 2022; 6 pm - 7:30 pm

Presenters: Sandra L. Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; Rebecca Gold, LEGAL ONE Consultant

Fee: \$50

Federal and State Legal Requirements applicable to School Districts are constantly changing and evolving. This webinar will address current developments, statutes and case law pertaining to a variety of legal issues, including:

- Discrimination;
- Employment Law Issues for Certificated and Non-Certificated Staff, including a review of recent TEACHNJ Conduct Unbecoming and Inefficiency Cases;
- HIB Legal Requirements and Standards;
- Student Health and Safety Issues;
- Social Media and First Amendment Rights and Responsibilities; and
- New and Developing Legal Issues Relevant to Schools That Occur at the Time of the Workshop

[NJLA Series 8 - Session 1](#)

[Accelerating High Quality Curriculum and Instruction for All Students](#)

Feb. 10, 2021; 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 Multi-Tiered System of Support: Strategies for Getting Started](#)

Feb. 10, 2022; 1 pm - 4 pm

Presenters: Dr. Saskia Brown-Nurse, Owner/Consultant, Supporting All Students Educational Consulting, LLC; Caitlin Colandrea, Psy.D. Supervisor of Intervention Services, Old Bridge Township Public Schools.

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

Audience: District and Building Administrators, Math and Literacy Coaches, Reading Specialists

Response to Intervention (RTI) and Multi-tiered systems of support (MTSS) have provided districts around the state with a systematic framework for addressing the learning and social-emotional needs of students returning to school this year. In this session, presenters with long histories of involvement with RTI/MTSS frameworks will offer strategies, tools, and processes for getting started with MTSS along with the research behind tiered systems. Using MTSS as the umbrella term for tiered systems, presenters will help districts considering or newly implementing MTSS identify next steps. Resources and ideas for planning and establishing educator and family buy-in will also be provided.

[Supporting Students Coping With Loss, Trauma, and Mental Illness](#)

(PSEL Standards 5, 6, and 8)

Feb. 15, 2022; 9 am - Noon

Presenter: Connie Palmer, LCSW, Training Director, Imagine: A Center for Coping with Loss

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

This virtual workshop explores the intersectionality of trauma, grief and mental health. It provides hands-on strategies and resources that can immediately be put to use. Those who attend will learn to: define loss, grief, complicated grief, mourning, trauma, depression, anxiety; identify the co-occurrence of trauma and grief and the need to become trauma and grief informed; understand the relationship between grief and anxiety; distinguish the differences and similarities between grief and depression; know what to say and do after a loss; develop healthy beliefs about grief, trauma and mental illness.

[Intervention and Referral Services: The Next Generation](#)

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

Feb. 16, 2022; Noon - 3 pm

Presenter: Gary Vermeire, FEA Consultant

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

This session is designed to provide I&RS team members and school staff responsible for I&RS with concepts, perspectives, tools, and techniques for addressing requests for assistance with students' learning, behavior and health difficulties, consistent with the New Jersey Department of Education's Tiered System of Supports. Emphasis will be placed on implementing each phase of the I&RS process through the use of collaborative consultation and strategies and techniques for organizing and using objective information, coordinating school and community resources, and being methodical and creative in the procedures used for scrutinizing, problem solving, and planning I&RS cases. A primary focus of the session is on applying structure and systematic procedures to the coordinated planning and delivery of effective programs of I&RS.

[Effective In-Person and Virtual Student Investigations](#)

Feb. 16, 2022; 9 am - 3 pm

Presenters: Sandra L. Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; Adam Drew, CEO, Three Corners Law Enforcement

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

This course will provide a variety of tools that can be employed to assist you in getting to the truth in staff and student investigations, including tips for conducting in-person and virtual investigations. This workshop will include a review of lessons learned from a number of high profile criminal and civil cases. It will also include a review of the due process rights available to students and staff, and strategies for addressing unique circumstances related to students or staff with disabilities, dealing with allegations of criminal conduct, responding in cases involving potential claims of discrimination.

Webinar

[Student Confidentiality: Who Gets to Know What and When](#)

Feb. 17, 2022; 3:30 pm - 4:30 pm

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

Fee: \$40

This session will review the legal parameters of student confidentiality under state and federal law. Topics to be addressed include the student's health information, including whether a student is or may be COVID positive, information gathered during counseling sessions with school counselors, SACs and others, information regarding student discipline, information shared with schools by law enforcement and information captured on school-controlled or personal video. The session will review the rights of students, parents, staff members and the public to access such information, and the potential consequences for improper disclosures.

★ Leading With Differentiated Instruction: The Role of the Administrator (PSEL Standards 1, 3, 4, 6, 7, and 10)

Feb. 17, 2022; 9 am - Noon

Presenter: **Stephanie Wisnicki, Ed.D., FEA Consultant**

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

Audience: **K-5 administrators and supervisors**

Educators have always been charged with the task of assessing their students and helping them walk along the staircase of learning. After an unprecedented year of unfinished learning during the pandemic, educators will now be challenged like never before to meet the varying needs of students. Differentiation of Instruction (DI) is a powerful tool designed to meet the needs of all students. In this session, K-5 administrators will explore: (1) the key components of a differentiated lesson; (2) coaching strategies to support teachers in differentiating and scaffolding instruction; and (3) effective methods for evaluating the effectiveness of DI lessons.

★ Hot Issues in Special Education Law

Feb. 23, 2022; 9 am - 3 pm

Presenter: **John K. Worthington, Esq., LEGAL ONE Consultant**

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

This session will include the latest guidance on determining the need for and extent of compensatory services 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. This workshop is CLE eligible.

Laying the Foundation for a Sound HR System

Feb. 24, 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**

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.

NJLA Series 8 - Session 3 Embracing Culturally Responsive Practices

Feb. 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.**

NJLA Series 8 - Session 3 Embracing Culturally Responsive Practices

Feb. 28, 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.**

March

★ Transforming Social-Emotional Learning With Challenging Students in Difficult Times: The Pro-Social Matrix 2-Day Series

(PSEL Standards 3, 5, and 10)

Day 1: **Mar. 2, 2022; 9 am - Noon**

Day 2: **Mar. 16, 2022; 9 am - Noon**

Presenter: **Phil Tenaglia M.A., School Psychologist, Family Therapist, and Trainer with The ACT Matrix Academy and Evolving Solutions**

Fee for 2-day Series: **\$125 Members/\$150 Non-Members**

Addressing the social and emotional needs of all students is an essential component of their education, now more than ever. Join this online workshop to discover an evidenced-based, mindful approach that builds psychological flexibility and resilience with all students but particularly those who are disengaged and struggle socially and emotionally. Through this process, the Pro-Social ACT Matrix, educators learn to quickly assess current conditions and strengthen engagement with challenging students while working under difficult circumstances and beyond.

With a special emphasis on implementing this model virtually, participants will learn how to:

- deal with student resistance and reluctance
- motivate the unmotivated
- maintain your effectiveness in difficult circumstances
- establish a shared point of view that students can also learn on their own to build self-monitoring and self-regulation

Building Trust and Protecting Employee Rights

Mar. 2, 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 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.

★🔗💡📌 [Best Practices in Gifted and Talented Education Programming](#)

Mar. 3, 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; Lynne Henwood - M.A. Educational Psychology, New Jersey Association for Gifted Children, President, FlexSchool, Head of School; Marilyn Belas - NJPSA/FEA Consultant; Meredith Thomas – M.Ed - Gifted and Talented Specialist, Holmdel Township School District, Trustee New Jersey Association of Gifted Children; Mary Aruffo – M.Ed - Coordinator and Teacher of the Gifted and Talented/Academics, Leadership and Problem Solvers Program, Glassboro Public Schools, Co-Vice President Membership, New Jersey Association for Gifted Children; Leslie Puente – Ervin, Ed.D. - Director of Instruction for English, Social Studies, and Gifted & Talented at Northern Burlington County Regional School District; Michelle Falanga – Gifted & Talented Resource Specialist, Grades 4,5 Village School West Windsor-Plainsboro Regional School District Vice President for Advocacy, New Jersey Association for Gifted Children

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

This three-hour session will focus on best practices in several areas of gifted and talented programming, and the strong legal protections provided when districts align their G & T programs, protocols and policies with best practice. The increasingly challenging social and emotional needs of gifted students will be examined, along with a review of the duty to address student SEL needs, and a review of recommendations as to how to best meet these student needs. Participants will be instructed on some of the best practices for identifying students who are gifted and talented from representatives from the Holmdel School District; one of New Jersey's leading school districts in gifted student identification. Professional development for teachers of gifted will be discussed, including instructional coaching for regular classroom teachers who have gifted students in their regular classrooms and suggested best practices from members of the SGTEAC Professional Development Subcommittee.

★📌 [Non-Certificated Staff - Hiring, Evaluation, Discipline, and Tenure Issues](#)

Mar. 4, 2022; 9 am - 3 pm

Presenters: Sandra L. Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; Michael Kaelber, Esq., LEGAL ONE Coordinator for Online Course Development; Rebecca Gold, LEGAL ONE Consultant; Lorraine Borek, Supervisor Special Services, Hillsborough School District

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

Recent legislative enactments have provided non-certificated staff with greater employment protections than ever. Essentially every non-certificated staff employment dispute may now be grieved and taken to arbitration, regardless of the reason for the board's action. Reprimands, non-renewals, increment withholdings, contract terminations and even contracts that just lapse, are now arbitration eligible. Subcontracting is more limited and unemployment compensation is more readily available during the summer months. Quality evaluations of non-certificated staff will be more important than ever in making your case before the arbitrator.

Join the LEGAL ONE staff in a full day program covering what you need to know to be prepared for what's to come in your supervision of non-certificated employees. Topics include a review of the recently enacted C.66, as well as other relevant legislation, tenure acquisition for non-certificated staff, where applicable, renewals and non-renewals, contract terminations, subcontracting, progressive supervision and evaluation of staff, including best practices and ideas for employees such as secretaries, clerks, custodians, bus drivers and others.

🔗💡 [NJLA Series 8 - Session 2 Engaging Families in the Learning Process](#)

Mar. 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.

