Dear Friends,

For all who work with children, the month of September represents new beginnings often mingled with a touch of nervousness. Perhaps, more than anything else, September evokes a feeling of hope! But what exactly is hope? It’s more than a wish as in “I hope you have a great day.” It’s a profound belief in a better future and the central role we play in creating it. In discussing the science of hope (yes, it is a science!), Gwinn and Hellman, the authors of *Hope Rising*, point out that hope lives at the intersection of goals, pathways, and agency. Each day, as you focus on developing and pursuing goals, creating pathways and fostering agency with your teams, YOU ARE BUILDING A CULTURE OF HOPE! As your trusted learning partner, FEA is here to support you in that work.

In this catalog, you will find opportunities to collaborate with colleagues around professional learning that will inspire you, deepen your knowledge and skills, and strengthen your leadership practice. A wide range of critical issues are addressed including: artificial intelligence; anti-bullying; climate and culture; leadership; family and community partnerships; multi-tiered system of supports; professional learning communities; social-emotional learning, wellness, and mental health; multilingual learners; supporting all learners; data-informed instruction; assessment literacy; student engagement; social media; chronic absenteeism; grant-writing; supporting LGBT+ students; ACES and healing-centered engagement; co-teaching; diversity, equity, and inclusion; and legal education.

In addition, we are launching new targeted learning opportunities for specific leadership roles including the Elevating Supervisors’ Success Series, the Aspiring Leaders Series, Principal Leadership Coaching, and Power Hours for Teachers.

During the 2023-24 school year, as you consider ways to deepen your professional knowledge, improve your skills, strengthen your teams, and build your leadership pipeline, consider partnering with FEA through one of our many programs:

**NJPSA/FEA/NJASCD FALL CONFERENCE:**
**MAKING EXCELLENCE HAPPEN:** Join us at the Borgata in Atlantic City on October 11-13 as we celebrate you! Take this opportunity to reconnect with colleagues and feed your soul! New, this year, is a dedicated day for vice principals and assistant principals on Oct. 11 with Baruti Kafele providing the keynote address. Shawn Ginwright, Ph.D. and Mae C. Jemison, M.D. promise to offer inspirational keynote addresses on Oct. 12 and 13.

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

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

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

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 our new Path 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 this page. The FEA Online Learning Suite provides an excellent opportunity for school and district teams to learn, work, and grow together. Online learning can be more conducive to teams, as you will not need to find coverage for simultaneous absences in your buildings.

SCHOOL LEADERSHIP PROGRAMS: Another important pathway of professional learning is through certification programs that deepen your knowledge and expertise while advancing your career. At NJPSA/FEA, more than 2,500 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 (NJLA) in 2014. A partnership between NJPSA and NJASA, this year’s academy, celebrates its tenth anniversary with the theme, Leading with Intention: Celebrating the Momentum and three sessions focusing on:
(1) Creating Impact: Forging Strong Relationships;
(2) Reimagining Instructional Leadership: Cultivating Collaboration & Building Capacity; and
(3) Designing the Learning: Focusing on Student Engagement & Empowerment. In addition to the NJLA, the Equity in Action Leadership Academy (add hyperlink to this academy) is designed for leadership teams as a deep dive into equity, dialogue, data, and systemic change with a focus on team-based problems of practice.

PROFESSIONAL LEARNING SAVINGS ACCOUNT: Many school districts in New Jersey have already taken advantage of the Professional Learning Savings Account, through which they fund an FEA account at $5,000 up front, and then use that money throughout the year for the professional learning needs of their staff. Benefits of this savings plan include reduced pricing for FEA and LEGAL ONE workshops, in-district workshops, in-district coaching, and member pricing for most NJPSA/FEA events. 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 2023-24 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.

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

With gratitude,

Donna McInerney, Ed.D.
CEO of FEA
As we prepare for the start of the 2023-24 school year, school leaders and educators alike are looking to emerge from a period of unprecedented challenge stronger than ever before. Our State continues to serve as a national leader in education, with public schools that consistently rank at the top on a wide range of measures of student achievement. At the same time, we are not immune from the challenges facing public education across the country, as we grapple with growing mental health needs, mounting political pressures to roll back our commitment to civil rights, and an increasing penchant for violence that cuts across all demographic lines.

An Evolving Legal Landscape
Of course, as our courts, elected leaders, and state and federal agencies respond to these challenges, the legal obligations of school districts continue to evolve in ways that can feel alternately confusing, contradictory and overwhelming. In the past year alone, schools are being required to implement major changes in legal obligations related to threat assessment, bullying, special education, supporting multilingual learners (see our October 2 workshop on Understanding the New Regulations for Supporting Multilingual Learners), addressing staff and student mental health needs (see our workshops on Addressing Student Mental Health, Addressing Staff Mental Health, and Addressing Mental Health at the Elementary Level), supporting LGBTQ+ students (see October 17), navigating sensitive issues in the curriculum (see November 14), and implementing major revisions in state law related to employee rights, to name just a few.

The Latest Developments
We at LEGAL ONE are here for you as you strive to take on these challenges. For those seeking to understand the latest developments in school law, we have you covered, whether it is through our Hot Issues in School Law workshops, our School Law Express Interactive Webinar Series and School Attorney Webinar Series, our always popular HIB Law Update and Hot Issues in Special Education, and of course our LEGAL ONE Podcast.

Deeper Learning
For those looking to take a deeper dive and develop greater expertise we have become the go-to organization for in-depth school law training. This includes our self-paced Anti-Bullying Specialist and Affirmative Action Officer Online Certificate programs, our Special Education Litigation Certificate Program, our Code of Conduct Certificate Program, our Gifted Education and Talented Education series (offered in partnership with FEA Professional Learning) new Elementary Education and the Law Certificate Program and our immersive, two-day School Law Boot Camp Rapid Response and Practical Application Certificate Program.

Our Advanced Certificates of Mastery go even deeper, and provide a rich, guided school law experience that allows participants to hone their knowledge and skills as anti-bullying professionals, affirmative action officers, and soon in the area of Special Education Law as well,
Register today for the professional learning opportunities you need to grow as an educational leader! All workshops are virtual unless otherwise specified. We know that you don’t always have the luxury of time and often need to respond quickly to issues where your decisions can have far-reaching legal implications. That’s why all of our LEGAL ONE sessions stress applying knowledge in real world situations. Our expanded School Law Boot Camp series takes this approach to a new level, with a truly immersive experience.

**Self-Paced Learning**
Our self-paced courses provide a great option for time-crunched school leaders, educators, and college students seeking a more flexible way to develop their knowledge on a wide range of school law topics. Each of our online courses includes an in-depth review of key legal requirements and end-of-course to assure participants have gained the essential knowledge they need. To learn more about our many self-paced courses, [click here](#).

**Great Partnerships**
We are proud of the wonderful partnerships we have forged at LEGAL ONE, including partnerships with the American Foundation for Suicide Prevention, Arthur J. Gallagher Risk Management, Garden State Equality, The Madison Institute, New Jersey Prevention Network, the New Jersey Chapter of the American Academy of Pediatrics, NJSIAA, Prevent Child Abuse New Jersey and Rutgers University Behavioral Healthcare. These partnerships have helped us at LEGAL ONE reach thousands of key stakeholders in New Jersey and nationally.

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

Thank you once again for all that you do to make New Jersey a true leader in the nation in public education. We at LEGAL ONE and the larger NJPSA and FEA family are truly honored to be your partner in professional learning in the 2023-24 school year and beyond.

Sincerely,

David Nash, Esq.
Director of Legal Education and National Outreach
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 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.

Follow us on X (formerly Twitter) @NJPSA
Virtual Workshops and Webinars by Month

- September 2023
- October 2023
- November 2023
- December 2023
- January 2024

Other Programs

- Professional Learning Series and Certificate Programs
- Online Learning Suite
September

What You Need to Know About the Digital SAT® Suite of Assessments
Zoom
Sep. 18, 2023; 9 am - 10:30 am
Presenter: Dianna Frank
FEE: FREE
The SAT Suite of Assessments is going digital, starting this fall with PSAT/NMSQT and PSAT 8/9! The digital SAT Suite will continue to measure the knowledge and skills that students are learning in high school and that matter most for college and career readiness. In this session, we will explore key changes to test content, administration, and educator support. Attendees will come away with more insights about what to expect from the digital transition and how to support your staff through the fall administrations.
Key Takeaways:
• Overview of key changes to the digital SAT Suite of Assessments
• Transition timeline for students and educators
• Key milestones for this year
• Resources to prepare for Test Day

Aspiring Leaders Series: Knowing Problem-Solving Styles to Improve Your Collaborative Leadership Skills
(PSEL Standards 1, 6, and 7)
Zoom
Sep. 19, 2023; 4 pm - 5:30 pm
Presenter: Gary Snyder, FEA Consultant
Fee: FREE
Audience: Aspiring Leaders
Solving problems is an everyday occurrence for all educators but particularly building leaders. As an aspiring leader, understanding your preferred problem-solving style can strengthen your collaboration and communication skills. In this session, participants will explore the Kirton Adaption-Innovation (KAI) Theory and Inventory tool, grounded in over 40 years of research, which has been used by leaders in a variety of fields such as business, medicine, military, and education. Through interactive case studies, self-reflection and analysis, participants will leave with the knowledge and skills to apply the KAI tool as a school leader, a team member, a classroom teacher, a coach, or in any everyday walk of life where collaboration and communication is essential for success.

NJLA Series 10 - Session 1: Creating Impact: Forging Strong Relationships
(PSEL Standards 5, 7, 8; Model Teacher Leader Standard Domain VI)
Zoom
Sep. 20, 2023; 9 am - 1 pm
Fee: $450 for a 3-session Academy. Participants must register for all three sessions. Click here to see the description.
Virtual, In-Person, and Blended Learning Opportunities

What’s New in Diversity, Inclusion and Elimination of Bias?

**Attorney Webinar**

Sep. 20, 2023; Noon - 1:10 pm

Presenters: Michael Kaelber, Esq., Coordinator of Continuing Legal Education and Research; Rebecca Gold, LEGAL ONE Consultant

Fee: $40 Members/Non-Members

Recent developments in the area of DIEB have included the Supreme Court Decision in Students for Fair Admissions, the readoption of the New Jersey Chapter 7 Managing for Equity in Education Code and the recent Attorney General’s Guide on Addressing Discrimination in Student Discipline. Join LEGAL ONE attorneys as they discuss these and other DIEB issues affecting boards of education and school administrators. This session is approved for 1.3 New Jersey Continuing Legal Education (CLE) credits and 1.3 New Jersey Diversity, Inclusion and Elimination of Bias CLE credits.

Using Data to Measure Progress for Students with Intensive Intervention Needs

(PSEL Standards Standards 3, 4, and 10)

**Zoom**

Session 1: Sep. 22, 2023; 9 am - 3 pm
Session 2: Oct. 27, 2023; 9 am - 3 pm
Session 3: Dec. 1, 2023; 10 am - 2 pm

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

Fee: $450 per person (includes all three sessions)

Audience: MTSS/RTI Coordinators; principals; interventionists, special education teachers, child study team members, School teams of 3 to 5 people to include, at a minimum, a building or district administrator, general education teacher and interventionist or special education teacher

How do you identify goals and measure progress for students in need of intensive, Tier 3 interventions? This session, presenters by the NCII, will provide a step-by-step process for using data to develop individual intervention plan goals, measure progress and adjust goals based on results (for RTI or MTSS). This includes a standardized diagnostic data meeting format for addressing student progress and adaptations to instruction and intervention plans.

Aspiring Leaders Series

**Zoom**

**2023-24 Sessions:**

**Day 1: Knowing Problem-Solving Styles to Improve Your Collaborative Leadership Skills**

Sep. 19, 2023; 4 pm - 5:30 pm

**Day 2: Navigating the Leadership Path from Aspiring to Practicing**

Nov. 14, 2023; 4 pm - 5:30 pm

**Day 3: Nurturing Teacher Leadership: Cultivating a Culture of Empowerment in Your School**

Feb. 7, 2024; 4 pm - 5 pm

**Day 4: Leapfrog Leadership**

Apr. 3, 2024; 4 pm - 5:30 pm

Fee: FREE
🌟 Using Professional Standards to Set Powerful Leadership Goals for the School Year
(PSEL Standards 1, 2, 6, and 10)
Zoom
Sep. 26, 2023; 9 am - Noon
Presenter: Anthony Scotto, Director of Curriculum & Instruction, Hamilton Township School District; FEA Consultant
 Fee: $75 Members/$100 Non-Members
Goal setting is so often completed within a frame of compliance and tends to be completely long range. All administrators can be better served by looking at the Professional Standards for Educational Leaders (PSEL), as well as the time frame which is most advantageous to all stakeholders. Should we be looking at long range ideas or as in a March 2023 publication, Doug Reeves talks about, “.....it’s essential for leaders at every level to re-evaluate their previous notions of change leadership—and their own strategies. In particular, they need to embrace the reality that significant change within a school can happen more quickly—within 100 days....?” By the end of the session, participants will be able to navigate the PSEL Tool, interpret self-assessment results, and develop school/district leadership goals for the upcoming school year.

🚀 The Principal/AP/VP’s Survival Guide!
In Person
Sep. 28, 2023; 9 am - 3 pm at Media Center, Saddle Brook High School, 355 Mayhill Street, Saddle Brook, NJ 07663
Presenters: Sandra L. Jacques, Esq., LL.M., LEGAL ONE Assistant Director of Legal Education; James J. Sarto, Ed.S., NJ Leaders to Leaders Program Coordinator
 Fee: $150 Members/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
Introducing Power Hours: Your 60-Minute Path to a Better School!
Coming Soon in Fall 2023

Power Hours is an exclusive opportunity for principals like you to engage your teachers for a professional learning package so they can thrive in the modern classroom.

Nine Sessions, Nine Topics, One Hour Each
Power Hours is personalized professional learning with nine unique sessions available, each focusing on a specific topic and presented synchronously by skilled educators to small groups of teachers. And the best part? You get to choose the topics that align with your school’s needs, ensuring that your teachers receive the training they need to excel.

For registration and inquiries, contact Heather Moran at hmoran@njpsa.org. Let’s embark on this journey to a better school together!

Using Technology to Improve Student Engagement
(PSEL Standards 4, 5, and 10)
Zoom
Sep. 28, 2023; 9 am - Noon
Presenter: Dr. Phillip Crisostomo, Willingsboro High School Principal; FEA Consultant
Fee: $75 Members/$100 Non-Members
There are numerous tech tools that claim to help you improve student engagement, but getting the engagement you want can sometimes be elusive. Learn about some of the programs you can use to drive engagement and how to use them properly to encourage discussion and higher-order thinking.

Using an MTSS Approach for Social, Emotional, and Behavioral Supports
(PSEL Standards 3, 5, 6, and 10)
Zoom
Sep. 28, 2023; 1 pm - 4 pm
Presenter: Dr. Anthony Petruzzelli, FEA Consultant
Fee: $75 Members/$100 Non-Members
Audience: District and building administrators, curriculum directors, school counselors, I&RS/RTI/MTSS team members
A solid Response to Intervention structure supporting a comprehensive system of supports will ensure that all students receive the targeted interventions they need to succeed. This process is not just for academics – it’s science that can and should be applied to the social, behavioral, and emotional needs of our students. A carefully planned multi-tiered system of supports can effectively meet the varied needs of students while maximizing the use of your limited personnel resources. Through lively discussion, participants will examine current practices and their shortcomings, the challenges of their current resources to meet the needs of students, and reflect on quality, long-term goals.

How Will a Culturally Responsive Curriculum Lead to the Results You Want?
(PSEL Standards 3, 4, and 6)
Zoom
Sep. 29, 2023; 9 am - 1 pm
Presenters: Vicki Duff, Emil Carafa, Heather Moran
Fee: $125 Members/$150 Non-Members
A culturally responsive audit has become a buzzword term in education in the last several years, and while it has a great deal of merit in many instances, the question becomes is it enough? We all need to know whether our curriculum and materials contain any bias, but more importantly we need to understand how to ensure that these things create agency, voice, coherence, and opportunity for ALL students. This workshop will allow leaders from the classroom, the school, or the district level to leave with the skills necessary to move this work forward.
Virtual, In-Person, and Blended Learning Opportunities

October

🌟 Understanding the Revised Regulations for Supporting Multilingual Learners
Zoom
Oct. 2, 2023; 9 am - Noon
Presenters: David Nash, Esq., Director of Legal Education and National Outreach and Dr. JoAnne Negrin, Supervisor of Multilingual Learning and Visual and Performing Arts, Vineland Public Schools
Fee: $75 Members/$100 Non-Members
This session will review the major revisions that the State Board of Education adopted to New Jersey’s administrative code related to supporting multilingual learners. Major revisions that will be reviewed include:
• The shift from a deficit-based to an asset-based approach,
• Revised terminology,
• Revised curriculum requirements,
• Criteria for newcomer programs,
• Criteria for awarding credit for ELA and/or world languages for ESL classes,
• Detailed requirements for three-year plans, and
• Requirements related to the provision of translated documents.

🌟 Artificial Intelligence: How are Real Educators Using it Right Now? (PSEL Standards 2, 3, and 4)
Zoom
Oct. 2, 2023; 9 am - 1 pm
Presenters: Michael Gaskell, Principal, Central Elementary School, East Brunswick Public Schools; Dr. Robert Price, FEA Consultant; Rosemary Seitel, FEA Consultant
Fee: $75 Members/$100 Non-Members
Co-sponsored with Morris-Union Jointure Commission
Artificial intelligence is transforming many fields with education being at the top of the list. While new technology can be daunting at first, educators have always risen to the challenge and made sure that the positives are harnessed to benefit as many educational partners as possible. Join us to:
• understand the benefits and challenges of artificial intelligence in the PreK - 12 setting;
• how to use it effectively to truly add differentiation to all classrooms; and
• explore ways to increase educator efficiency and productivity allowing all of us to spend our valuable time more wisely.
All participants will leave with a toolbox of AI resources necessary to leverage the power of AI in education, enabling them to enhance teaching, leading, and learning in an increasingly AI-driven world while at the same time ensuring that classrooms and schools remain student-centered.
Mastering Student Investigations

In-Person
Oct. 4, 2023; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831

Presenters: David Nash, Esq., Director of Legal Education and National Outreach; Sandra L. Jacques, Esq., LL.M., LEGAL ONE Assistant Director of Legal Education; Michael D’Ascenzo, Assistant Principal and Anti-Bullying Coordinator, Moorestown Public Schools

Fee: $150 Member/Non-Members

When and how do we search students? What interview strategies increase your chances of getting to the truth? What are the parameters for involving law enforcement? How do we respond to issues that occur outside of school, including on social media? What are the key elements of investigation reports? How do you prepare for the legal challenges that may come from parents or students? Learning how to conduct effective student investigations is critical for every school administrator. While every student investigation creates its own unique challenges, understanding key legal requirements and developing certain essential skills will significantly improve the effectiveness of your investigations. In this session, participants will be provided with a framework for conducting effective investigations, learn about recent legal developments and apply what they learn to real-world scenarios. Don’t miss your opportunity to up your game on student investigations!

Strengthening Special Education Leadership

(PSEL Standards 1, 5, and 6)

Zoom

Introductory Session: Oct. 5, 2023; 2 pm - 2:30 pm and 3 hours of coaching TBD by Coach and Special Education Director/Supervisor

Presenters: Experienced Current and Former Special Education Directors with an Introduction by Vicki Duff, FEA Coordinator of Professional Learning

Fee: $450 (max 3 districts)

Audience: Directors/Supervisors of Special Education

Coaching has the power to maximize a leader’s potential. FEA is offering an individualized coaching opportunity for experienced directors/supervisors of special education who would benefit from leadership coaching provided by a seasoned current or former New Jersey special education director. Following an introductory session, each participant will meet with their coach, identify a priority goal (e.g., improving collaboration between co-teachers and their general education partners) and engage in coaching conversations that will empower the leader to achieve the goal. The coaching schedule will be developed by the coach and the participant.

NJLA Series 10 - Session 1: Creating Impact: Forging Strong Relationships
(PSEL Standards 5, 7, 8; Model Teacher Leader Standard Domain VI)

Zoom

Oct. 5, 2023; 9 am - 1 pm

Fee: $450 for a 3-session Academy. Participants must register for all three sessions. Click here to see the description.
Hot Issues in Special Education Law

Zoom

Oct. 5, 2023; 9 am - 3 pm
Presenter: John Worthington, Esq., Coordinator of Special Education Law

Fee: $125 Members/$150 Non-Members
This session will include the latest legislation and guidance on determining the need for and extent of compensatory services for all students with disabilities, including those who graduated or transferred district, and discuss the extension of eligibility for special education, related services, and transition services for students turning age 22 in 2021, 2022, and 2023. The session will also address the key elements to consider including in IEPs moving forward, the supports that may be necessary for students, lessons to be learned from recent case law, key considerations related to disparities in identification and discipline rates for African American students, and the latest legislation and guidance from the U.S. and New Jersey Departments of Education. The session will also address new and proposed legislation, and issues that have arisen or been exacerbated since the COVID-19 pandemic, including school avoidance, additional instruction and services, and virtual or home instruction options for students with disabilities.

Principal Leadership Coaching
Empowering Principals for Success

The NJPSA/FEA Principal Leadership Coaching Program is a year-long systemic approach to strengthening the knowledge, skills, attributes and behaviors that principals need to grow and sustain great schools.

The support includes a minimum of four hours of personalized coaching per month and targeted professional learning opportunities to address the unique challenges you face.

Enroll Today!
Secure your place in the Principal Leadership Coaching project today and equip yourself with the skills and confidence needed to lead your school to new heights. To enroll or learn more about the program, contact Mary Beth Currie at mcurrie@njpsa.org or Heather Moran at hmoran@njpsa.org.
University and K-12 Partnerships to Support Inclusive Practices
(PSEL Standards 3, 5, 7, and 8)

Zoom

Oct. 6, 2023; 9 am - Noon

Presenters: Dr. Julie Norflus-Good, Director of the Master of Arts in Special Education, Ramapo College; Dr. Molly Dinning, Director of Student Support Services, Ramsey Public Schools

Fee: $75 Members/$100 Non-Members

Audience: District/school administrators; child study team members; coaches, teachers, related service providers

Ramapo College and The Ramsey School District have created a lab school experience in which pre-service educators, college professors, and K-12 faculty work collaboratively to increase inclusive best practices for all. Current projects have focused around; meeting the individualized instructional and technical needs of students, collaborating with educators/faculty and staff, utilizing best practice instructional techniques with K-12 students, and working with related service providers. In this session, presenters will share the model for potential replication in other districts around the state.


In-Person

Oct. 6, 2023; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831

Presenters: Emil Carafa, FEA; Vicki Duff, FEA

Fee: $125 Members/$150 Non-Members

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.