★💡 [All Aboard: Managing Emotional Wellness in Your School \(PSEL Standards 5, 6, and 7\)](#)

Mar. 7, 2021; Noon - 3 pm

Presenter: Anna Mahler, LCSW, Student Assistance Counselor & Anti-Bullying Specialist; Jessica Smedley, LPC, Director of Counseling, Hillsborough Township Public Schools

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

Hop on board as we unpack a suitcase full of ideas to help you and all of your passengers (staff and students) manage their emotional wellness. Learn about how trauma impacts the brain and body and how to build resilience in ourselves and others. We'll discuss tangible ways in which to create relationship-informed classrooms and schools, beginning with putting your own emotional wellness first."

★📌 [Lessons Learned From COVID and the Future of School Health](#)

Mar. 8, 2022; 9 am - 3 pm

Presenters: David Nash, Esq., LEGAL ONE Director; Wayne Yankus, MD FAAP; Janice Loschiavo, MA, RN, NJ-CSN,, Adjunct Instructor,, William Paterson University

Fee: \$125

How we deliver school health services has been forever changed by our experience over the past two years, and schools will be dealing with the aftermath of the pandemic for yours to come. In this session, we will review:

- The implications of COVID transitioning moving from the pandemic to endemic stage
- Long-haul COVID and what we know about the lasting health impacts of COVID on children;
- Current immunization requirements and the future of school vaccination for students and adults;
- Emerging trends regarding student substance use;
- The respective roles of the school nurse, school counselor, school-based mental health professionals and external agencies in identifying and addressing student mental health needs, including the sharp rise in suicidal ideation;
- Emerging trends regarding Section 504, IDEA and student health;
- Recently enacted statutes and regulations impacting school health;
- Recent case law and lessons to be learned;
- Strategies for responding to the shortage of school nurses;
- Addressing the inequities in student health linked to race, ethnicity and income that were exacerbated by the pandemic; and
- key policies and protocols to consider moving forward.

[Staff Evaluations, Renewals, and Tenure Acquisition Issues](#)

Mar. 8, 2022; 6 pm - 7:30 pm

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

Fee: \$50

Join LEGAL ONE staff attorneys in an information-packed webinar which will review staff evaluation requirements for the 2021-2022 school year, including the most recent NJDOE Evaluation Guidance and the effect of the 2019-2020 “not evaluated – NE” rating on corrective action plans and tenure acquisition. Included will be a review of staff hiring requirements and evaluations, renewal and non-renewal of staff, recently expanded rights for non-certificated staff and tenure acquisition issues for 2021-2022. This session is approved for 1.7 NJ Continuing Legal Education (CLE) credits.

[NJLA Series 8 - Session 1 Accelerating High Quality Curriculum and Instruction for All Students](#)

Mar. 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.](#)

[Attendance, Residency, and Homelessness Issues](#)

Mar. 9, 2022; 9 am - 3 pm

Presenters: Sandra L. Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development & Diahann DeRuggiero, MSW, M.Ed., Regional Director, McKinney-Vento Education of Homeless And Youth Program

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

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. The impact of and considerations pertaining to COVID-19 will also be addressed.

[Learning From Experience: Cultural Competency Group Simulation \(PSEL Standards 2, 3, and 5\)](#)

Mar. 10, 2022; 9 am - 11 am

Facilitator: Dr. David DeJong, Division Chair of Educational Leadership, University of South Dakota

Fee: FREE

Audience: Principals, Assistant Principals, Vice-Principals

Each day, school administrators make hundreds of decisions affecting the lives of everyone in the school building. Experience plays a critical role in effectively addressing these complex and nuanced situations, but how can we accelerate and deepen the experiences of school administrators? Collaboratively exploring simulations is the answer! SchoolSims simulations are designed for educators to examine a scenario and make a series of decisions as the situation evolves. The cascading impact of different decision pathways is shared and feedback is provided at the end of the simulation.

Join us for this SchoolSim focused on Cultural Competency, where you will play the role of a principal in a district experiencing significant shifts in demographics which in turn has led to challenges balancing the needs and perspectives of all groups. You must uncover specific needs, and resolve discrepancies in the treatment of students, wherever they may exist. Key characters include a concerned parent of an honors student, an active parent of an average student, a well-established and popular teacher, and a results-oriented superintendent.

[Exploring 2020 NJSLV-VPA: A Closer Look](#)

(PSEL Standards 3, 4, and 10)

Mar. 10, 2022; 1:30 pm - 3 pm

Presenter: Members of the NJSLV-VPA Writing Teams

Fee: FREE

Co-sponsored by FEA and Arts Ed NJ

As districts prepare to implement the 2020 NJSLV-VPA, arts educators throughout the state have the opportunity to view the learning standards from a new lens. Join us for this interactive session. The format will support peer-to-peer learning and address many common questions and discipline-specific special topics.

[HIB Law Update](#)

Mar. 10, 2022; 9 am - 1 pm

Presenter: David Nash, Esq., LEGAL ONE Director

Fee: \$125

New Jersey's Anti-Bullying Bill of Rights is among the most comprehensive bullying prevention laws in the nation. Learn about recent developments, including recent legislation, guidance and case law. Topics to be addressed will include how to address student behavior off school grounds in light of a recent U.S. Supreme Court decision, key aspects of conducting effective student investigations, and legal requirements related to identifying and responding to bullying, addressing issues involving protected classes under state and federal discrimination law, and working with law enforcement.

📍📌 ELL Summit

Mar. 11, 2022; 10 am - 2 pm

Presenters: David Nash, Esq., LEGAL ONE Director; Dr. Margarita Calderón, Professor Emerita/Senior Research Scientist at Johns Hopkins University; Dr. Hector Montenegro, Senior District Advisor for the Collaborative for Academic, Social and Emotional Learning (CASEL); Workshops Presented by Members of the NJPSA ELL Supervisors Committee and LEGAL ONE

Fee: \$125

Co-Sponsored by FEA and LEGAL ONE, Keynote Presentation Sponsored by Velázquez Press

The integration of SEL competencies with language, literacy and core content instruction is essential in preventing and addressing the plight of LTELs. Instead of teaching SEL strategies in isolation, we can integrate them into language, literacy, and core content instruction throughout virtual or hybrid lessons. In this highly engaging virtual session, Margarita and Hector have participants practice the integration of SEL competencies in teaching vocabulary, reading comprehension, and writing in a virtual or hybrid learning environment. These strategies are ideal for Dual Language/bilingual, core content classrooms, and co-teaching instruction in secondary schools. Moreover, we need to pay more attention to adolescents' social emotional needs such as challenges with self-management, relationship skills, and learning to work in teams. This session will share how to devise SEL opportunities that teenagers can appreciate.

★📍📌 Social Media and Cyberbullying Issues in Schools

Mar. 15, 2022; 9 am - 3 pm

Presenters: Sandra L. Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; Joseph Ventre, CISSP, CIO & Founder, www.TheCyberSecurityGuard.com

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

This session will address the legal issues that arise when students, staff, and parents use social media. Issues to be discussed will include cyberbullying, student and staff First Amendment rights, and legally

permissible uses of social media. It will include the latest national research on the use of social media and best practices for promoting responsible use. Current events, including COVID-19 and racial discrimination/disparity issues will also be discussed, in the context of social media use by staff and students. Participants will gain an understanding of the latest trends in cyberbullying and the most effective strategies available for school leaders, educators, parents and students. This session will provide tips for promoting responsible social media use by students, parents and staff. Participants will also learn about security settings with an explanation as to how they work.

📍📌 NJLA Series 8 - Session 1 Accelerating High Quality Curriculum and Instruction for All Students

Mar. 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.](#)

Webinar

★📍📌 Bringing It All Together: A Systematic Approach to Student Safety

Mar. 15, 2022; 3:30 pm - 4:30 pm

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

Fee: \$40

This webinar provides a framework for putting in place appropriate policies and protocols to protect student safety. Participants will learn about the high expectations established in case law and codified in statute and regulation related to student safety. Specific issues addressed include HIB policies, key elements of the code of student conduct, key requirements related to student risk assessment, and working closely with law enforcement and other outside entities. The impact of and considerations pertaining to COVID-19 will also be addressed.

School Attorney Webinar

★📍📌 What's New in School Official Ethics Law?

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

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

Fee: \$40

Join LEGAL ONE staff attorneys in an information-packed webinar discussing the most recent developments in board member and school administrator ethical conduct under the School Ethics Act, the board member conflict of interest statute, N.J.S.A. 18A:12-2 and the nepotism regulations N.J.A.C. 6A:23A-6.2. This webinar will focus on the statutory and regulatory standards for school official ethical conduct in the areas of participation in matters of collective negotiations, personnel issues, including the hiring and evaluation of school administrators, board member volunteerism and board member contact with staff members. This session is approved for 1.3 NJ Continuing Legal Education (CLE) credits.

★📍📌 The Principal/AP/VP's Survival Guide!

Mar. 16, 2022; 9 am - 3 pm

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

\$125 Members/\$150 Non-Members

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

★📍📌 Work Life Balance and Stress as an Educational Leader: A Step Forward to Take Control

(PSEL Standards 6 and 7)

Mar. 18, 2022; 9 am - Noon

Presenter: Susan Breton, FEA Consultant

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

As educational leaders we juggle heavy workloads, manage personal relationships, family responsibilities and outside interests. It's not a surprise that many school administrators express that they are very stressed and feel overwhelmed.

In our rush to "handle it all", it's easy to forget that as stress levels increase, our ability to work decreases. Chronic stress is one of the most common health issues in the workplace. This can lead to physical and mental health symptoms such as loss of concentration, irritability, anxiety/depression, as well as an impact on our personal and professional relationships. Over time, stress weakens our immune systems, and makes us susceptible to colds, headaches, backaches and heart disease.

While a certain amount of stress is normal, the key to managing stress lies in balance. This workshop will discuss work life balance and stress for educational leaders, as well as practical steps to take to bring more balance into your life.