School Superintendents Assessment (SSA 6991) Prep Sessions
(PSEL Standards 1, 4, 9, and 10)

Zoom

Oct. 9, 16, 23, 30 Nov. 6, 2023; 5:30 pm - 8:30 pm

Fee: $550/series (No charge for current NJEXCEL Model 4 candidates)

Participants in this 15-hour series of hands-on prep sessions will become familiar with the structure, content, and format of the SSA 6991 - New Jersey’s required assessment for school administrator’s certification. The five sessions will focus on discussions, examinations and sample test materials, question types, and scoring criteria. Participants are required to download the free Test Preparation/Study Companion (pdf) on the ETS Website (www.ets.org/sls). Available for immediate download, this study guide contains test preparation materials that prepare participants for the SSA Test. Download the study companion prior to Session 1. SLLA and SSA Test Prep Sessions are not eligible for the NJL2L discount or any other coupons.
Gender Identity and Transgender Student Issues

**Zoom**

Oct. 17, 2023; 9 am - 3 pm

**Presenters:** David Nash, Esq., Director of Legal Education and National Outreach; Robyn Gigl, Esq., Partner at Dilworth, Paxson, LLP

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

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

In this session, participants will learn about:
- The legal requirements and latest guidance from the NJDOE related to supporting transgender students;
- The specific curriculum requirements that must be addressed under P.L. 2021, Chapter 32;
- The foreseeable legal issues that should be planned for related to addressing gender identity in the curriculum;
- Guidance for responding to objections from parents, students, staff, and political leaders; and
- Sample scenarios, talking points and other tools for responding to the misperceptions of parents, students and even some staff members regarding gender identity, curriculum and related legal obligations.

Participants will also learn about recent actions taken by New Jersey’s Attorney General to address policies enacted in some districts that are inconsistent with New Jersey’s guidance and recent Supreme Court decisions and the impact on the LGBTQ+ community.
The Impact of Social Media in Schools
(PSEL Standards 2, 5, and 7)
Zoom
Oct. 17, 2023 9 am - Noon
Presenter: Dr. Phillip Crisostomo, Willingsboro High School Principal; FEA Consultant
Fee: $75 Members/$100 Non-Members
Social media has an increasing presence in our schools that will always be around. Learn about the most popular social media, how it has impacted students and staff, and how you can address it in your school.

What’s New in School Law?
Attorney Webinar
Oct. 18, 2023; Noon - 1:10 pm
Fee: $40 Members/Non-Members
Presenters: Michael Kaelber, Esq., Coordinator of Continuing Legal Education and Research; Rebecca Gold, LEGAL ONE Consultant
Join LEGAL ONE staff attorneys in an information-packed webinar discussing the most recent school law developments affecting New Jersey’s public schools. Included will be a discussion of recent legislative and regulatory enactments which impact school district operations as well as a case law update including decisions of the Commissioner of Education and the New Jersey and Federal courts. Topics will include, but not be limited to, recent Supreme Court decisions, tenure and seniority, labor relations, HIB, student rights, school safety, OPMA and OPRA. This session is approved for 1.3 NJ Continuing Legal Education (CLE) credits.

Leading Inclusive Education: Steps to Level Up Co-Teaching
(PSEL Standards 3, 5, 7, and 10)
In-Person
Oct. 18, 2023; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831
Fee: $125 Members/$150 Non-Members
Presenter: Dr. Cheryl Blankman, NCSP, Adjunct Professor, Master of Arts in Special Education, Ramapo College of NJ
What does it take to move co-teachers from co-teaching learning to inclusive, equitable doing? Your teams have trained on the models. Co-teachers have been thoughtfully selected. Maybe co-planning time was built into the master schedule. And yet, as you walk through classrooms, one lead: one support is the dominant model of practice.
This workshop takes a deep dive into the critical role of leaders in establishing co-teaching practices that truly promote equity and inclusion. Advance co-teaching teams from knowledge and understanding of co-teaching constructs to quality implementation, reflective analysis, and self directed improvement. Gain effective strategies for creating supportive environments, facilitating collaborative teamwork, and optimizing your instructional resources. Explore practical approaches to differentiating instruction and empowering co-teachers. Strengthen skills for observing and providing effective feedback specific to co-teaching teams. This seminar will equip leaders with the knowledge and tools needed to drive the growth of co-teaching, paving the way for a more inclusive, educational landscape.
Virtual, In-Person, and Blended Learning Opportunities

⭐️ 📍 NJLA Series 10 - Session 1: Creating Impact: Forging Strong Relationships
(PSEL Standards 5, 7, 8; Model Teacher Leader Standard Domain VI)
Zoom
Oct. 19, 2023; 9 am - 1 pm
Fee: $450 for a 3-session Academy. Participants must register for all three sessions. Click here to see the description.

⭐️ 📍 The Science of Reading
(PSEL Standards 4, 6, and 10)
Zoom
Oct. 19, 2023; 9 am - 1 pm
Presenter: Dr. Murial Rand
Fee: $75 Members/$100 Non-Members
The science of reading refers to the large body of research that has converged on what matters most for teaching children to read. The science of reading is more than just phonics. This session will review the research on the five key elements in the science of reading: phonemic awareness, phonics, fluency, vocabulary, and comprehension as well as considering scientific models of the reading process. We will use this information to examine literacy curricula and determine which programs, methods, and materials are aligned to the science of reading. By using research from all five key elements in the science of reading, we can give all students the best chance to be skilled and motivated readers!

⭐️ 📍 Making the Link Between Data and Intervention: K-6th Grade Reading
(PSEL Standards Standards 3, 4, 7, and 10)
Zoom
Oct. 19, 2023; 1 pm - 4 pm
Presenter: Dr. Adam Lekwa, Assistant Professor, Rutgers Graduate School of Applied and Professional Psychology
Fee: $75 Members/$100 Non-Members
One of the most persistent challenges in successful implementation of tiered systems of support is knowing which interventions align best with students’ varying instructional needs. Participants in this session will receive practical guidance and participate in hands-on activities geared toward (1) increasing awareness of specific K-6 reading interventions, and (2) learning how to make the link between data and specific intervention strategies.

⭐️ 📍 Section 504 Explained, Special Education Litigation Certificate Program, Day 1 of 3
In-Person
Oct. 19, 2023; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831
Presenter: John Worthington, Esq., Coordinator of Special Education Law
Fee: $150 Members/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, eligibility requirements, the scope of the law’s coverage, due process requirements and procedural safeguards, parent/student rights, as well as exploring the differences between 504 eligibility and classification and eligibility and classification under the IDEA. The session will also provide up to date information concerning eligibility for a 504 plan and the provision of services to students with disabilities based on impacts of the COVID-19 pandemic, updated federal guidance with respect to students with disabilities, and an opportunity to discuss and
address issues regarding the provision of services to students with disabilities being served under a Section 504 Plan. This session is approved for 5.6 NJ Continuing Legal Education (CLE) credits.

**SLLA Prep Session Series**

**Zoom**

**Oct. 19, 26, Nov. 2, 8, 16, 2023; 5:30 pm - 8:30 pm**

**Fee: $550/series (No charge of current NJEXCEL Model 1, 2, 3 & 5 Candidates)**

School Leaders Licensure Assessment (SLLA) Prep Sessions Participants in this 15-hour series of hands-on prep sessions (5 sessions) will become familiar with the structure, content, and format of the SLLA - New Jersey required assessment for principal certification—through discussions and examination of sample test materials, question types and scoring criteria, and engaging in testing and scoring simulations. Participants are required to download the free Test Preparation/Study Companion (pdf) on the ETS Website (www.ets.org/sls). Prior to the first session please DOWNLOAD THE STUDY COMPANION SLLA Test Prep Sessions are not eligible for the NJL2L discount or any other coupons.

**Second Statewide Symposium on Chronic Absenteeism**

**(PSEL Standards 5, 6, and 8)**

**In-Person**

**Oct. 20, 2023; 9 am - 2 pm at FEA, 12 Centre Drive, Monroe, NJ 08831**

**Presenter: Michael Gottfried**

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

We are currently in the midst of an absenteeism crisis in the United States. To combat this, states are using student absences as a measurement to hold schools accountable. This relies on the notion that schools can do something about absenteeism. The question is: what have they done thus far? In this keynote address, we will explore the current policy around absenteeism, what are some successful research-driven findings around schools’ efforts to reduce absences, and what are future directions?

**Addressing Student Behavior at the Elementary School Level; Elementary Education Series Day 1 of 2**

**Zoom**

**Oct. 23, 2023; 9 am - Noon**

**Presenters: David Nash, Esq., Director of Legal Education and National Outreach; Dr. Sonya Nock, Principal, Twin Hills Elementary School**

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

Addressing student behavior at the elementary level creates both unique challenges and opportunities. Students often do not have a full understanding of the meaning and impact of their behavior, and in some cases may simply be reiterating or mimicking what they have heard or seen from friends or trusted adults. Young children also may have difficulty processing their emotions related to adverse childhood experiences and other traumatic events, which can translate into behavioral issues. In this sessions, participants will learn about:

- Recent revisions to New Jersey law impacting student discipline, including requirements related to restorative justice, proactive meetings for students facing multiple suspensions, and new requirements for tracking demographic data related to student discipline;
- Revisions to New Jersey’s Anti-Bullying Bill of Rights;
- Tips for getting to the truth when investigating alleged incidents involving young children;
- Strategies for working together with elementary students and their families to develop a better understanding of the underlying causes of student behavior and work proactively to improve behavior; and
- Requirements related to information sharing regarding student conduct as students move from elementary to middle school or transfer to a new district.
**Virtual, In-Person, and Blended Learning Opportunities**

**LEGAL ONE Workshops**

**Star Advantage Eligible**

**FEA Professional Learning**

**Attendance, Residency, and Homelessness Issues**

**Zoom**

Oct. 24, 2023; 9 am - 3 pm

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

**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.

**NJLA Series 10 - Session 2: Reimagining Instructional Leadership: Cultivating Collaboration and Building Capacity**

(PSEL Standards 1, 2; Model Teacher Leader Standard Domain VII)

**Zoom**

Oct. 25, 2023; 9 am - 1 pm

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

**I&RS to MTSS - Implementing MTSS to Meet NJ Intervention and Referral Services Requirements**

(PSEL Standards 4, 5, and 6)

**Zoom**

Oct. 25, 2023; 1 pm - 4 pm

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

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

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

Multi-Tiered Systems of Support (MTSS) or Response to Intervention (RTI) frameworks may be implemented to meet NJ intervention and referral services (I&RS) requirements. This interactive session will include a comparison of the similarities and differences between I&RS and MTSS and provide strategies and tools for implementing MTSS to meet the I&RS and New Jersey Quality Single Accountability Continuum (NJQSAC) requirements for interventions. Resources for building an array of tiered intervention services to meet students’ learning, behavior, and health needs will be provided.
Hot Issues in School Law

Zoom
Oct. 25, 2023; 9 am - 3 pm
Presenter: Sandra L. Jacques, Esq., LL.M., LEGAL ONE Assistant Director of Legal Education
Fee: $125 Members/$150 Non-Members
This workshop will address current developments in a variety of legal issues, including recent Supreme Court Decisions, HIB case law and legislative issues, TEACHNJ regulations and Arbitration Decisions, student safety, recent legislative enactments, social media, First Amendment rights and responsibilities, and other current and changes to state and federal law addressing racial discrimination/disparity issues.

HIB Law Update

In-Person
Oct. 31, 2023; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831
Presenter: Sandra Jacques, Esq., LL.M., Assistant Director of Legal Education
Fee: $150 Members/$100 Non-Members
Offered in Partnership with MUJC. 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.