Accelerated Learning

[Formative Assessment: The Real Driver of Teaching and Learning](#)
Jan. 4, 2022; 9 am - Noon

[NJLA Series 8 - Session 1 Accelerating High Quality Curriculum and Instruction for All Students](#)
Jan. 10, Jan. 12, Feb 10, Mar 8, Mar 15, 2022
9 am - 1 pm

Webinar

[The Strengthening Gifted Education Act - What's New? What Remains? What Will Be?](#)
Jan. 19, 2022; 3:30 pm - 4:30 pm

[How to Track Student Data Stress-Free Through Gamification](#)
Jan. 25, 2022; 9 am - Noon

[Symposium on Evidence-Based Practices in Afterschool and Summer Learning Programs](#)
Jan. 26, 2021; 9 am - Noon

[Afterschool 101 for Principals and School Administrators](#)
Feb. 2, 2022; 10 am - Noon

[Leading With Differentiated Instruction: The Role of the Administrator](#)
Feb. 17, 2022; 9 am - Noon

[Best Practices in Gifted and Talented Education Programming](#)
Mar. 3, 2022; 1:30 pm - 4:30 pm

[The Brain, Instruction, and Student Achievement - Teaching With the Brain in Mind](#)
Apr. 5, 2022; 9 am - Noon

Climate and Culture

[School Climate for Adults: It Matters More Than Ever](#)
Jan. 11, 2022; 9 am - Noon

[Turn Your School Into a Success Story With Dr. Robyn Jackson](#)
Jan. 20, 2022; 9 am - Noon

[Understanding the Power and Responsibilities of the School Climate Team](#)
Apr. 6, 2022; 9 am - Noon

[Theory to Practice: An Introduction to Effective Restorative Justice Practices in Schools](#)
May 24, 2022; 9 am - 1 pm

Connected Action Roadmap

[The Connected Action Roadmap: A Systemic Process for Strengthening Teaching, Leading, and Learning](#)
Feb. 9, 2022; 9 am - 3 pm

Curriculum & Instruction

[Teaching Science to ELLs in the General Education Classroom](#)
Jan, 5, 2022; 9 am - Noon

[NJLA Series 8 - Session 1 Accelerating High Quality Curriculum and Instruction for All Students](#)
Jan. 10, Jan. 12, Feb 10, Mar 8, Mar 15, 2022
9 am - 1 pm

[Building Collective Efficacy in PreK-3 Through Ownership and Focus on Student Learning](#)
Jan. 13 & Jan. 19, 2022; 9 am - Noon

[Teaching Math to ELLs in the General Education Classroom](#)
Feb. 4, 2022; 9 am - Noon

[Implementing a High-Quality Social Studies/History Curriculum](#)
Mar. 10, 2022; 9 am - Noon

[Fostering the Science of Reading in Tier One Instruction](#)
Mar. 29, 2022; 10 am - Noon

[The Brain, Instruction, and Student Achievement - Teaching With the Brain in Mind](#)
Apr. 5, 2022; 9 am - Noon

Assessment Literacy

[Formative Assessment: The Real Driver of Teaching and Learning](#)
Jan. 4, 2022; 9 am - Noon

[How to Track Student Data Stress-Free Through Gamification](#)
Jan. 25, 2022; 9 am - Noon

[Exploring 2020 NJSLs-VPA: A Closer Look](#)
Mar. 10, 2022; 1:30 pm - 3 pm
Mar. 22, 2022; 1:30 pm - 3 pm
or
Apr. 28, 2022; 1:30 pm - 3 pm

Diversity, Equity, Inclusion

[Culturally Responsive Strategies for Hiring and Retaining Diversity Candidates](#)
Jan. 7, 2022; 9 am - Noon

[Adapting the Code of Conduct to Ensure Equity Based on Race and Other Protected Classes](#)
Jan. 26, 2022; 9 am - 3 pm

[NJLA Series 8 - Session 3 Embracing Culturally Responsive Practices](#)
Jan. 27, Feb. 24, Feb. 28, Mar. 31, Apr 26, May 26, 2022; 9 am - 1 pm

[Equity in Action Leadership Academy Dare to be BOLD: From Equity Aspirations to Equity in Operation](#)
Jan. 28, Feb. 23, Mar. 14,, and May 20, 2022; 9 am - Noon

[Learning From Experience: Cultural Competency Group Simulation](#)
Mar. 10, 2022; 9 am - 11 am

[Implicit Bias, Disproportionality & the Law](#)
Apr. 13, 2022; 9 am - 3 pm

[Confronting Implicit Bias in Schools](#)
May 3, 2022; 9 am - 3 pm

[Theory to Practice: An Introduction to Effective Restorative Justice Practices in Schools](#)
May 24, 2022; 9 am - 1 pm

[Equity and the Law in Our Public Schools Summit: Learning from the Past, Looking to the Future](#)
May 24 and 25, 2022; 9 am - 3 pm

Leadership for Learning & Community Engagement

[NJLA Series 8 - Session 2 Engaging Families in the Learning Process](#)
Jan. 6, 2022; 9 am - 1 pm

[So You Want to Be An Administrator, Now What?](#)
Jan. 18, 2022; 4 pm - 5 pm

[Turn Your School Into a Success Story With Dr. Robyn Jackson](#)
Jan. 20, 2022: 9 am - Noon

[Conducting Meaningful Administrative Evaluations](#)
Feb. 7, 2022; 9 am - Noon

[Mentors and Novice Teachers: A Learning Partnership](#)
Feb. 14, 2022; 9 am - Noon

[Leading With Differentiated Instruction: The Role of the Administrator](#)
Feb. 17, 2022; 9 am - Noon

[Learning From Experience: Cultural Competency Group Simulation](#)
Mar. 10, 2022; 9 am - 11 am

[ELL Summit](#)
Mar. 11, 2022; 10 am - 2 pm

[The Principal/AP/VP's Survival Guide!](#)
Mar. 16, 2022; 9 am - 3 pm
or
May 11, 2022; 9 am - 3 pm

[Work Life Balance and Stress as an Educational Leader: A Step Forward to Take Control](#)
Mar. 18, 2022; 9 am - Noon

[Succeeding as a Female Leader](#)
May 11, 2022; 9 am - 1 pm

[Leading Through Understanding Others](#)
May 12, 2022; 2 pm - 4 pm

[Special Education Summit: Utilizing Lessons Learned During the Pandemic to Accelerate Learning for Students With Disabilities](#)
May 13, 2022; 8:30 am - 3 pm

[The Mindful Organizing of Collective Efficacy: Behaviors and Conditions That Build Team Agency and Efficacy](#)
May 17, 2022; 9 am - Noon

[Theory to Practice: An Introduction to Effective Restorative Justice Practices in Schools](#)
May 24, 2022; 9 am - 1 pm

[Multi-Tiered Systems of Support: Effective Practices Statewide Summit](#)
May 26, 2022; 9 am - 3 pm

LEGAL ONE

School Attorney Webinar

[What's New in Tenure & Seniority Law?](#)

Jan. 12, 2022; Noon - 1:10 pm

[Addressing Student Mental Health Issues - An Overview of Key Legal Requirements](#)

Jan. 19, 2022; 9 am - 3 pm

Webinar

[The Strengthening Gifted Education Act - What's New? What Remains? What Will Be?](#)

Jan. 19, 2022; 3:30 pm - 4:30 pm

[Implementing Legally Defensible Protocols in Student Mental Health](#)

Jan. 20, 2022; 9 am - 3 pm

[Code of Student Conduct: Key Legal Requirements and Emerging Issues](#)

Jan. 25, 2022; 9 am - 3 pm

[Adapting the Code of Conduct to Ensure Equity Based on Race and Other Protected Classes](#)

Jan. 26, 2022; 9 am - 3 pm

[Adapting the Code of Conduct to Address Specialized Populations](#)

Jan. 27, 2022; 9 am - 3 pm

[Section 504 Explained](#)

Feb. 2, 2022; 9 am - 3 pm

[Hot Issues in School Law](#)

Feb. 3, 2022; 9 am - 1 pm

Register at www.tmieducation.com

[HIB Law Update](#)

Feb. 9, 2022; 9 am - 3 pm

School Attorney Webinar

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

[Hot Issues in School Law](#)

Feb. 10, 2022; 6 pm - 7:30 pm

[Effective In-Person and Virtual Student Investigations](#)

Feb. 16, 2022; 9 am - 3 pm

Webinar

[Student Confidentiality: Who Gets to Know What and When](#)

Feb. 17, 2022; 3:30 pm - 4:30 pm

[Hot Issues in Special Education Law](#)

Feb. 23, 2022; 9 am - 3 pm

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

Feb. 24, 2022; 9 am - 3 pm

[Building Trust and Protecting Employee Rights](#)

Mar. 2, 2022; 9 am - 3 pm

[Non-Certificated Staff - Hiring, Evaluation, Discipline, and Tenure Issues](#)

Mar. 4, 2022; 9 am - 3 pm

[Lessons Learned From COVID and the Future of School Health](#)

Mar. 8, 2022; 9 am - 3 pm

[Staff Evaluations, Renewals, and Tenure Acquisition Issues](#)

Mar. 8, 2022; 6 pm - 7:30 pm

[HIB Law Update](#)

Mar. 10, 2022; 9 am - 1 pm

[Social Media and Cyberbullying Issues in Schools](#)

Mar. 15, 2022; 9 am - 3 pm

Webinar

[Bringing It All Together: A Systematic Approach to Student Safety](#)

Mar. 15, 2022; 3:30 pm - 4:30 pm

[The Principal/AP/VP's Survival Guide!](#)

Mar. 16, 2022; 9 am - 3 pm

or

[May 11, 2022; 9 am - 3 pm](#)

School Attorney Webinar

[What's New in School Official Ethics Law?](#)

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

[Legally Compliant IEPs](#)

Mar. 21, 2022; 9 am - 3 pm

[Learning & Growing From Real World Changes](#)

Mar. 22, 2022; 9 am - 3 pm

[Hot Issues in School Law](#)

Mar. 29, 2022; 9 am - 3 pm (in person at MUJC)

[ABCs of Employee Leave](#)

Mar. 30, 2022; 9 am - 3 pm

[Evolving Legal Standards for LGBTQ+ Students](#)

Mar. 31, 2022; 9 am - 3 pm

Webinar

[Human Resource Requirements, Best Practices & the Law](#)

Apr. 5, 2022; 3:30 pm - 4:30 pm

[Understanding Law on Student and Staff Confidentiality](#)

Apr. 6, 2022; 9 am - 3 pm

[Preparing for Special Education Mediation & Due Process](#)

Apr. 7, 2022; 9 am - 3 pm

[HIB Law Update](#)

Apr. 7, 2022; 6 pm - 7:30 pm

[Implicit Bias, Disproportionality & the Law](#)

Apr. 13, 2022; 9 am - 3 pm

[Hot Issues in Human Resources Law](#)

Apr. 26, 2022; 9 am - 3 pm

[School Law for Administrative Assistants](#)

Apr. 27, 2022; 9 am - 1 pm

School Attorney Webinar

[What's New in Special Education Law?](#)

Apr. 27, 2022; Noon - 1:10 pm

[Hot Issues in Special Education Law](#)

Apr. 28, 2022; 9 am - 3 pm (in person at MUJC)

[Hot Issues in Special Education Law](#)

Apr. 28, 2022; 9 am - 3 pm (in person at MUJC)

[Conduct Unbecoming and Inefficiency: Case Review](#)

May 4, 2022; 9 am - 3 pm

[Extended School Year \(ESY\) and Compensatory Education and Other Special Education Issues](#)

May 5, 2022; 6 pm - 7:30 pm

Webinar

[You Can't Make This #\\$\\$%^ & Up! - School Law Horror Stories and Lessons to Be Learned](#)

May 12, 2022; 3:30 pm - 4:30 pm

[Hot Issues in School Law](#)

May 17, 2022; 9 am - 3 pm

[HIB Law Update](#)

May 18, 2022; 9 am - 3 pm (in person at MUJC)

School Attorney Webinar

[What's New in School Law? Spring 2022](#)

May 18, 2022; Noon - 1:10 pm

Webinar

[Summertime and Legal Liability](#)

Jun. 9, 2022; 3:30 pm - 4:30 pm

[HIB Law: Year in Review](#)

Jun. 15, 2022; 9 am - 3 pm

School Attorney Webinar

[What's New in Student Safety & Student Rights](#)

Jun. 15, 2022; Noon - 1:10 pm

[School Law: Year in Review](#)

Jun. 22, 2022; 9 am - 3 pm

Professional Learning Communities

💡 [The Connected Action Roadmap: A Systemic Process for Strengthening Teaching, Leading, and Learning](#)
Feb. 9, 2022; 9 am - 3 pm

SEL, Wellness & Mental Health

💡 [Developing Socially and Emotionally Healthy Students](#)
Jan. 14, 2022; 9 am - Noon

🔗 [Addressing Student Mental Health Issues - An Overview of Key Legal Requirements](#)
Jan. 19, 2022; 9 am - 3 pm

🔗 [Implementing Legally Defensible Protocols in Student Mental Health](#)
Jan. 20, 2022; 9 am - 3 pm

💡 [Being the Mindful Educator Starts With Self-Care](#)
Jan. 21, 2022; 9 am - Noon

💡 [Supporting Students Coping With Loss, Trauma, and Mental Illness](#)
Feb. 15, 2022; 9 am - Noon

💡 [Transforming Social-Emotional Learning With Challenging Students in Difficult Times: The Pro-Social Matrix 2-Day Series](#)
Day 1: Mar. 2, 2022; 9 am - Noon
Day 2: Mar. 16, 2022; 9 am - Noon

💡 [All Aboard: Managing Emotional Wellness in Your School](#)
Mar. 7, 2021; Noon - 3 pm

🔗 [Lessons Learned From COVID and the Future of School Health](#)
Mar. 8, 2022; 9 am - 3 pm

💡 [Work Life Balance and Stress as an Educational Leader: A Step Forward to Take Control](#)
Mar. 18, 2022; 9 am - Noon

💡 [ACES, Trauma Informed Practices, and SEL for Educators](#)
Apr. 4, 2022; 9 am - Noon

💡 [Creating Stronger School Communities Through Trauma-Informed Practices and Social Emotional Learning](#)
May 6, 2022; 9 am - Noon

Staff Rights & Responsibilities

💡 [Culturally Responsive Strategies for Hiring and Retaining Diversity Candidates](#)
Jan. 7, 2022; 9 am - Noon

School Attorney Webinar
🔗 [What's New in Tenure & Seniority Law?](#)
Jan. 12, 2022; Noon - 1:10 pm

💡 [Conducting Meaningful Administrative Evaluations](#)
Feb. 7, 2022; 9 am - Noon

School Attorney Webinar
[What's New in School Employment Law?](#)
Feb. 9, 2022; Noon - 1:10 pm

Webinar
🔗 [Student Confidentiality: Who Gets to Know What and When](#)
Feb. 17, 2022; 3:30 pm - 4:30 pm

🔗 [Laying the Foundation for a Sound HR System](#)
Feb. 24, 2022; 9 am - 3 pm

🔗 [Building Trust and Protecting Employee Rights](#)
Mar. 2, 2022; 9 am - 3 pm

🔗 [Non-Certificated Staff - Hiring, Evaluation, Discipline, and Tenure Issues](#)
Mar. 4, 2022; 9 am - 3 pm

🔗 [Staff Evaluations, Renewals, and Tenure Acquisition Issues](#)
Mar. 8, 2022; 6 pm - 7:30 pm

🔗 [Learning & Growing From Real World Changes](#)
Mar. 22, 2022; 9 am - 3 pm

🔗 [ABCs of Employee Leave](#)
Mar. 30, 2022; 9 am - 3 pm

Webinar

🔗 [Human Resource Requirements, Best Practices & the Law](#)
Apr. 5, 2022; 3:30 pm - 4:30 pm

🔗 [Understanding Law on Student and Staff Confidentiality](#)
Apr. 6, 2022; 9 am - 3 pm

🔗 [Preparing for Special Education Mediation & Due Process](#)
Apr. 7, 2022; 9 am - 3 pm

🔗 [Hot Issues in Human Resources Law](#)
Apr. 26, 2022; 9 am - 3 pm

🔗 [School Law for Administrative Assistants](#)
Apr. 27, 2022; 9 am - 1 pm

🔗 [Conduct Unbecoming and Inefficiency: Case Review](#)
May 4, 2022; 9 am - 3 pm

Student Conduct, Safety, & Rights

[Code of Student Conduct: Key Legal Requirements and Emerging Issues](#)
Jan. 25, 2022; 9 am - 3 pm

[Adapting the Code of Conduct to Ensure Equity Based on Race and Other Protected Classes](#)
Jan. 26, 2022; 9 am - 3 pm

[Adapting the Code of Conduct to Address Specialized Populations](#)
Jan. 27, 2022; 9 am - 3 pm

[HIB Law Update](#)
Feb. 9, 2022; 9 am - 3 pm

[Effective In-Person and Virtual Student Investigations](#)
Feb. 16, 2022; 9 am - 3 pm

Webinar

[Student Confidentiality: Who Gets to Know What and When](#)
Feb. 17, 2022; 3:30 pm - 4:30 pm

[Transforming Social-Emotional Learning With Challenging Students in Difficult Times: The Pro-Social Matrix 2-Day Series](#)
Day 1: Mar. 2, 2022; 9 am - Noon
Day 2: Mar. 16, 2022; 9 am - Noon

[HIB Law Update](#)
Mar. 10, 2022; 9 am - 1 pm

[Social Media and Cyberbullying Issues in Schools](#)
Mar. 15, 2022; 9 am - 3 pm

Webinar

[Bringing It All Together: A Systematic Approach to Student Safety](#)
Mar. 15, 2022; 3:30 pm - 4:30 pm

[Understanding Law on Student and Staff Confidentiality](#)
Apr. 6, 2022; 9 am - 3 pm

[HIB Law Update](#)
Apr. 7, 2022; 6 pm - 7:30 pm

[HIB Law Update](#)
May 18, 2022; 9 am - 3 pm (in person at MUJC)

[HIB Law: Year in Review](#)
Jun. 15, 2022; 9 am - 3 pm

School Attorney Webinar

[What's New in Student Safety & Student Rights](#)
Jun. 15, 2022; Noon - 1:10 pm

Supporting All Learners

[Teaching Science to ELLs in the General Education Classroom](#)
Jan. 5, 2022; 9 am - Noon

[Building Collective Efficacy in PreK-3 Through Ownership and Focus on Student Learning](#)
Jan. 13 & Jan. 19, 2022;
9 am - Noon

[The Science of Dyslexia: What Every School Leader Needs to Know](#)
Jan. 20, 2022; 1 pm - 4 pm

[Symposium on Evidence-Based Practices in Afterschool and Summer Learning Programs](#)
Jan. 26, 2021; 9 am - Noon

[Adapting the Code of Conduct to Address Specialized Populations](#)
Jan. 27, 2022; 9 am - 3 pm

[Section 504 Explained](#)
Feb. 2, 2022; 9 am - 3 pm

[Teaching Math to ELLs in the General Education Classroom](#)
Feb. 4, 2022; 9 am - Noon

[NJ's Quality Standards for Afterschool \(NJQSA\)](#)
Feb. 9, 2022; 10 am - Noon

[Implementing Multi-Tiered System of Support: Strategies for Getting Started](#)
Feb. 10, 2022; 1 pm - 4 pm

[Intervention and Referral Services: The Next Generation](#)
Feb. 16, 2022; Noon - 3 pm

[Leading With Differentiated Instruction: The Role of the Administrator](#)
Feb. 17, 2022; 9 am - Noon

[Hot Issues in Special Education Law](#)
Feb. 23, 2022; 9 am - 3 pm

[Transforming Social-Emotional Learning With Challenging Students in Difficult Times: The Pro-Social Matrix 2-Day Series](#)
Day 1: Mar. 2, 2022; 9 am - Noon
Day 2: Mar. 16, 2022; 9 am - Noon