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

Zoom
Nov. 1, 2023; 1 pm - 4:30 pm
Presenters: Michael Kaelber, Esq., Coordinator of Continuing Legal Education and Research, LEGAL ONE; Jennifer Lamon, Esq. – Assistant Director of Government Relations, New Jersey Principals and Supervisors Association; Mary Beth Currie, M.S.E. Coordinator of Special Projects, Foundation for Education Administration; Lenore Cortina, Ed.D. Gifted Curriculum and Consulting, L.L.C.; Elaine Chesebro – Co-Vice President Programs, New Jersey Association for Gifted Children, and more
Fee: $75 Members/$100 Non-Members
This three-hour session will review the law on gifted and talented education in New Jersey, including the recently enacted Strengthening Gifted and Talented Education Act (SGTEA) and its new requirements for school districts. NJPSA representatives will report on the recently created NJPSA Gifted Committee and its workings as well as information on the latest developments in New Jersey Gifted and Talented Education at the State Board of Education and the Department of Education. The session will also include a discussion of best practices, guidance and resources for the equitable identification of gifted students and best practice tips on how to effectively work with parents of gifted students.
Virtual, In-Person, and Blended Learning Opportunities

**Accelerating the Learning**

- **What You Need to Know About the Digital SAT® Suite of Assessments**  
  Sep. 18, 2023; 9 am - 10:30 am (Zoom)

- **Using Data to Measure Progress for Students with Intensive Intervention Needs**  
  Sep. 22, 2023; 9 am - 3 pm; Oct. 27, 2023; 9 am - 3 pm; Dec. 1, 2023; 10 am - 2 pm (Zoom)

- **Using Technology to Improve Student Engagement**  
  Sep. 28, 2023; 9 am - Noon (Zoom)

- **How Will a Culturally Responsive Curriculum Lead to the Results You Want?**  
  Sep. 29, 2023; 9 am - 1 pm (Zoom)

- **Artificial Intelligence: How are Real Educators Using it Right Now?**  
  Oct. 2, 2023; 9 am - 1 pm (Zoom)

  Oct. 6, 2023; 9 am - 3 pm at FEA (In-Person)

- **The Impact of Social Media in Schools**  
  Oct. 17, 2023 9 am - Noon (Zoom)

- **Leading Inclusive Education: Steps to Level Up Co-Teaching**  
  Oct. 18, 2023; 9 am - 3 pm at FEA (In-Person)

- **Making the Link Between Data and Intervention: K-6th Grade Reading**  
  Oct. 19, 2023; 1 pm - 4 pm (Zoom)

- **The Science of Reading**  
  Oct. 19, 2023; 9 am - 1 pm (Zoom)

- **Second Statewide Symposium on Chronic Absenteeism**  
  Oct. 20, 2023; 9 am - 2 pm (Zoom)

- **Navigating Free Speech, Sensitive Legal Issues and Equity in Schools**  
  Nov. 14, 2023; 9 am - 3 pm at MUJC (In-Person)

- **Equity in Gifted and Talented Education Programming – The Law, G&T Program Equity Audits and Urban School District Programming**  
  Dec. 7, 2023; 1 pm - 4:30 pm (Zoom)

- **Artificial Intelligence, Schools and the Law - Are You Prepared?**  
  Dec. 7, 2023; 9 am - 1 pm (Zoom)

- **Gifted and Talented Update**  
  Jan. 11, 2024; 3:30 pm - 4:30 pm (Webinar)

- **Let's Change the Conversations about Reading and Writing with Our MS and HS Students**  
  Jan. 18, 2024; 9 am - Noon (Zoom)

**FEA Professional Learning**  
**LEGAL ONE Workshops**  
**Star Advantage Eligible**
Assessment Literacy

- **What You Need to Know About the Digital SAT® Suite of Assessments**
  Sep. 18, 2023; 9 am - 10:30 am (Zoom)

- **Using Data to Measure Progress for Students with Intensive Intervention Needs**
  Sep. 22, 2023; 9 am - 3 pm; Oct. 27, 2023; 9 am - 3 pm; Dec. 1, 2023; 10 am - 2 pm (Zoom)

  Oct. 6, 2023; 9 am - 3 pm at FEA (In-Person)

- **What’s New in School Law?**
  Oct. 18, 2023; Noon - 1:10 pm
  (Attorney Webinar)

- **Making the Link Between Data and Intervention: K-6th Grade Reading**
  Oct. 19, 2023; 1 pm - 4 pm (Zoom)

- **I&RS to MTSS - Implementing MTSS to Meet NJ Intervention and Referral Services Requirements**
  Oct. 25, 2023; 1 pm - 4 pm (Zoom)

- **Unraveling and Leading with Your Special Education Data**
  Nov. 14, 2023; 9 am - Noon (Zoom)
Virtual, In-Person, and Blended Learning Opportunities

Climate and Culture

- **Using an MTSS Approach for Social, Emotional, and Behavioral Supports**
  Sep. 28, 2023; 1 pm - 4 pm (Zoom)

- **How Will a Culturally Responsive Curriculum Lead to the Results You Want?**
  Sep. 29, 2023; 9 am - 1 pm (Zoom)

- **Hot Issues in Special Education Law**
  Oct. 5, 2023; 9 am - 3 pm (Zoom)

  Oct. 6, 2023; 9 am - 3 pm at FEA (In-Person)

- **What’s New in School Law?**
  Oct. 18, 2023; Noon - 1:10 pm (Attorney Webinar)

- **Second Statewide Symposium on Chronic Absenteeism**
  Oct. 20, 2023; 9 am - 2 pm at FEA (In-Person)

- **Understanding the Power and Responsibilities of the School Climate Team**
  Nov. 3, 2023, 9 am Noon (Zoom)

- **Navigating Courageous Leadership: Would You Follow You?**
  Nov. 15, 2023, 9 am - Noon (Zoom)

- **Creating Meetings That Inspire and Engage**
  Nov. 16, 2023; 9 am - 3 pm at FEA (In-Person)

- **ACES, Trauma Informed Practices, and SEL for Educators**
  Nov. 30, 2023; 9 am - 1 pm at FEA (In-Person)

- **Creating Collaborative Consultative Classrooms in Your School Community**
  Nov. 30, 2023; 1 pm - 4 pm (Zoom)

- **Nurturing Teacher Leadership: Cultivating a Culture of Empowerment in Your School**
  Dec. 7, 2023; 4 pm - 5 pm (Zoom)

- **How Will a Culturally Responsive Curriculum Lead to the Results You Want?**
  Jan. 8, 2024; 9 am - 1 pm at FEA (In-Person)

- **Supporting Student Wellbeing**
  Jan. 11, 2024; 9 am - Noon (Zoom)

- **Leading Change - Making Real Change “Stick”**
  Jan. 16, 2024; 9 am - Noon (Zoom)

- **Succeeding as a Female Leader**
  Jan. 23, 2024; 9 am - 1 pm (Zoom)
Diversity, Equity, and Inclusion

Virtual, In-Person, and Blended Learning Opportunities

- Diversity, Inclusion and Elimination of Bias – The Comprehensive Equity Plan and Equal Educational Opportunity in New Jersey
  Sep. 20, 2023; Noon - 1:10 pm (Attorney Webinar)

- How Will a Culturally Responsive Curriculum Lead to the Results You Want?
  Sep. 29, 2023; 9 am - 1 pm (Zoom)

- Understanding the Revised Regulations for Supporting Multilingual Learners
  Oct. 2, 2023; 9 am - Noon (Zoom)

- Hot Issues in Special Education Law
  Oct. 5, 2023; 9 am - 3 pm (Zoom)

- University and K-12 Partnerships to Support Inclusive Practices
  Oct. 6, 2023; 9 am - Noon (Zoom)

- Gender Identity and Transgender Student Issues
  Oct. 17, 2023; 9 am - 3 pm (Zoom)

- Leading Inclusive Education: Steps to Level Up Co-Teaching
  Oct. 18, 2023; 9 am - 3 pm at FEA (In-Person)

- Section 504 Explained, Special Education Litigation Certificate Program, Day 1 of 3
  Oct. 19, 2023; 9 am - 3 pm at FEA (In-Person)

- Attendance, Residency, and Homelessness Issues
  Oct. 24, 2023; 9 am - 3 pm (Zoom)

- Hot Issues in School Law
  Oct. 25, 2023; 9 am - 3 pm (Zoom)

- HIB Law Update
  Oct. 31, 2023; 9 am - 3 pm at FEA (In-Person)

- Gifted and Talented Education in New Jersey: The Law, Latest Guidance and Best Practices
  Nov. 1, 2023; 1 pm - 4:30 pm (Zoom)

- HIB Law Update
  Nov. 2, 2023; 9 am - 1 pm (Zoom)

- Navigating Free Speech, Sensitive Legal Issues and Equity in Schools
  Nov. 14, 2023; 9 am - 3 pm at MUJC (In-Person)

- Navigating Courageous Leadership: Would You Follow You?
  Nov. 15, 2023, 9 am - Noon (Zoom)

- What’s New in HIB Law?
  Nov. 15, 2023; Noon - 1:10 pm (Attorney Webinar)

- Legally Compliant IEPs
  Nov. 16, 2023; 9 am - 3 am at FEA (In-Person)
Virtual, In-Person, and Blended Learning Opportunities

📍 The Legal Duty of Care to Address Mental Health Issues at the Elementary Level
Nov. 20, 2023; 9 am - Noon (Zoom)

📍 Addressing Student Mental Health Issues
Nov. 28, 2023; 9 am - 3 pm (Zoom)

📍 ACES, Trauma Informed Practices, and SEL for Educators
Nov. 30, 2023; 9 am - 1 pm at FEA (In-Person)

📍 School Law Boot Camp Day 1: Focus on Diversity, Equity, Inclusion, and Student Rights
Dec. 4, 2023; 9 am - 3 pm at FEA (In-Person)

📍 Equity in Gifted and Talented Education Programming – The Law, G&T Program Equity Audits and Urban School District Programming
Dec. 7, 2023; 1 pm - 4:30 pm (Zoom)

📍 Discrimination Law, CEP, and the Role of the AAO
Dec. 12, 2023; 9 am - 3 pm at MUJC (In-Person)

📍 Critical Legal Issues at the Elementary Level
Dec. 14, 2023; 3:30 pm - 4:30 pm (Webinar)

📍 Preparing for Mediation and Due Process Hearings
Dec. 14, 2023; 9 am - 3 am at FEA (In-Person)

📍 What’s New in Legal Ethics for School Board Attorneys?
Dec. 21, 2023; Noon - 1:10 pm (Attorney Webinar)

📍 How Will a Culturally Responsive Curriculum Lead to the Results You Want?
Jan. 8, 2024; 9 am - 1 pm at FEA (In-Person)

📍 Supporting Student Wellbeing
Jan. 11, 2024; 9 am - Noon (Zoom)

📍 Legal Requirements and Emerging Issues Related to the Code of Student Conduct
Jan. 16, 2024; 9 am - 3 pm (Zoom)

📍 Adapting the Code of Conduct to Ensure Equity
Jan. 18, 2024; 9 am - 3 pm (Zoom)

📍 Adapting the Code of Conduct to Address Specialized Populations
Jan. 23, 2024; 9 am - 3 pm (Zoom)

📍 Hot Issues in School Law
Jan. 25, 2024; 9 am - 3 pm at FEA (In-Person)

📍 Equity in Action Leadership Academy
Dare to be BOLD: From Equity Aspirations to Equity in Operation
Cohort 9: Dec. 14, 2023; Jan. 17; Feb. 21; Apr. 10, 2024; 9 am - Noon (Zoom)
Cohort 10: Jan. 12, Feb. 20, Mar. 20, Jun. 5, 2024; 9 am - Noon (Zoom)
Virtual, In-Person, and Blended Learning Opportunities

Extended Learning Opportunities

- **Using Technology to Improve Student Engagement**
  Sep. 28, 2023; 9 am - Noon (Zoom)

- **University and K-12 Partnerships to Support Inclusive Practices**
  Oct. 6, 2023; 9 am - Noon (Zoom)

- **School Superintendents Assessment (SSA 6991) Prep Sessions**
  Oct. 9, 16, 23, 30 Nov. 6, 2023; 5:30 pm - 8:30 pm (Zoom)

- **Aspiring Leaders Series: Navigating the Leadership Path from Aspiring to Practicing**
  Nov. 14, 2023; 4 pm - 5:30 pm (Zoom)

- **Grant Writing: If You Build It, They Will Fund**
  Dec. 4, 2023; 9 am - Noon (Zoom)

- **Creating an Asset-Based Culture Through the Appreciative Inquiry Process**
  Dec. 15, 2023; 9 am - 3 pm at FEA (In-Person)