[ELL Summit](#)
Mar. 11, 2022; 10 am - 2 pm

[Legally Compliant IEPs](#)
Mar. 21, 2022; 9 am - 3 pm

[Fostering the Science of Reading in Tier One Instruction](#)
Mar. 29, 2022; 10 am - Noon

[Evolving Legal Standards for LGBTQ+ Students](#)
Mar. 31, 2022; 9 am - 3 pm

[Preparing for Special Education Mediation & Due Process](#)
Apr. 7, 2022; 9 am - 3 pm

[Enabling the Success of Students from Poverty](#)
Apr. 12, 2022; 9 am - Noon

School Attorney Webinar
[What's New in Special Education Law?](#)
Apr. 27, 2022; Noon - 1:10 pm

[Hot Issues in Special Education Law](#)
Apr. 28, 2022; 9 am - 3 pm (in person at MUJC)

[Extended School Year \(ESY\) and Compensatory Education and Other Special Education Issues](#)
May 5, 2022; 6 pm - 7:30 pm

[Special Education Summit: Utilizing Lessons Learned During the Pandemic to Accelerate Learning for Students With Disabilities](#)
May 13, 2022; 8:30 am - 3 pm

[Multi-Tiered Systems of Support: Effective Practices Statewide Summit](#)
May 26, 2022; 9 am - 3 pm

💡 [Exploring 2020 NJSLs-VPA: A Closer Look](#)

(PSEL Standards 3, 4, and 10)

Mar. 22, 2022; 1:30 pm - 3 pm

Presenter: Members of the NJSLs-VPA Writing Teams

Fee: FREE

Co-sponsored by FEA and Arts Ed NJ

As districts prepare to implement the 2020 NJSLs-VPA, arts educators throughout the state have the opportunity to view the learning standards from a new lens. Join us for this interactive session. The format will support peer-to-peer learning and address many common questions and discipline-specific special topics.

👤 [Legally Compliant IEPs](#)

Mar. 21, 2022; 9 am - 3 pm

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

\$125 Members/\$150 Non-Members

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 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. This workshop is CLE eligible.

👤 [Learning & Growing From Real World Changes](#)

Mar. 22, 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 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.

2022 NJPSA/FEA/NJASCD Conference



Keynote Speakers: George Couros, Innovative Teaching, Learning, and Leadership Consultant; Zaretta Hammond, Former Writing Teacher Turned Equity Freedom Fighter

💡 [NJLA Series 8 - Session 2](#)

[Engaging Families in the Learning Process](#)

Mar. 28, 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.](#)

★ [Fostering the Science of Reading in Tier One Instruction](#)

(PSEL Standards 4, 5, and 10)

Mar. 29, 2022; 10 am - Noon

Presenter: Jamie Zibulsky, Ph.D., Fairleigh Dickinson University, NCSP, Director of School Psychology Training, Fairleigh Dickinson University

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

Audience: Elementary school leaders, English Language Arts curriculum leaders, reading teachers and specialists, interventionists, child study team members, ESL supervisors, special education directors and supervisors

Educator knowledge of reading development is critical to achieving the goal of accelerating learning for all students, particularly as students and teachers continue to recover from a time period of disrupted instruction. In this session, Dr. Jamie Zibulsky will discuss the importance of the science of reading in planning for high-quality reading instruction in Tier 1 in the early grades. Participants will be informed about effective strategies for both core reading instruction and intervention so that they can consider how these practices can be infused into current programming and professional development activities.

👤 [Hot Issues in School Law](#)

Mar. 29, 2022; 9 am - 3 pm (in person at MUJC) Morris-Union Jointure Commission Professional Development Center, 340 Central Avenue, New Providence, NJ

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

Fee: \$125

In Partnership with MUJC

Register at www.mujcstore.com

Federal and State Legal Requirements applicable to School Districts are constantly changing and evolving. This workshop will address current developments, statutes and case law pertaining to a variety of legal issues, including:

- Discrimination;
- Employment Law Issues for Certificated and Non-Certificated Staff, including a review of recent TEACHNJ Conduct Unbecoming and Inefficiency Cases;
- HIB Legal Requirements and Standards;
- Student Health and Safety Issues;
- Social Media and First Amendment Rights and Responsibilities; and
- New and Developing Legal Issues Relevant to Schools That Occur at the Time of the Workshop

★ [ABCs of Employee Leave](#)

Mar. 30, 2022; 9 am - 3 pm

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

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

Managing employee leaves and keeping our employees aware of all their options is critical. New laws, new rules, new leaves and more people asking for information and applying for full and intermittent leaves are challenges to any HR Department. Substitute staffing is challenging and critical for continuity of learning. This workshop will go over the national and state employment leaves, and address expiring, temporary and long-term leave options. Topics include: FMLA, NJFLA, ADA, maternity, paternity leaves, furlough leave and more. This workshop is ideal for both new and experienced

HR professionals and other administrators. Participants will understand how to address unique leave request issues and will learn how we analyze leave requests for a wide range of issues, including requests for dealing with substance abuse and mental health issues, and how to work with employees and properly utilize Employee Assistance Programs.

★ [Evolving Legal Standards for LGBTQ+ Students](#)

Mar. 31, 2022; 9 am - 3 pm

Presenters: David Nash, Esq., LEGAL ONE Director; Robyn Gigl, Esq., Gluck Walrath LLP

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

Don't miss this opportunity to gain a deep understanding of major recent developments regarding the rights of LGBTQ+ students. From new federal guidance regarding Title IX, to the latest NJDOE guidance, to new curriculum requirements, to recent case law, including U.S. Supreme Court decisions, to evolving legal expectations for addressing the emotional well-being of at-risk student populations such as LGBTQ+ students, this session is essential to fully understanding student rights and your legal obligations. Participants will also receive a model template for supporting LGBTQ+ students, and have the opportunities to consider how to address real world scenarios.

🔗 [NJLA Series 8 - Session 3](#)

[Embracing Culturally Responsive Practices](#)

Mar. 31, 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.](#)

April

★ [ACES, Trauma Informed Practices, and SEL for Educators](#)

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

Apr. 4, 2022; 9 am - Noon

Presenter: Dr. Susan Breton, FEA Consultant

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

Children are not able to process and retain information when they are feeling overwhelmed and uncertain about the world around them. In the current climate of COVID-19, racial unrest and economic instability, students are often plagued with deep anxiety that impacts learning. When schools embed SEL competencies into the curriculum and train staff on trauma informed strategies, students benefit by ensuring that they connect with their peers and have supportive relationships. This workshop will explore ACES, trauma informed practices and social emotional learning for educators.

Webinar

★ [Human Resource Requirements, Best Practices & the Law](#)

Apr. 5, 2022; 3:30 pm - 4:30 pm

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

Fee: \$40

Human Resource management is constantly evolving, with new legal requirements related to family leave, sick leave, equal pay, dealing with vendors, employee background checks and many other areas. This webinar will provide HR directors and individuals with HR responsibilities who may wear many other hats with information on the latest legal developments, along with important tools and resources for effectively balancing the many responsibilities in the human resource field.

★ [The Brain, Instruction, and Student Achievement - Teaching With the Brain in Mind](#)

(PSEL Standard 4, 7, and 10)

Apr. 5, 2022: 9 am - Noon

Presenter: Darlyne de Haan, FEA Consultant

Fee: Free

Target Audience: Teacher and Administrators (MS & HS)

This workshop will delve into the brain and how it greatly impacts instruction, perception, and mindset. The Goldilocks Syndrome and its connection to the Video Game Model will be discussed. This session will also support educators in rethinking their instructional practices to include brain-based practices and it will explore ways of teaching that parallel video game design.

🔗 [Understanding the Power and Responsibilities of the School Climate Team](#) (PSEL Standards 3, 6, and 7)

Apr. 6, 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.

🔗 [NJLA Series 8 - Session 2 Engaging Families in the Learning Process](#)

Apr. 7, 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.](#)

🔗 [Preparing for Special Education Mediation & Due Process](#)

Apr. 7, 2022; 9 am - 3 pm

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

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

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 initial hearing date/settlement conferences; 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 also provide up to date information on laws and guidance, 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 or compensatory services, while schools are operating pursuant to guidance and laws necessitated by the current pandemic. Target Audience - Directors/Supervisors of Special Education, school law attorneys. . This workshop is CLE eligible.

🔗 [HIB Law Update](#)

Apr. 7, 2022; 6 pm - 7:30 pm

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

Fee: \$50

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 events related to COVID-19 and racial injustice as well as 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 review of the HIB definition, HIB board policy, the reporting and investigative process, a case law update of recent HIB decisions of the Commissioner

of Education and the NJ & Federal courts as well as emerging trends such as off campus behavior, social media posts and conducting virtual investigations. This session is approved for 1.7 NJ Continuing Legal Education (CLE) credits.

★💡 [Enabling the Success of Students from Poverty](#)

(PSEL Standards 3, 5, 8, and 10)

Apr. 12, 2022; 9 am - Noon

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

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

Educators are keenly aware of the many gaps that exist between economically secure students and those who financially struggle. This workshop explores this reality from the standpoint of Culturally Responsive Practices. During this training, participants will explore the central tenets of Culturally Responsive Practices while delving into the cultural differences that impact the learning needs of students from impoverished families. As a result of this training, educators will be able to: 1. Define and understand Culturally Responsive Practices. 2. Understand the unique challenges facing students from economically challenged backgrounds. 3. Learn specific strategies for supporting the success of this student group.

💡 [Co-Teaching and Consultation: Supporting Students With Disabilities in General Education Environments](#)

Apr. 13, 2022; 9 am - noon

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

Fee: Free to Members and Non-members

Audience: General and special education district and elementary school administrators and educators, child study team members

Co-teaching and consultation are two services that increase 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 participants with a brief overview of the various co-teaching models and consultation, IEP team considerations for

determining which type of service is appropriate, strategies for implementation and ideas for monitoring student progress incorporating the principles of universal design. Tools provided in this workshop will support administrators in building and strengthening an inclusive school environment. Implementing Co-teaching and consultation as part of the array of supports within an MTSS framework will be discussed.

🕒💡 [NJLA Series 8 - Session 3](#)

[Embracing Culturally Responsive Practices](#)

Apr. 26, 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 Human Resources Law](#)

Apr. 26, 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

With new requirements being imposed from the federal and state levels, a global pandemic, and staff members making requests for accommodations and leaves in unprecedented numbers, it is critical that every school leader and HR professional have the latest information. This session will also include key lessons to be learned from school reopening, and a summary of temporary rules related to leave requests and when they are expiring.

★🚀 [School Law for Administrative Assistants](#)

Apr. 27, 2022; 9 am - 1 pm

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

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

What better way to show much you value your Administrative Assistant than to support his/her professional growth and understanding of School Law legal requirements? This workshop will address key legal issues that all Administrative Assistants need to know, including: student residency, use of email and social media, and the essentials of HIB and Discrimination law.

[School Attorney Webinar](#)

★🚀 [What's New in Special Education Law?](#)

Apr. 27, 2022; Noon - 1:10 pm

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

Fee: \$40

Join LEGAL ONE staff attorney and former Department of Education Director of Special Education John Worthington in a review of recent information on special education laws and guidance, including proposed changes to legislation affecting the provision of services to students with disabilities. This session will include the latest guidance on determining the need for and extent of compensatory services, the key elements to consider including in IEPs moving forward, the supports that may be necessary for students reentering school, lessons to be learned from recent case law, key considerations related to disparities in identification and discipline rates for students in various racial and ethnic groups, and the latest guidance from the U.S. and New Jersey Departments of Education. This session is approved for 1.3 NJ Continuing Legal Education (CLE) credits.

★💡 [Exploring 2020 NJSLs-VPA: A Closer Look](#)

(PSEL Standards 3, 4, and 10)

Apr. 28, 2022; 1:30 pm - 3 pm

Presenter: Members of the NJSLs-VPA Writing Teams

Fee: FREE

Co-sponsored by FEA and Arts Ed NJ

As districts prepare to implement the 2020 NJSLs-VPA, arts educators throughout the state have the opportunity to view the learning standards from a new lens. Join us for this interactive session. The format will support peer-to-peer learning and address many common questions and discipline-specific special topics.

May

★🚀 [Conduct Unbecoming and Inefficiency: Case Review](#)

May 4, 2022; 9 am - 3 pm

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

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

Whether you are preparing to file Tenure Charges against a staff member, or you need to defend against Tenure Charges brought against you, this workshop will provide valuable insight into the Arbitration process and the applicable legal standards involving TEACHNJ. Participants will learn about:

Conduct Unbecoming, Incapacity and "Other Just Cause" Charges – a discussion of the legal standards Arbitrators have applied to cases involving:

- Egregious Behavior;
- Excessive Absenteeism;
- Harassment;
- Inappropriate Interactions with Students;
- Improper Staff Conduct Outside of School;
- Insubordination;
- Progressive Discipline Issues;
- Social Media Policy Violations; and

- Inefficiency Charges – An in-depth analysis of the applicable legal standards for evaluating both Administrators and staff under the Tenure law, and Corrective Action Plan (CAP) Issues.

This workshop is CLE eligible.

[Extended School Year \(ESY\) and Compensatory Education and Other Special Education Issues](#)

May 5, 2022; 6 pm - 7:30 pm

Presenters: John K. Worthington, Esq., LEGAL ONE Consultant; Rebecca Gold, LEGAL ONE Consultant

Fee: \$50

This session will include the latest guidance on determining the need for and extent of Extended School Year services, including the latest guidance from the U.S. and New Jersey Departments of Education. This session will also review the latest guidance from the New Jersey Department of Education regarding how to determine the need for and scope of compensatory services for students with disabilities. This session will also include a review of the latest developments in special education law and guidance, and a review of case law.

[Creating Stronger School Communities Through Trauma-Informed Practices and Social Emotional Learning](#)

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

May 6, 2022; 9 am - Noon

Presenter: Meg Leventhal, Lawrence Township Public Schools

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

What are Adverse Childhood Experiences and what do they have to do with our classrooms? Now, more than ever, educators need to have an understanding of how trauma manifests in our students. This session will explore how Adverse Childhood Experiences impact brain development, learning, behavior, and long-term health. Participants will develop a deeper understanding of universal trauma-Informed classroom

practices and strategies that meet the needs of our most vulnerable learners. The participants will leave with a deeper understanding of Social Emotional Learning as well as a clear vision of how to implement Social Emotional Learning opportunities in the classroom with ease. There will be time for discussion, collaboration, and reflection as we seek a mindset shift around student behavior and learning outcomes.

[Succeeding as a Female Leader](#)

(PSEL Standards 1, 2, and 6)

May 11, 2022; 9 am - 1 pm

Presenter: Karen D'Avino, Superintendent, Vernon Public Schools

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

This workshop provides female administrators and 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, and Lolly Daskal) 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 the very next day. It will provide participants the opportunity to be understood as leaders, maximize strengths and grow in a multitude of areas to be the best instructional leader to your school/district.

[The Principal/AP/VP's Survival Guide!](#)

May 11, 2022; 9 am - 3 pm

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

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

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

[Leading Through Understanding Others](#) (PSEL Standards 6 and 7)

May 12, 2022; 2 pm - 4 pm

Presenter: Angela Bender, Ed. D., FEA Consultant

Fee: Free

Audience: Aspiring Leaders

Do you know your thinking style, your personality type or your social style? Administrators today must work with various personalities and understand how to set the stage for a collaborative environment in your school or district. This workshop will use self-assessments, and interactive exercises to explore how to work with others while understanding personality styles and characteristics from within yourself.

Webinar

[You Can't Make This #\\$\\$%^& Up! - School Law Horror Stories and Lessons to Be Learned](#)

May 12, 2022; 3:30 pm - 4:30 pm

Presenters: Sandra L. Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; Rebecca Gold, LEGAL ONE Consultant

Fee: \$40

Fact is often stranger than fiction. That is certainly true when it comes to many legal issues that arise in public schools. In this Webinar, participants will learn about some of the most outrageous and legally damaging cases involving public schools and the lessons that should be learned to avoid such issues in the future. Participants will understand the fundamental checks and balances that should be in place in all school districts to minimize legal exposure for you individually and for your school district.

★🔗📌 Special Education Summit: Utilizing Lessons Learned During the Pandemic to Accelerate Learning for Students With Disabilities

(PSEL Standards 3, 4, 6, 7, and 8)

May 13, 2022; 8:30 am - 3 pm

Presenters: Including Dr. Eddie Fergus, Keynote, Dr. Judy Elliott, Dr. David Bateman, David Meyers, John Worthington, Esq., LEGAL ONE Education Law Specialist and NJ School District Teams

Audience: District and school leaders; child study team members, service providers, teachers

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

Sponsored by PCG and NJPSA/FEA

Since March of 2020, educators have been implementing new and innovative instructional and assessment practices, as well as communicating in new ways with families, in response to the transition to online/hybrid learning. This year's Special Education Summit will focus on lessons learned by New Jersey school districts during the pandemic that continue to have a positive impact on learning and social emotional wellness for students with disabilities. New Jersey educators and families will share practices and strategies that can continue to be utilized to accelerate learning and enhance special education services going forward. National perspectives on addressing the learning and social emotional impacts of the pandemic on students with disabilities and their families will also be shared.

★🔗📌 Hot Issues in School Law

May 17, 2022; 9 am - 3 pm

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

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

Federal and State Legal Requirements applicable to School Districts are constantly changing and evolving. This workshop will address current developments, statutes and case law pertaining to a variety of legal issues, including:

- Discrimination;
- Employment Law Issues for Certificated and Non-Cer-

tificated Staff, including a review of recent TEACHNJ Conduct Unbecoming and Inefficiency Cases;

- HIB Legal Requirements and Standards;
- Student Health and Safety Issues;
- Social Media and First Amendment Rights and Responsibilities; and
- New and Developing Legal Issues Relevant to Schools That Occur at the Time of the Workshop

This workshop is CLE eligible.

★🔗📌 The Mindful Organizing of Collective Efficacy: Behaviors and Conditions That Build Team Agency and Efficacy (PSEL Standards 4, 6, 7, and 10)

May 17, 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. This workshop is applicable to anyone that wants to influence, improve, or just better understand how teams can organize themselves to do amazing things!

🔗📌 HIB Law Update

May 18, 2022; 9 am - 3 pm (in person at MUJC Morris-Union Jointure Commission Professional Development Center, 340 Central Avenue, New Providence, NJ)

Presenter: David Nash, Esq., LEGAL ONE Director
Fee: \$125

In Partnership with MUJC

Register at www.mujcstore.com

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 a recent U.S. Supreme Court decision impacting student cyberspeech, other recent HIB case law impacting student and staff member rights, recent trends in HIB, the impact of COVID on HIB claims, 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. This workshop is CLE eligible.

School Attorney Webinar

★🔗📌 What's New in School Law? Spring 2022

May 18, 2022; Noon - 1:10 pm

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

Fee: \$40

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, 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.

🔗📌 Equity and the Law in Our Public Schools Summit: Learning from the Past, Looking to the Future

May 24 and 25, 2022; 9 am - 3 pm

Presenters: David Nash, Esq., LEGAL ONE Director; David Sciarra, Esq., Executive Director, Education Law Center; John Worthington, Esq., LEGAL ONE; Fidelia Sturdivant, Coordinator of Diversity, Equity, and Inclusion, NJPSA/FEA; JoAnne Negrin, Supervisor of ESL, World Languages, Bilingual Education, and Performing Arts, Vineland Public Schools

Fee: \$225 members/\$270 non-members

Co-Sponsored by LEGAL ONE and the Education Law Center

Target audiences - School Leaders, School Attorneys, Educators, Advocates

The program will provide CLE credits for participating attorneys, including required credits on diversity, equity and inclusion.

The Conference will be offered virtually, and participants will receive recordings of all sessions approximately one week after the live training.