- **The ABCs of Publishing Your Work**
  Jan. 19, 2024; 9 am - Noon (Zoom)

Family and Community Partnerships

- **University and K-12 Partnerships to Support Inclusive Practices**
  Oct. 6, 2023; 9 am - Noon (Zoom)
Virtual, In-Person, and Blended Learning Opportunities

Leadership for Learning

Aspiring Leaders Series: Knowing Problem-Solving Styles to Improve Your Collaborative Leadership Skills
Sep. 19, 2023; 4 pm - 5:30 pm (Zoom)

Using Professional Standards to Set Powerful Leadership Goals for the School Year
Sep. 26, 2023; 9 am - Noon (Zoom)

The Principal/AP/VP’s Survival Guide!
Sep. 28, 2023; 9 am - 3 pm at Saddle Brook High School (In-Person)

Strengthening Special Education Leadership
Intro. Session: Oct. 5, 2023; 2 pm - 2:30 pm (Zoom) and 3 hours of coaching

Oct. 6, 2023; 9 am - 3 pm at FEA (In-Person)

School Superintendents Assessment (SSA 6991) Prep Sessions
Oct. 9, 16, 23, 30 Nov. 6, 2023; 5:30 pm - 8:30 pm (Zoom)

Leading Inclusive Education: Steps to Level Up Co-Teaching
Oct. 18, 2023; 9 am - 3 pm at FEA (In-Person)

Aspiring Leaders Series: Navigating the Leadership Path from Aspiring to Practicing
Nov. 14, 2023; 4 pm - 5:30 pm (Zoom)

Navigating Courageous Leadership: Would You Follow You?
Nov. 15, 2023, 9 am - Noon (Zoom)

Creating Meetings That Inspire and Engage
Nov. 16, 2023; 9 am - 3 pm at FEA (In-Person)

Special Education Directors’ Toolkit - Navigating Guidance, Requirements and Best Practices for Risk and Threat Assessment Teams
Nov. 17, 2023; 9 am - 3 pm at FEA (In-Person)

Elevating Supervisors’ Success Series: Preparing for Budgeting: Supervisors’ Key Role in the Budgeting Process
Nov. 20, 2023; 9 am - Noon (Zoom)

Grant Writing: If You Build It, They Will Fund
Dec. 4, 2023; 9 am - Noon (Zoom)

Co-teaching in Middle and High School
Dec. 6, 2023; 9 am - Noon (Zoom)

Nurturing Teacher Leadership: Cultivating a Culture of Empowerment in Your School
Dec. 7, 2023; 4 pm - 5 pm (Zoom)
Equity in Action Leadership Academy
Dare to be BOLD: From Equity Aspirations to Equity in Operation
Cohort 9: Dec. 14, 2023; Jan. 17; Feb. 21; Apr. 10, 2024; 9 am - Noon (Zoom)
Cohort 10: Jan. 12, Feb. 20, Mar. 20, Jun. 5, 2024; 9 am - Noon (Zoom)

Cultivating Teacher Leadership
Dec. 15, 2023; 9 am - Noon (Zoom)

Creating an Asset-Based Culture Through the Appreciative Inquiry Process
Dec. 15, 2023; 9 am - 3 pm at FEA (In-Person)

Leading Change - Making Real Change “Stick”
Jan. 16, 2024; 9 am - Noon (Zoom)

Succeeding as a Female Leader
Jan. 23, 2024; 9 am - 1 pm (Zoom)

The Principal/AP/VP’s Survival Guide
Jan. 24, 2024; 9 am - 3 pm (Zoom)

What’s New in Tenure and Seniority?
Jan. 17, 2024; Noon - 1:10 pm (Webinar)
SEL, Wellness, and Mental Health

- Using an MTSS Approach for Social, Emotional, and Behavioral Supports
  Sep. 28, 2023; 1 pm - 4 pm (Zoom)

- Addressing Staff Mental Health Issues
  Oct. 3, 2023; 9 am - 3 pm (Zoom)

- The Legal Duty of Care to Address Mental Health Issues at the Elementary Level
  Nov. 20, 2023; 9 am - Noon (Zoom)

- Addressing Student Mental Health Issues
  Nov. 28, 2023; 9 am - 3 pm (Zoom)

- ACES, Trauma Informed Practices, and SEL for Educators
  Nov. 30, 2023; 9 am - 1 pm at FEA (In-Person)

- Critical Legal Issues at the Elementary Level
  Dec. 14, 2023; 3:30 pm - 4:30 pm (Webinar)

- Supporting Student Wellbeing
  Jan. 11, 2024; 9 am - Noon (Zoom)

- Hot Issues in School Law
  Jan. 25, 2024; 9 am - 3 pm at FEA (In-Person)

- School Law Boot Camp Day 2: Focus on Mental Health, Substance Use and Staff Rights
  Jan. 30, 2024; 9 am - 3 pm at FEA (In-Person)
Staff Rights and Responsibilities

- **The Impact of Social Media in Schools**
  Oct. 17, 2023; 9 am - Noon (Zoom)

- **The Principal/AP/VP’s Survival Guide!**
  Sep. 28, 2023; 9 am - 3 pm at Saddle Brook High School (In-Person)

- **Addressing Staff Mental Health Issues**
  Oct. 3, 2023; 9 am - 3 pm (Zoom)

- **What’s New in School Law?**
  Oct. 18, 2023; Noon - 1:10 pm (Attorney Webinar)

- **Hot Issues in School Law**
  Oct. 25, 2023; 9 am - 3 pm (Zoom)

- **HIB Law Update**
  Nov. 2, 2023; 9 am - 1 pm (Zoom)

- **What’s New in HIB Law?**
  Nov. 15, 2023; Noon - 1:10 pm (Attorney Webinar)

- **Discrimination Law, CEP, and the Role of the AAO**
  Dec. 12, 2023; 9 am - 3 pm at MUJC (In-Person)

- **Critical Legal Issues at the Elementary Level**
  Dec. 14, 2023; 3:30 pm - 4:30 pm (Webinar)

- **Preparing for Mediation and Due Process Hearings**
  Dec. 14, 2023; 9 am - 3 am at FEA (In-Person)

- **What’s New in Tenure and Seniority?**
  Jan. 17, 2024; Noon - 1:10 pm (Webinar)

- **The Principal/AP/VP’s Survival Guide!**
  Jan. 24, 2024; 9 am - 3 pm (Zoom)

- **Hot Issues in School Law**
  Jan. 25, 2024; 9 am - 3 pm at FEA (In-Person)

- **School Law Boot Camp Day 2: Focus on Mental Health, Substance Use and Staff Rights**
  Jan. 30, 2024; 9 am - 3 pm at FEA (In-Person)
Virtual, In-Person, and Blended Learning Opportunities

Student Conduct, Safety, and Rights

- **The Principal/AP/VP’s Survival Guide!**
  Sep. 28, 2023; 9 am - 3 pm at Saddle Brook High School (In-Person)

- **Mastering Student Investigations**
  Oct. 4, 2023; 9 am - 3 pm at FEA (In-Person)

- **The Impact of Social Media in Schools**
  Oct. 17, 2023 9 am - Noon (Zoom)

- **What’s New in School Law?**
  Oct. 18, 2023; Noon - 1:10 pm (Attorney Webinar)

- **Second Statewide Symposium on Chronic Absenteeism**
  Oct. 20, 2023; 9 am - 2 pm at FEA (In-Person)

- **Addressing Student Behavior at the Elementary School Level: Elementary Education Series Day 1 of 2**
  Oct. 23, 2023; 9 am - Noon (Zoom)

- **Attendance, Residency, and Homelessness Issues**
  Oct. 24, 2023; 9 am - 3 pm (Zoom)

- **Hot Issues in School Law**
  Oct. 25, 2023; 9 am - 3 pm (Zoom)

- **HIB Law Update**
  Oct. 31, 2023; 9 am - 3 pm at FEA (In-Person)

- **HIB Law Update**
  Nov. 2, 2023; 9 am - 1 pm (Zoom)

- **Understanding the Power and Responsibilities of the School Climate Team**
  Nov. 3, 2023, 9 am Noon (Zoom)

- **Navigating Free Speech, Sensitive Legal Issues and Equity in Schools**
  Nov. 14, 2023; 9 am - 3 pm at MUJC (In-Person)

- **What’s New in HIB Law?**
  Nov. 15, 2023; Noon - 1:10 pm (Attorney Webinar)

- **School Law Boot Camp Day 1: Focus on Diversity, Equity, Inclusion, and Student Rights**
  Dec. 4, 2023; 9 am - 3 pm at FEA (In-Person)

- **Discrimination Law, CEP and the Role of the AAO**
  Dec. 12, 2023; 9 am - 3 pm at MUJC (In-Person)

- **Legal Requirements and Emerging Issues Related to the Code of Student Conduct**
  Jan. 16, 2024; 9 am - 3 pm (Zoom)

- **Adapting the Code of Conduct to Ensure Equity**
  Jan. 18, 2024; 9 am - 3 pm (Zoom)

- **Adapting the Code of Conduct to Address Specialized Populations**
  Jan. 23, 2024; 9 am - 3 pm (Zoom)

- **The Principal/AP/VP’s Survival Guide!**
  Jan. 24, 2024; 9 am - 3 pm (Zoom)

- **Hot Issues in School Law**
  Jan. 25, 2024; 9 am - 3 pm at FEA (In-Person)
Supporting All Learners

- **Using Data to Measure Progress for Students with Intensive Intervention Needs**
  Sep. 22, 2023; 9 am - 3 pm; Oct. 27, 2023; 9 am - 3 pm; Dec. 1, 2023; 10 am - 2 pm (Zoom)

- **Understanding the Revised Regulations for Supporting Multilingual Learners**
  Oct. 2, 2023; 9 am - Noon (Zoom)

- **Hot Issues in Special Education Law**
  Oct. 5, 2023; 9 am - 3 pm (Zoom)

- **Strengthening Special Education Leadership**
  Intro. Session: Oct. 5, 2023; 2 pm - 2:30 pm (Zoom) and 3 hours of coaching

- **Making the Link Between Data and Intervention: K-6th Grade Reading**
  Oct. 19, 2023; 1 pm - 4 pm (Zoom)

- **Section 504 Explained, Special Education Litigation Certificate Program, Day 1 of 3**
  Oct. 19, 2023; 9 am - 3 pm at FEA (In-Person)

- **Attendance, Residency, and Homelessness Issues**
  Oct. 24, 2023; 9 am - 3 pm (Zoom)

- **I&RS to MTSS - Implementing MTSS to Meet NJ Intervention and Referral Services Requirements**
  Oct. 25, 2023; 1 pm - 4 pm (Zoom)

- **Gifted and Talented Education in New Jersey: The Law, Latest Guidance and Best Practices**
  Nov. 1, 2023; 1 pm - 4:30 pm (Zoom)

- **Unraveling and Leading with Your Special Education Data**
  Nov. 14, 2023; 9 am - Noon (Zoom)

- **Legally Compliant IEPs**
  Nov. 16, 2023; 9 am - 3 am at FEA (In-Person)

- **Special Education Directors’ Toolkit - Navigating Guidance, Requirements and Best Practices for Risk and Threat Assessment Teams**
  Nov. 17, 2023; 9 am - 3 pm at FEA (In-Person)

- **Creating Collaborative Consultative Classrooms in Your School Community**
  Nov. 30, 2023; 1 pm - 4 pm (Zoom)

- **Co-teaching in Middle and High School**
  Dec. 6, 2023; 9 am - Noon (Zoom)

- **Equity in Gifted and Talented Education Programming – The Law, G&T Program Equity Audits and Urban School District Programming**
  Dec. 7, 2023; 1 pm - 4:30 pm (Zoom)

- **Critical Legal Issues at the Elementary Level**
  Dec. 14, 2023; 3:30 pm - 4:30 pm (Webinar)

- **Preparing for Mediation and Due Process Hearings**
  Dec. 14, 2023; 9 am - 3 am at FEA (In-Person)

- **Gifted and Talented Update**
  Jan. 11, 2024; 3:30 pm - 4:30 pm (Webinar)
NJLA Series 10 - Session 1: Creating Impact: Forging Strong Relationships (PSEL Standards 5, 7, 8; Model Teacher Leader Standard Domain VI)

In-Person
Nov. 1, 2023; 9 am - 1 pm at FEA
Fee: $450 for a 3-session Academy. Participants must register for all three sessions. Click here to see the description.

HIB Law Update
Zoom
Nov. 2, 2023; 9 am - 1 pm
Presenter: David Nash, Esq., Director of Legal Education and National Outreach
Fee: $125 Members/Non-Members
Offered in Partnership with TMI Education. With the enactment of major changes to the Anti-Bullying Bill of Rights and other important legal developments all school staff will benefit from this timely session. In this session, participants will learn about major changes in state law, recent U.S. Supreme Court decision impacting student cyberspeech, other recent HIB case law impacting student and staff member rights, recent trends in HIB, and how to address student behavior linked to recent events, including the worldwide racial justice movement and the passage of legislation requiring a K-12 curriculum that addresses diversity, equity and inclusion.

Understanding the Power and Responsibilities of the School Climate Team (PSEL Standards 3, 6, and 7)
Zoom
Nov. 3, 2023; 9 am - Noon
Presenters: 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 10 - Session 2: Reimagining Instructional Leadership: Cultivating Collaboration and Building Capacity
(PSEL Standards 1, 2; Model Teacher Leader Standard Domain VII)
Zoom
Nov. 13, 2023; 9 am - 1 pm
Fee: $450 for a 3-session Academy. Participants must register for all three sessions. Click here to see the description.

Navigating Free Speech, Sensitive Legal Issues and Equity in Schools
In-Person
Nov. 14, 2023; 9 am - 3 pm at MUJC Professional Development Center; 340 Central Avenue New Providence, New Jersey 07974
Presenters: David Nash, Esq., Director of Legal Education and National Outreach; Cindy Assini, K-12 Supervisor of Social Studies/Gifted and Talented, Hillsborough TWP; Judy LoBianco, President/CEO, HPE Solutions, LLC; Damien Lopez, Project Manager and Trainer, Garden State Equality; Fidelia Sturdivant, Coordinator of Diversity, Equity and Inclusion, NJPSA/FEA
Fee: $150 Members/Non-Members
Offered in Partnership with MUJC. This session will review the heated debates happening in New Jersey and across the country related to how schools address issues of diversity, equity and inclusion in the curriculum and beyond. Participants will be provided with an overview of recently revised legal requirements, resources, and strategies for addressing misinformation and disinformation regarding what is being taught in our schools. Participants will learn about specific resources related to the social studies and health standards, and strategies for infusing issues of equity throughout the curriculum. Participants will also learn about broader issues that are arising related to hate speech and the parameters of staff and student First Amendment rights, as well as the legal issues surrounding equity issues that arise at school functions and school board meetings.

Unraveling and Leading with Your Special Education Data
(PSEL Standards 3, 5, 7, and 10)
Zoom
Nov. 14, 2023; 9 am - Noon
Presenters: Dr. Paul Barbato, FEA Consultant and Kerri Lee Walsifer, Director of Special Services, Tinton Falls
Fee: $75 Members/$100 Non-Members
Audience: Directors/supervisors of special education, school leaders, child study team members
Are you looking to use your District’s Special Education Profile (SPP/APR) data to help frame and provide tailored supervision and tailored training to Child Study Team members, Teachers, and your fellow Administrative colleagues? Come join us for concrete tools that demystify and strategize around your unique public profile regarding LRE, Compliance, Parent Involvement, Secondary Success, and Equity.
Aspiring Leaders Series: Navigating the Leadership Path from Aspiring to Practicing

Zoom
Nov. 14, 2023; 4 pm - 5:30 pm
Presenter: Melissa Stager, Ed.D., Superintendent, Clinton Township School District
Fee: Free
Audience: Aspiring Leaders
Often we think the changes we want to make in education require us to leave the classroom. Then, when we start applying for leadership roles and do not get many opportunities at first, that sometimes results in us questioning our influence and possibly getting frustrated. In this session, we will discuss what you can do today that will help prepare you for a leadership role in the future and how to enact change while remaining in the classroom. And when it is time to take that step into a formal administrative role, we will also talk about what will help you get noticed in a sea of candidates.

Navigating Courageous Leadership: Would You Follow You?
(PSEL Standards 1, 2, and 10)
Zoom
Nov. 15, 2023, 9 am - Noon
Presenter: Dr. Robin Moore, Principal, Galloway Schools; FEA Consultant
Fee: $75 Members/$100 Non-Members
Audience: Principals, Assistant Principals, Supervisors, Aspiring Administrators
It takes one crisis, one pandemic or one egregious accusation that can either break a leader or strengthen their ability to lead effectively. The purpose of this workshop is to assist school leaders strengthen their leadership, build leadership capacity, establish a positive school climate, and survive leadership challenges while avoiding burnout. Participants will gain: (1) greater insight into the culture and climate of their schools; (2) strategies for including teachers, students and parents in leadership roles within the school; and (3) a deeper appreciation for how acknowledging and celebrating the diversity of the school enhances the culture and climate.

What’s New in HIB Law?
Attorney Webinar
Nov. 15, 2023; Noon - 1:10 pm
Presenters: Michael Kaelber, Esq., Coordinator of Continuing Legal Education and Research; Rebecca Gold, LEGAL ONE Consultant
Fee: $40 Members/Non-Members
Join LEGAL ONE staff attorneys in an information-packed webinar which will review the most recent legal developments in HIB affecting New Jersey’s public schools. Included will be a discussion of recent legislative and regulatory enactments involving NJ’s Anti-Bullying Bill of Rights Act and their impact on school district operations, staff & students. Participants are provided with a case law update of recent HIB decisions of the Commissioner of Education and the NJ & Federal courts as well as emerging trends. This session is approved for 1.3 NJ Continuing Legal Education (CLE) credits.
Creating Meetings That Inspire and Engage
(PSEL Standards 1, 6, and 7)

In-Person

Nov. 16, 2023; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831

Presenters: Michael Godown, Assistant Principal at Bridgewater-Raritan High School; Kristia Greenberg, Assistant Principal at Bridgewater-Raritan High School

Fee: $125 Members/$150 Non-Members

Creating and facilitating meetings is an ever-present and essential part of school leadership. Educational leaders utilize meeting time to achieve organizational goals, problem-solve, solicit ideas, as well as gather and disseminate information. Leaders strive to make meeting time valuable and effective. As proof, a Google search for: ‘first staff meeting of the school year’ will yield (about 957,000,000 results in 0.48 seconds). Despite a desire to improve meetings, research shows that many participants view meetings as unproductive and inefficient. This workshop will explore how to implement practices and protocols that will transform meetings from passive and mundane to interactive, dynamic opportunities that will increase participation, purpose, collaboration and learning.

Legally Compliant IEPs

In-Person

Nov. 16, 2023; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831

Presenter: John Worthington, Esq., Coordinator of Special Education Law

Fee: $150 Members/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 recent legislation as well as proposed changes to legislation affecting the provision of services to students with disabilities based on impacts of the pandemic, and an opportunity to discuss and address issues regarding the provision of special education and related services to students with disabilities. This session is approved for 5.6 NJ Continuing Legal Education (CLE) credits.

NJLA Series 10 - Session 3:
Designing the Learning: Focusing on Student Engagement and Empowerment
(PSEL Standards 4, 5, 6; Model Teacher Leader Standards Domain IV and VI)

Zoom

Nov. 16, 2023; 9 am - 1 pm

Fee: $450 for a 3-session Academy. Participants must register for all three sessions. Click here to see the description.
Virtual, In-Person, and Blended Learning Opportunities

🌟 Special Education Directors’ Toolkit - Navigating Guidance, Requirements and Best Practices for Risk and Threat Assessment Teams
(PSEL Standards 3, 7, and 9)

In-Person
Nov. 17, 2023; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831

Presenters: NJDOE: Office of Special Education and Jeff Gale and Tom Gambino, Office of School Preparedness and Emergency Planning; Dr. Teresa Taylor, Director of Special Education, Jackson; Dr. Steven Fiedeldey, Director of Special Services, Franklin Lakes; Dr. Thomas Toohey, Assistant Superintendent Pupil Special Services, Edison; John Worthington, Legal Specialist, FEA

Fee: $149

Audience: Special Education Directors and Supervisors, Principals and Vice-Principals, School Counselors, Child Study Team Members

Attendees will leave this year’s annual Directors’ Toolkit with tangible strategies, procedures, and tools for threat assessment teams to meet district responsibilities for screening, responding and providing appropriate services for students at risk. The workshop will include: Department of Education updates from the Office of Special Education and the Office of School Preparedness and Emergency Planning, legal updates, and a panel of districts currently implementing comprehensive and collaborative threat assessment procedures and practices.

❖ The Legal Duty of Care to Address Mental Health Issues at the Elementary Level 
Zoom
Nov. 20, 2023; 9 am - Noon

Presenter: David Nash, Esq., Director of Legal Education and National Outreach

Fee: $100 Members/$125 Non-Members

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

- Key signs to look for in order to identify students in need of mental health supports;
- Legal protections available under IDEA, Section 504, New Jersey’s Law Against Discrimination and New Jersey’s Anti-Bullying Bill of Rights for students with mental health needs;
- Legal parameters for interacting with outside agencies and law enforcement, including key aspects of Handle with Care;
- Key considerations for supporting students during extended absences and during the reentry process; and
- Strategies for working together with families and destigmatizing mental health.
**Elevating Supervisors’ Success Series: Preparing for Budgeting: Supervisors’ Key Role in the Budgeting Process**  
(PSEL Standards 7, 9, and 10)  
Zoom  
Nov. 20, 2023; 9 am - Noon  
Presenter: Anthony Scotto, Director of Curriculum & Instruction, Hamilton Township Public Schools; FEA Consultant  
Fee: $75 Members/$100 Non-Members  
Supervisors are constantly working with instructional staff to meet the needs of students. As a result, they play an essential role in the budget development process. By the end of the session, participants will be able to examine, discuss and practice the various steps that take place when developing and submitting a preliminary budget. Attendees will also understand how the process should align with district vision/mission.

**Addressing Student Mental Health Issues**  
Zoom  
Nov. 28, 2023; 9 am - 3 pm  
Presenters: David Nash, Esq., Director of Legal Education and National Outreach; Susan Coyle, MA, Traumatic Loss Coalitions for Youth Coordinator for Middlesex County, Rutgers University Behavioral Health Care  
Fee: $125 Members/$150 Non-Members  
This workshop will review key legal requirements under state and federal law for addressing students who are dealing with mental health issues. This will include a review of how mental health issues are addressed under the New Jersey Law Against Discrimination, NJ’s Anti-Bullying Bill of Rights, IDEA, Section 504, and other anti-discrimination statutes. Participants will consider issues related to anxiety, depression, addiction and suicidal ideation. Participants will understand how to provide reasonable accommodations for students, how to respond to disciplinary issues and key steps to take when necessary to ensure the safety of the student dealing with mental health issues as well as the safety and well-being of others. Through the use of scenarios, participants will consider how to apply various state and federal legal requirements in responding to real-world situations.

**NJLA Series 10 - Session 1:**  
Creating Impact: Forging Strong Relationships  
(PSEL Standards 5, 7, 8; Model Teacher Leader Standard Domain VI)  
Zoom  
Nov. 27, 2023; 9 am - 1 pm  
Fee: $450 for a 3-session Academy. Participants must register for all three sessions. Click here to see the description.