At both the federal and state levels, the law on educational equity in our public schools is dramatically shifting before our eyes. In addition, our national public debate has increasingly focused on the role of schools in addressing larger systemic issues of discrimination and promoting social justice. This two-day Summit will assess the lessons to be learned from New Jersey's long history of litigation related to educational equity, assess the current status of efforts to close critical gaps in resources, opportunities and outcomes, and consider how school leaders, advocates and attorneys should navigate this complex legal landscape moving forward. Topics to be addressed include:

- Lessons to be learned from the Abbott litigation and the future of school funding
- The legal framework that governs school districts related to diversity, equity and inclusion
- How to assess and address issues of implicit bias and systemic discrimination
- Emerging trends in employment discrimination
- Promoting educational equity for historically marginalized populations, including students of color, English language learners, LGBTQIA+ students and students with disabilities
- How to proactively promote diversity, equity

and inclusion and remediate when instances of discrimination have occurred

- The impact of larger societal forces, including social media and our growing political divide, on educational equity
- How to use the Comprehensive Equity Plan as a means to leverage meaningful changes in all aspects of school district operations.

Each day will include a morning and afternoon keynote addresses. In addition, each day will include the option to choose from 1 of 4 tracks for an in-depth presentation on specific topics, followed by panel discussions each morning and small group discussions in the afternoon.

- Track 1 Gender Identity and Sexual Orientation
- Track 2 Racial Discrimination
- Track 3 Rights of English Language Learners
- Track 4 Rights of Individuals with Disabilities

This workshop is CLE eligible.

★💡 [Theory to Practice: An Introduction to Effective Restorative Justice Practices in Schools](#)

May 24, 2022; 9 am - 1 pm

Presenter: Anne Gregory, PhD., School Psychologist

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

Restorative justice in education offers schools an alternative to traditional conduct policies that often result in the loss of valuable instructional time. As educators have reported increased behavior incidents in schools this year, restorative practices can shift the focus of response from removal to repairing relationships. In this session, Dr. Anne Gregory, Program Chair, Rutgers University's Graduate School of Applied and Professional Psychology, will provide an overview of restorative practices in schools, the research demonstrating positive student outcomes, and strategies for implementation within a multi-tiered system of support.

★🗨️ [Developing the Comprehensive Equity Plan](#)

May 26 2022; 9 am - 3 pm

Presenters: David Nash, Esq., LEGAL ONE Director; Sandra L. Jacques, Esq., LL.M., LEGAL ONE Supervisor of Legal Research and Content Development; and Rebecca Gold, LEGAL ONE Consultant

In New Jersey Law, under the State Law for Managing for Equality and Equity in Education, all School Districts, Charter Schools and Renaissance School Projects are required to develop a three-year Comprehensive Equity Plan (CEP) and submit it for review and approval to their County Office of Education. To assist you in preparing your School District's Comprehensive Equity Plan to meet the June 2022 submission deadline, LEGAL ONE will review the core elements and information needed to successfully complete your School District's Equity Plan. Participants will gain an understanding of the following:

- An overview of Discrimination Laws – Federal and New Jersey;
- An explanation of the type(s) of information that each of the core elements within the Equity Plan is seeking to identify;
- How to identify the individuals within the School District that may and/or should be consulted in order to successfully complete the District's Equity Plan;
- Information pertaining to potential remedies that may be included in the Equity Plan to address areas that are deficient and/or not satisfied;
- Guided afternoon session discussions and activities to enable participants to gain experience applying the information provided during the morning session, and to assist in their ability to draft their School District's Comprehensive Equity Plan.

★💡 [Multi-Tiered Systems of Support: Effective Practices Statewide Summit](#) (PSEL Standards 1, 3, 4, 5, 6, and 10)

May 26, 2022; 9 am - 3 pm

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

Presenters: Robert Zywicki, Ed.D., Center for Effective School Practices, Rutgers Graduate School of Education; District RTI/MTSS teams

Audience: School and District administrators, teachers, interventionists, child study teams, intervention and referral services team members

Multi-tiered Systems of Support (MTSS) and Response to Intervention (RTI), three-tiered frameworks for prevention, intervention and enrichment, have been implemented across the country to accelerate learning for each and every student. In collaboration with the Rutgers Center for Effective School Practices (CESP), FEA is bringing together superintendents, principals and teams from New Jersey school districts where moving to an MTSS framework (i.e., MTSS, RTI or the New Jersey Tiered System of Support (NJTSS)) has resulted in improved student achievement, reduction in learning gaps and/or reduction in disciplinary actions. This Summit will provide participants with multiple strategies for: assessing where you are with MTSS; long-term planning; and how to develop realistic action plans to enhance MTSS in your district. Rutgers CESP's Dr. Robert R. Zywicki will provide an overview of post-pandemic MTSS/RTI strategies followed by breakout sessions from six exemplar New Jersey district RTI/MTSS teams.

🎯💡 [NJLA Series 8 - Session 3 Embracing Culturally Responsive Practices](#)

May 26, 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.](#)

June

Webinar

★🗨️ [Summertime and Legal Liability](#)

Jun. 9, 2022; 3:30 pm - 4:30 pm

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

Fee: \$40

While students, parents and staff often look to summer time as a much needed respite from the everyday stresses of the school year, the potential for significant legal issues to arise remains high. In this session, participants will gain a greater understanding of potential legal issues that may arise in the summer related to student and staff behavior, including on social media, as well as issues related to school security, use of school facilities by outside groups and summer school and athletics. Participants will also gain a deeper understanding of their obligations to respond to such issues and the timeframe for responding.

★💡 [Mentors and Novice Teachers: A Learning Partnership](#) (PSEL Standards 6 and 7)

Zoom

Jun. 9, 2022; 9 am - Noon

Presenters: Emil Carafa, Coordinator of Professional Learning, FEA; Vicki Duff, Coordinator of Professional Learning, FEA

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

Target Audience: Teacher Leaders, Administrators Leading Mentoring and Induction Programs

Mentors and school leaders are critical players in a new teacher's first year journey. They have the ability to be catalysts for change in building a system that ensures ongoing professional learning resulting in continuous improvement in practice. This introductory session will provide mentors and those that train mentors with a set of strategies and resources to strengthen their knowledge and skills to build a successful learning partnership.

Virtual Workshops and Webinars

School Attorney Webinar

★ [What's New in Student Safety & Student Rights](#)

Jun. 15, 2022; Noon - 1:10 pm

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

Fee: \$40

Join LEGAL ONE staff attorneys in an information-packed webinar discussing the most recent school law developments in the areas of student safety and student rights. Included will be a discussion of recent legislative and regulatory enactments involving student safety and student rights 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, school bus safety, school security issues, HIB, student discipline, student first amendment rights, student use of social media and much more. This session is approved for 1.3 NJ Continuing Legal Education (CLE) credits.

★ [HIB Law: Year in Review](#)

Jun. 15, 2022; 9 am - 3 pm

Presenter: David Nash, Esq., LEGAL ONE Director

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

Participants will learn about major changes in state and federal statutes, regulations, guidance and case law that have a major impact on implementing New Jersey's Anti-Bullying Bill of Rights. This will include a review of new case law regarding parental, student and staff rights. Participants will also learn about new case law regarding the intersection of bullying and special education. Participants will also consider how to respond to growing trends regarding hate crimes and emerging forms of discrimination. Finally, participants will gain an understanding of the ever evolving use of social media to engage in cyberbullying, and the need for students AND staff members to understand social media boundaries.

★ [School Law: Year in Review](#)

Jun. 22, 2022; 9 am - 3 pm

Presenters: David Nash, Esq., LEGAL ONE Director; John K. Worthington, Esq., LEGAL ONE Consultant

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

What were the most important changes in state and federal law that occurred during the 2021-2022 school year? What must you do to address these changes moving forward? This seminar will address key topics, including:

- Changes in state law regarding employee due process rights; - Changing legal requirements related to diversity, equity and inclusion, student health and safety, and mental health;
- Understanding and addressing the needs of transgender students;
- Changing federal law requirements and guidance from the U.S. Department of Education;
- The latest state and federal case law regarding HIB, IDEA, tenure, discrimination law, First Amendment rights and more; and
- Recent developments regarding employee, student and parent rights.

Professional Learning Series and Certificate Programs

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.



New Jersey Leadership Academy

Series 8: *Courage and Conviction: In Pursuit of Equitable Learning Environments for All*

What are the beliefs, values and practices that must be at the core of the vision for equity in a school system? Over the past year and a half, we have experienced equal amounts of disruption and chaos and transformation and innovation. We have learned quickly! Educators have been diligently committed to student outcomes, have pivoted instructional practices to engage learners in hybrid systems of learning, and have begun the work of assessing system structures to ensure equity for all learners. **The three sessions of the New Jersey Leadership Academy 8 will challenge leaders to begin “brave” conversations within their systems** that lead to the development and implementation of actions, strategies, and systems for equitable standards-based instruction and support structures for all learners.

Upcoming Sessions

NJLA 8 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 8](#)

All sessions are 9 am - 1 pm

Session 1	Session 2	Session 3
Jan. 10, 2022	Jan. 6, 2022	Jan. 27, 2022
Jan. 12, 2022	Jan. 31, 2022	Feb. 24, 2022
Feb. 10, 2022	Feb. 1, 2022	Feb. 28, 2022
Mar. 8, 2022	Mar. 4, 2022	Mar. 31, 2022
Mar. 15, 2022	Mar. 28, 2022	Apr. 26, 2022
	Apr. 7, 2022	May 26, 2022

Session 1: Accelerating High Quality Curriculum and Instruction for All Students

PSEL Standards 3, 4, and 7; Teacher Leader Domains IV and V

How is quality instruction made more “accessible” to historically underserved learners and what types of “opportunities” should all students be given this year to accelerate learning? Opportunities abound in this new school year to engage students in active, customized,

standards-based instruction with materials and resources that are representative of the students they serve. As leaders and teachers collaboratively redefine their curriculum to meet students where they are, this session is designed to assist participants in:

- Creating a coherent definition and examples of high-quality

- curriculum and instruction;
- Identifying key current data sources to support instruction; and
- Building capacity for understanding how to create structures that ensure access and opportunities for deep learning for every student.