**NJLA Series 10 - Session 2:**  
Reimagining Instructional Leadership: Cultivating Collaboration and Building Capacity  
(PSEL Standards 1, 2; Model Teacher Leader Standard Domain VII)  
In-Person  
Nov. 29, 2023; 9 am - 1 pm at FEA  
Fee: $450 for a 3-session Academy. Participants must register for all three sessions. Click here to see the description.
ACES, Trauma Informed Practices, and SEL for Educators
(PSEL Standards 3, 5, 6, and 10)

In-Person
Nov. 30, 2023; 9 am - 1 pm at MUJC Professional Development Center, 340 Central Avenue New Providence, New Jersey 07974
Presenter: Susan Breton, FEA Consultant
Fee: $75 Members/$100 Non-Members

Co-sponsored with Morris-Union Jointure Commission

Children are unable to process and retain information when they are feeling overwhelmed and uncertain about the world around them. Adverse childhood experiences (ACES) such as poverty, abuse, neglect, substance use, violence, or instability within the home can cause a lasting impact on young minds. These experiences aren’t just tied to issues like anxiety, depression, and PTSD, they can also be correlated to health problems as wide-ranging as cancer, diabetes, heart disease as well as negative effects on income and educational attainment. When schools embed SEL competencies into the curriculum and train staff on trauma-informed strategies, students benefit by learning how to have supportive relationships and make stronger connections with their peers. This workshop will explore ACES, trauma-informed practices and social emotional learning for educators.

Creating Collaborative Consultative Classrooms in Your School Community
(PSEL Standards 3, 4, 5, and 7)

Zoom
Nov. 30, 2023; 1 pm - 4 pm
Presenter: Monica Ahearn, FEA Consultant
Fee: $75 Members/$100 Non-Members

Audience: School and District administrators, child study team members, general and special education teachers

Collaborative Consultative Teaching is fast being recognized as one of the most effective ways to provide individualized instruction to students with IEPs while including them in the general education setting. This workshop will walk administrators through the initial steps on how to implement this model in your school community and share some of the research on why it is so effective.

School Law Boot Camp
Day 1: Focus on Diversity, Equity, Inclusion, and Student Rights
In-Person
Dec. 4, 2023; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831
Presenters: John Worthington, Esq., LEGAL ONE Education Law Specialist; Rebecca Gold, LEGAL ONE Consultant; Sandra L. Jacques, Esq., LL.M., Assistant Director of Legal Education
Fee: $150

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

As a result of this session, participants will gain a deeper understanding of:
- major changes in state and federal law related to diversity, equity, inclusion and First Amendment rights,
- the legal duty of care that must be exercised in various settings,
- how to analyze, document and prioritize issues in the moment, and
- When and how to seek legal advice and other supports to protect your own rights.
Grant Writing:
If You Build It, They Will Fund
(PSEL Standards 1, 4, 9, and 10)
Zoom
Dec. 4, 2023; 9 am - Noon
Presenter: Dr. Marc Natanagara, FEA Consultant
Fee: $75 Members/$100 Non-Members
Audience: PreK-12 Administrators, Teachers, and Finance Personnel
If you’ve ever applied for a major grant, there are plenty of parameters but seldom any useful advice. And when you don’t get the grant, you have no idea why. Yet millions of dollars in education grants are awarded every year to those who know how to articulate their needs the right way. The facilitator, a former teacher, principal, and district administrator, has won millions of dollars in grants and has taught others how to succeed in their funding efforts. In this workshop, we’ll discuss sources of grants, which initiatives are best funded by grants, and the benefits, limitations, and sustainability of programs funded by grants.

Co-teaching in Middle and High School
(PSEL Standards 3, 4, and 5)
Zoom
Dec. 6, 2023; 9 am - Noon
Presenter: Maryann Joseph, M.Ed./NBCT, FEA Consultant
Fee: $75 Members/$100 Non-Members
Audience: District leaders and middle/high school principals/vice-principals, child study team members, general and special education middle and high school teaching teams
Co-teaching at the middle and high school levels requires a particular focus, one based on the pairing of a special educator with multiple content area general educators. This workshop will examine a practical approach to middle/high school co-teaching, connecting instructional models of co-teaching with research-based strategies as a way for a special educator and a general educator to work together to support students with IEPs in...
Virtual, In-Person, and Blended Learning Opportunities

Participants will explore a variety of strategies that can be used for subject-area learning to maximize specialized instruction to meet the needs of students with IEPs.

🌟🌟🌟 Equity in Gifted and Talented Education Programming – The Law, G&T Program Equity Audits and Urban School District Programming

**Zoom**
Dec. 7, 2023; 1 pm - 4:30 pm

**Presenters:** Mary Beth Currie, M.S.E. Coordinator of Special Projects, Foundation for Education Administration, Michael F. Kaelber, Esq., Coordinator of Continuing Legal Education and Research, LEGAL ONE, Crystal Siniari, Literacy Specialist/Gifted & Talented Education Coordinator, Office of Standards, NJDOE, Kristin Baker, Coordinator and Teacher of Gifted Education and Enrichment, Mansfield Township School District and Karen Machuca, Principal, Scholar’s Academy, Orange Township Public School District

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

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

🔍 Artificial Intelligence, Schools and the Law - Are You Prepared?

**Zoom**
Dec. 7, 2023; 9 am - 1 pm

**Presenters:** David Nash, Esq., Director of Legal Education and National Outreach; Joseph Ventre, CISSP, CIO & Founder, www.TheCyberSecurityGuard.com

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

In partnership with TMI Education. Artificial Intelligence (AI) is rapidly transforming various sectors, including education. This seminar aims to explore the various applications of AI in the preK-12 setting, the legal duty of care that must be exercised as AI increasingly becomes part of the K-12 school experience, and protocols that can ensure that districts properly address foreseeable legal issues. This seminar will review potential applications for AI and the legal issues that arise for those applications, including, among others, the use of AI by students in completing assigned work, teachers in preparing and delivering lesson plans, school leaders in seeking to streamline administrative functions, and parents and community members in how they gather information and communicate with school officials.

While AI offers significant potential benefits for schools, the use of AI in education also raises concerns about privacy, security, academic integrity, implicit bias and even the accuracy of information produced by AI. The seminar will delve into these legal and ethical considerations and explore ways to mitigate potential negative impacts while maximizing the benefits of AI in K-12 schools.
**Discrimination Law, CEP and the Role of the AAO**

**In-Person**

Dec. 12, 2023; 9 am - 3 pm at MUJC Professional Development Center; 340 Central Avenue New Providence, New Jersey 07974

**Presenter:** Sandra Jacques, Esq., LL.M., Assistant Director of Legal Education

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

Affirmative Action Officers and school leaders must be diligent in protecting the rights of all students and staff members regardless of race, gender, religion, sexual orientation or disability. This workshop will provide an overview of the broad scope of the role of Affirmative Action Officer through the lens of the Comprehensive Equity Plan, including the AAO’s role in ensuring nondiscrimination in all aspects of school district operations, from human resources to facilities to curriculum and athletics. Participants will understand key aspects of state and federal anti-discrimination claims and learn how to analyze discrimination claims.

**Equity in Action Leadership Academy**

**Empower Your Staff to Embrace Equitable Learning**

**Zoom**

Dec. 14, 2023; Jan. 17; Feb. 21; Apr. 10, 2024

9 am - Noon

**Fee:** $450 per person for 4 sessions

Acknowledging that we are on a journey to continuously improve learning opportunities for all students is a first step. Taking action on improvement is the second step! Join in this unique 4-session professional learning opportunity to uncover and address a site-specific problem of practice (PoP) focused on creating equitable learning outcomes for every student within your system. During each session YOU will engage in strengthening your knowledge and skills related to the issues of equity your system may be facing, use a variety of resources that can be adapted to address the issue, engage in dialogue and coaching to build out a plan of action, and get feedback from peers and facilitators to assist in making course corrections.

**NJLA Series 10 - Session 3:**

**Designing the Learning: Focusing on Student Engagement and Empowerment**

(PSEL Standards 4, 5, 6; Model Teacher Leader Standards Domain IV and VI)

**Zoom**

Dec. 13, 2023; 9 am - 1 pm

**Fee:** $450 for a 3-session Academy. Participants must register for all three sessions. Click here to see the description.
PREPARING FOR MEDIATION AND DUE PROCESS HEARINGS

In-Person
Dec. 14, 2023; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831
Presenter: John Worthington, Esq., LEGAL ONE Education Law Specialist
Fee: $150 Members/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 hearings; Pre-trial orders; Expert witnesses/Expert Reports; Discovery and preparing for Due Process; Preparing to Testify; Post-trial briefs; Appeals; and prevailing Party and attorneys’ fees. The session will also provide up to date information on laws and guidance impacting Special Education hearings and disputes, and an opportunity to discuss and address issues regarding disputes over the provision of special education and related services to students with disabilities, including disputes concerning current programming and compensatory services. Target Audience - Directors/Supervisors of Special Education, school law attorneys. This session is approved for 5.6 Continuing Legal Education (CLE) credits.

CRITICAL LEGAL ISSUES AT THE ELEMENTARY LEVEL

Webinar
Dec. 14, 2023; 3:30 pm - 4:30 pm
Presenter: David Nash, Esq., Director of Legal Education and National Outreach
Fee: $40 Members/Non-Members
In this session participants will learn about key legal developments impacting elementary education. This will include a review of the latest case law, recently adopted legislation and regulations, and the latest guidance from the NJDOE. This will include a review of major legal developments related to addressing gender identity and expression at the elementary level; implementing new curriculum mandates related to diversity, equity and inclusion; First Amendment rights and religious expression; student mental health, and New Jersey’s Anti-Bullying Bill of Rights.

CULTIVATING TEACHER LEADERSHIP (PSEL Standards 3, 6, and 7)

Zoom
Dec. 15, 2023; 9 am - Noon
Fee: $75 Members/$100 Non-Members
Presenter: Dr. Anthony Petruzzelli, FEA Consultant
Teacher Leadership can mean so many things. From setting examples for colleagues and peers to formal roles with assigned authority and responsibility. Schools and Districts benefit greatly when teachers are trusted with and seek out leadership roles. So what needs to be done to foster such an environment? Let’s discuss some foundational needs for Teacher Leadership to take root, and some specific strategies to encourage your teachers to seek out these roles.
Creating an Asset-Based Culture Through the Appreciative Inquiry Process
(PSEL Standards 1, 3, 7, and 10)
In-Person
Dec. 15, 2023; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831
Presenters: Anthony Orsini, Shauna Stovell
Fee: $125 Members/$150 Non-Members
In this workshop participants will experience the Appreciative Inquiry process pioneered by Dr. David Cooperrider, from Case Western Reserve. The Appreciative Inquiry process is used in both business and education for strategic planning, goal setting and strengths based growth. In this workshop participants will be guided through all five stages of the Appreciative Inquiry process (define, discover, dream, design and plan for delivery in their own district). By utilizing a strengths based approach to growth, the process of change is not only more positive with participant buy-in, but also more effective in creating sustained growth.
Participants will not only go through the Appreciative Inquiry process, but will receive the tools to lead their own Appreciative Inquiry process in their school district.

NJLA Series 10 - Session 3: Designing the Learning: Focusing on Student Engagement and Empowerment
(PSEL Standards 4, 5, 6; Model Teacher Leader Standard Domain IV and VI)
In-Person
Dec. 19, 2023; 9 am - 1 pm at FEA
Fee: $450 for a 3-session Academy. Participants must register for all three sessions. Click here to see the description.

What’s New in Legal Ethics for School Board Attorneys?
Attorney Webinar
Dec. 21, 2023; Noon - 1:10 pm
Presenter: Michael Kaelber, Esq., Coordinator of Continuing Legal Education and Research; Rebecca Gold, LEGAL ONE Consultant; David B. Rubin, P.C., Attorney at Law
Fee: $40 Members/Non-Members
This session will review the basic ethical ground rules for representing school districts, including preservation of attorney-client confidentiality, avoidance of conflicts of interest, whistle-blowing obligations, and other duties, and include an update on the past year’s ethics decisions from the courts and the Advisory Committee on Professional Ethics.