Session 2: Engaging Families in the Learning Process

PSEL Standards 3, 5, and 8; Teacher Leader Domain VI

How do we create collective ownership of the equity vision for all learners? Developing sound partnerships and relationships with families to support the learning of their children is an essential building block for success for all students. As a result of the hybrid learning environments over the past school year, districts have revitalized their outreach to families and created

pathways for even stronger connections with each other. Participants in this session will be supported in:

- Understanding the importance of the relationship between family engagement and improved student outcomes;
- Uncovering elements of successful family partnerships that provide transparency

- into the learning process and encourage family input; and
- Creating a warm and inviting environment in which parents are empowered to understand curricular expectations and have opportunities to honor the cultures within their communities to extend the learning experience.

Session 3: Embracing Culturally Responsive Practices

PSEL Standards 1, 3, and 6; Teacher Leader Domain 1 and VI

What are the inclusive practices that will serve to promote staff, student, family, and community success? The time is now! Schools across New Jersey are relooking at equitable practices within their systems to ensure that all learners are treated fairly, respectfully, and with the empathy they deserve. Creating such a system requires

a commitment to enhancing the culture of the school and district by understanding how our own biases, assumptions, and perspectives hinder or empower student success. This session will assist participants in:

- Defining culturally responsive practices;
- Uncovering and removing barriers and challenges to

- equity within the system;
- Understanding how to identify and implement the strategies that nurture, respect, and value the needs of all children and the broader community; and
- Connecting SEL to culturally responsive practices and pedagogy to empower student success.

[Student Mental Health Issues Certificate Program](#)

Schools can play a significant role in addressing barriers that interfere with teaching and learning due to trauma and mental health issues. These issues have been made even worse in light of the impact of the global pandemic and other recent events. This program focuses on providing educators with key concepts and strategies to address these critical issues.

This certificate program will empower participants to work effectively with individual students and systemically within their schools to improve services and support systems for students.

Topics include:

- recognizing signs of students dealing with a range of mental health issues including suicidal ideation
- understanding how to respond to students who may pose a threat to self or others
- learning how to plan and implement effective interventions and supports
- providing a framework for addressing student mental health issues

Presenters: David Nash, Esq., LEGAL ONE Director; Susan Coyle, MA, Traumatic Loss Coalitions for Youth Coordinator for Middlesex County, Rutgers University Behavioral Health Care & Kristina Donovan, Ph.D., Supervisor of School Counseling K - 12, Princeton Public Schools

Panelists: Jennifer McDowell MA - School Counselor South Orange-Maplewood High Schools

Live online

[Day 1 - Addressing Student Mental Health Issues - An Overview of Key Legal Requirements](#)

Jan. 19, 2022; 9 am - 3 pm

[Day 2 - Implementing Legally Defensible Protocols in Student Mental Health](#)

Jan. 20, 2022; 9 am - 3 pm

Self-Paced

[Signs Matter](#), a self-paced, online suicide prevention course

[Establishing Student Mental Health Protocols](#), a self-paced, online course detailing protocols for identifying and responding to student mental health needs

Fee: \$320 for members and \$370 for non-members

Participants can still register for individual days at \$125 for non-members and \$150 for non-members but the additional content is only available for those who purchase the full Certificate Program. See confirmation emails for access links. Individual emails are automatically sent for each live event date, online course, or webinar. Self-paced courses are log in accessible within 30 minutes of registration."

[Code of Student Conduct Certificate Program](#)

This Certificate Program will empower every school leader to develop and implement a Code of Student Conduct that is fair, equitable, legally sound and effective. An essential part of every school administrator's role is addressing the challenges that occur when students fail to adhere to the code of student conduct. That challenge is made even greater by current events, such as addressing student discipline in the age of COVID-19 and the impact of students witnessing horrific incidents of racial injustice, along with the worldwide response to those events. Participants will also receive access to a comprehensive online course on conducting effective student investigations.

Presenters: David Nash, Esq., LEGAL ONE Director; John K. Worthington, Esq., LEGAL ONE Consultant; Larry Leverett, Ed.D., Coordinator, New Jersey Network of Superintendents, former Superintendent, former Assistant Commissioner, NJDOE; Adam Drew, CEO, Three Corners Law Enforcement

Live online

[Day 1 - Code of Student Conduct: Key Legal Requirements and Emerging Issues](#) - **Jan. 25, 2022; 9 am - 3 pm**

[Day 2 - Adapting the Code of Student Conduct to Address Equity Based on Race and Other Protected Classes](#) - **Jan. 26, 2022; 9 am - 3 pm**

[Day 3 - Adapting the Code of Conduct to Address Specialized Populations](#) - **Jan. 27, 2022; 9 am - 3 pm**

Self-Paced

Those who purchase the full 3-day Certificate Program will also receive access to a comprehensive online course - [Getting to the Truth: A Toolkit for Conducting Effective Student Investigations](#), along with additional pre-recorded content on conducting virtual investigations, an overview of legal requirements related to the code of student conduct, and an overview of requirements related to student discipline for incidents involving students with disabilities.

Fee: \$400 Members/\$500 Non-Members.

Participants can still register for individual days at \$100 for non-members and \$125 for non-members but the additional content is only available for those who purchase the full Certificate Program.

💡 Equity in Action Leadership Academy

Dare to be BOLD: From Equity Aspirations to Equity in Operation

Addressing Diversity and Equity issues is one of the most pressing challenges facing schools today. What are your next steps? Collaborative and sustained professional learning can provide leaders, equity councils, and leadership teams with the knowledge, skills, and resources needed to systemically respond to issues of equity through the exploration of a problem of practice unique to their site. In this four-session academy, 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 to resolve issues; and
- Use evidence of impact to assess implementation measures of the PoP.

Presenters: George Guy, Dr. George Jackson, and Heather Moran

Session 1: Journey into the Equity Imperative - **Jan. 28, 2022; 9 am - Noon**

Session 2: Driving the Equity Imperative Through Dialogue and Data - **Feb. 23, 2022; 9 am - Noon**

Session 3: Moving the Equity Imperative to Address Systemic Change Progress -

Mar. 14, 2022; 9 am - Noon

Session 4: Equity in Operation: Now and in the Future - **May 20, 2022; 9 am - Noon**

Fee: \$450

If you are considering sending a team, you may wish to use the [FEA Professional Learning Savings Account](#). For more information, contact Emil Carafa at ecarafa@njpsa.org.

🔪 Special Education Litigation Certificate Program

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 series is CLE eligible.

This Bundled Series includes 3 Live Online Workshops and 1 Online Course.

Live online

[Day 1: Section 504 Explained](#) - **Feb. 2, 2022; 9 am - 3 pm**

[Day 2: Legally Compliant IEPs](#) - **Mar. 21, 2022; 9 am - 3 pm**

[Day 3: Preparing for Special Education Mediation & Due Process](#) - **Apr. 7, 2022; 9 am - 3 pm**

Self-Paced

[Online Course: Module 4: Special Education](#)

Each individual live session is approved for Continuing Legal Education (CLE) credits.

Fee: \$400 for members and \$500 for non-members

Participants can still register for individual days at \$125 for members and \$150 for non-members and \$75 for the online course.

[HR Directors' Institute](#)

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 and 1 webinar:

Live online

[Day 1: Laying the Foundation for a Sound HR System](#) - **Feb. 24, 2022; 9 am - 3 pm**

[Day 2: Building Trust & Protecting Employee Rights](#) - **Mar. 2, 2022; 9 am - 3 pm**

[Day 3: Learning & Growing from Real World Changes](#) - **Mar. 22, 2022; 9 am - 3 pm**

Webinar

[Human Resources: Requirements, Best Practices and the Law](#) - **Apr. 5, 2022; 3:30 pm - 4:40 pm**

Fee: \$375 for members and \$475 for non-members

Participants can still register for individual workshop days at \$125 for non-members and \$150 for non-members and for the webinar at \$40

[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

🚩 Anti-Bullying Professional Advanced Certificate of Mastery - Cohort 3

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 \$650

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

1. Prior completion of ABS Certificate Program or ABS Online Certificate Program since 2018 - Present
2. Completion of self-paced course School Climate: Leveraging the Power of School Climate Teams with Ten Essential - 3 hours
3. School Climate Conversation - 3 hours
4. Completion of the Basic Investigations content - 4 hours
5. Completion of Advanced Investigations Course - 5 hours
6. Completion of 3 hours of small group discussion, practice sessions -

1 hour each on identifying and responding to HIB, understanding employee/student rights, developing school climate plans

7. Completion of 1.5 hours of one-on-one coaching - Three 30-minute blocks (identifying HIB, employee/student rights and conducting investigations, school climate)
8. Defense of Certificate of Mastery - 5.5 hours (1 hour authentic presentation to expert panel & approximately 4.5 hours of prep time)

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 \$999 (Save \$151, well over 10%!)

Complete the ABS Online Certificate Program then complete the Anti-Bullying Professional Advanced Certificate of Mastery.

Approximately 40 hours per individual

REGISTER BELOW FOR PATHWAY 2 then

submit 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 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 with questions or for more information. Purchase orders can be sent to 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

[**💡 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 - Cohort 3](#)

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.

[🔗 Employment Discrimination Law](#)

This eight-part online offering provides an overview of the law concerning discrimination issues that can arise in school districts. This program contains the following topics: Overview of Discrimination Law, Age Discrimination, Disability Discrimination, ESL, Ethnicity Discrimination, LGBT Discrimination, Race Discrimination, Religious Discrimination, Sex Discrimination, and Sexual Harassment.

[🔗 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.

FEA Online Learning Suite

[📌 Tenure and Evaluation Law](#)

This online offering provides an overview of TEACHNJ, New Jersey's tenure reform law, which became effective on August 6, 2012. The course also provides an overview of New Jersey seniority law. The program includes important topics such as: tenure acquisition, evaluation requirements, corrective action plans, seniority law, and reductions in force.

[📌 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.

[📌 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

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

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 or contact Angelina Martino Finnegan at 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.

Attention NJ Principals and District Leaders:

Build Your District's Educational Leadership Pipeline Through FEA's Teacher Leader Certification (NJTLC) Program!



**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.njtcl.org for more information.