NJLA Series 10 - Session 2: Reimagining Instructional Leadership: Cultivating Collaboration and Building Capacity
(PSEL Standards 1, 2; Model Teacher Leader Standard Domain VII)
Zoom
Dec. 18, 2023; 9 am - 1 pm
Fee: $450 for a 3-session Academy. Participants must register for all three sessions. Click here to see the description.
January

🌟 How Will a Culturally Responsive Curriculum Lead to the Results You Want?

PSEL Standards 3, 4 and 6

In-Person

Jan. 8, 2024; 9 am - 1 pm at MUJC Professional Development Center; 340 Central Avenue New Providence, New Jersey 07974

Presenters: Emil Carafa, Vicki Duff, Heather Moran, FEA Coordinators of Professional Learning

Fee: $75 Members/$100 Non-Members

Co-sponsored with Morris-Union Jointure Commission

A culturally responsive audit has become a buzzword term in education in the last several years, and while it has a great deal of merit in many instances, the question becomes is it enough? In this session, participants will:

- explore processes and protocols for determining whether their curriculum materials contain any bias;
- understand and strengthen the connection between culturally responsive curriculum and the creation of agency, voice, and equitable opportunities for ALL students.

This workshop will allow leaders from the classroom, the school, and the district level to leave with the skills necessary to move this work forward.


🌟NJLA Series 10 - Session 3: Designing the Learning: Focusing on Student Engagement and Empowerment

(PSEL Standards 4, 5, 6; Model Teacher Leader Standards Domain IV and VI)

Zoom

Jan. 11, 2024; 9 am - 1 pm

Fee: $450 for a 3-session Academy. Participants must register for all three sessions. Click here to see the description.

🌟 Gifted and Talented Update Webinar

Jan. 11, 2024; 3:30 pm - 4:30 pm

Presenters: Michael Kaelber, Esq., Coordinator of Continuing Legal Education and Research; Rebecca Gold, LEGAL ONE Consultant

Fee: $40 Members/Non-Members

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.
**Supporting Student Wellbeing**  
(PSEL Standards 3, 5, and 8)  
**Zoom**  
Jan. 11, 2024; 9 am - Noon  
**Presenter:** Dr. Bobbie Downs, Director, Burlington County Special Services School District  
**Fee:** $75 Members/$100 Non-Members  
Co-sponsored with Morris-Union Jointure Commission  
Fostering student mental wellness is a complex and multifaceted process that is most effective when educators and families work together. In this workshop, participants will:  
- understand the signs and symptoms of mental health concerns in order to identify when additional resources may be needed;  
- collaboratively explore practical strategies for supporting student mental wellness and initiating conversations with students about their own mental health; and  
- engage in thoughtful discussions focused on prevalent concerns such as anxiety and depression.

**Equity in Action Leadership Academy**  
Empower Your Staff to Embrace Equitable Learning  
**Zoom**  
Jan. 12, Feb. 20, Mar. 20, and Jun. 5, 2024  
9 am - Noon  
**Fee:** $450 per person for 4 sessions  
Acknowledging that we are on a journey to continuously improve learning opportunities for all students is a first step. Taking action on improvement is the second step! Join in this unique 4-session professional learning opportunity to uncover and address a site-specific problem of practice (PoP) focused on creating equitable learning outcomes for every student within your system. During each session YOU will engage in strengthening your knowledge and skills related to the issues of equity your system may be facing, use a variety of resources that can be adapted to address the issue, engage in dialogue and coaching to build out a plan of action, and get feedback from peers and facilitators to assist in making course corrections.
Leading Change - Making Real Change “Stick”  
(PSEL Standards 1, 6, and 10)  
Zoom  
Jan. 16, 2024; 9 am - Noon  
Presenter: Dr. Anthony Petruzzelli, Consultant  
Fee: $75 Members/$100 Non-Members  
Why do so many educators say, “we did this before and it didn’t work”. Because they are right! Adopting proven, research-based strategies should improve student outcomes. They fail to reach their potential 90% of the time due to poor or absent implementation strategies. Implementation Science tells us that there are characteristics of initiatives and of those who are asked to adopt them. That these characteristics, if understood by leaders, can be emphasized, accounted for, encouraged, and manipulated to drastically improve the chances for successful implementation of any new idea or program.

What’s New in Tenure and Seniority?  
Webinar  
Jan. 17, 2024; Noon - 1:10 pm  
Presenters: Michael Kaelber, Esq., Coordinator of Continuing Legal Education and Research; Rebecca Gold, LEGAL ONE Consultant; Sandra Jacques, Esq., LL.M., Assistant Director of Legal Education  
Fee: $40 Members/Non-Members  
Join LEGAL ONE staff attorneys in a discussion of the most recent developments in tenure and seniority law for school employees. Included will be an update of recent legislative and case law developments in the areas of tenure acquisition, non-renewal, reductions in force, seniority rights, tenure entitlements and tenure arbitration dismissal decisions. This session is approved for 1.3 New Jersey Continuing Legal Education (CLE) credits.

Legal Requirements and Emerging Issues Related to the Code of Student Conduct  
Zoom  
Jan. 16, 2024; 9 am - 3 pm  
Presenter: David Nash, Esq., Director of Legal Education and National Outreach  
Fee: $125 Members/$150 Non-Members  
This session will provide an overview of legal requirements related to student conduct, including legal requirements for addressing student discipline, HIB, discrimination, drug and alcohol issues, student searches, threats, violence, vandalism, improper language, and other forms of misconduct.

Adapting the Code of Conduct to Ensure Equity  
Zoom  
Jan. 18, 2024; 9 am - 3 pm  
Presenters: David Nash, Esq., Director of Legal Education and National Outreach; Sandra L. Jacques, Esq., LL.M., LEGAL ONE Assistant Director of Legal Education; George Guy, Principal, Cherry Hill Schools  
Fee: $125 Members/$150 Non-Members  
This session will review key legal requirements related to student discipline and equity, including requirements to identify and address significant disparities in students subject to discipline based on race and other protected characteristics. This session will include a detailed review of the Memorandum of Agreement between Education and Law Enforcement, tips for properly defining the role of the SRO, discussion of the impact of marijuana legalization, and strategies for identifying and addressing implicit biases that may influence student discipline.
Let’s Change the Conversations about Reading and Writing with Our MS and HS Students
(PSEL Standards 3, 4, 7 and 10)
Zoom
Jan. 18, 2024; 9 am - Noon
Presenter: Lorraine Cella, Ed.D.
Fee: $75 Members/$100 Non-Members
Audience: Middle School and High School Educators

All too often districts unintentionally position students as below grade level based on standardized test scores that represent scant, partial and questionable views of their reading and writing abilities. Let’s change how we talk about reading and writing to create spaces for our students to be more engaged, more willing, and more effective readers and writers. Topics include:
• Reading is revision (not unlike writing)
• Reading and writing are intellectual endeavors
• Advancement is within student control
• Reading and writing are embodied productions
• The art of slow reading
• Reading like a writer
• The role of individual conferences

The ABCs of Publishing Your Work
(PSEL Standards 1 and 6)
Zoom
Jan. 19, 2024; 9 am - Noon
Presenter: Michael Gaskell, Principal and Educational Author
Fee: $75 Members/$100 Non-Members

Are you an enthusiastic educator with a passion for sharing your ideas and experiences with the world? Do you dream of seeing your name in print, inspiring colleagues, students and families through your published works? Do you want to be a part of something bigger than yourself?

Join us in this interactive workshop to unlock key steps at every point in the journey including:
• Writing Strategies & Techniques- Uncover how to captivate your audience and strengthen your storytelling skills so that your unique educational experiences are highlighted in a compelling and relatable way;
• Navigating the publishing industry- Discover insider tips on draft submissions, building your author platform, and establishing a strong presence in the educational publishing landscape;
• Targeting Your Audience- Learn how to identify and connect with your relevant audience so that your writing resonates with fellow educators, administrators, and families;
• Crafting Impactful Articles- Master the art of crafting insightful and thought-provoking articles for educational journals, blogs, and publications and expand your impact beyond your own community;
• Building a Book Proposal- Explore key strategies on creating book proposals that appeal to publishers and lead to the publication of your work.
🌟 Building the Master Schedule for Middle and High Schools

In-Person

Jan. 22, 2024; 9 am - 3pm at FEA, 12 Centre Drive, Monroe, NJ 08831

Presenter: Dr. Gary Snyder, Ed.D., FEA Consultant

Fee: $100 Members/$125 Non-Members

Building the master schedule for middle schools and high schools can be a daunting task but one that provides many opportunities for improving equity, access, student wellness, and structures for 21st century teaching and learning. In this interactive session, the detailed factors for consideration and the step-by-step progressions for building a master schedule at the secondary level will be addressed. The evolution of school schedules as well as a variety of models will be explored.

🌟 🌟 Adapting the Code of Conduct to Address Specialized Populations

Zoom

Jan. 23, 2024; 9 am - 3 pm

Presenters: David Nash, Esq., Director of Legal Education and National Outreach; John Worthington, Esq., Coordinator of Special Education Law

Fee: $125 Members/$150 Non-Member

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.
Virtual, In-Person, and Blended Learning Opportunities

Succeeding as a Female Leader
(PSEL Standards 1, 2, and 6)
Zoom
Jan. 23, 2024; 9 am - 1 pm
Presenter: Karen D’Avino, Ed. D. Retired Superintendent, Interim School Administrator
Fee: $125 Members/$150 Non-Members

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

Leading through the Cycle of Teaching & Learning
- Curriculum, Instruction and Assessment with a Focus on Early Childhood and Bilingual/ESL Education
(PSEL Standards: 4, 6, 7, and 10)
Zoom
Jan. 24, 2024; 9 am - Noon
Presenters: Julie Ochoa, Supervisor of ESL/Bilingual Programs, Franklin Township Public Schools & Alexis Ziegler, Supervisor of Early Childhood and K-3 ELA, Vineland Public Schools
Fee: $75 members/$100 Non-members

Audience: Supervisors and district leaders
Supervisors have a variety of roles and responsibilities in their daily work. Well-designed learning is engaging, interactive, relevant, and inclusive for all learners. How students learn and how teachers impact the learning process are key factors in the cycle of teaching and learning. What are supervisors’ roles collectively and individually when supporting teachers through the lens of early childhood and bilingual/ESL education? This session will explore the needs of these two groups of students within the cycle of curriculum, instruction and assessment.
The Principal/AP/VP’s Survival Guide!

Zoom
Jan. 24, 2024; 9 am - 3 pm
Presenters: Sandra L. Jacques, Esq., LL.M., LEGAL ONE Assistant Director of Legal Education; James J. Sarto, Ed.S., NJ Leaders to Leaders Program Coordinator
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

Hot Issues in School Law
In-Person
Jan. 25, 2024; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831
Presenter: Sandra Jacques, Esq., LL.M., Assistant Director of Legal Education
Fee: $150 Members/Non-Members
What were the most important changes in state and federal law that occurred during the 2022-2023 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.
School Law Boot Camp

**Day 2: Focus on Mental Health, Substance Use and Staff Rights**

**In-Person**

Jan. 30, 2024; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831

**Presenters:** David Nash, Esq., Director of Legal Education and National Outreach; Geta Vogel, Coordinator of Mental Health and Wellness and the Law; Rebecca Gold, LEGAL ONE Consultant

**Fee:** $150

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

As a result of this session, participants will:

- Understand legal requirements related to addressing mental health needs of students and staff
- Understand legal requirements for addressing suspected substance use for students and staff
- Understanding staff member rights and responsibilities under state and federal law, collective bargaining agreements and local board policy
- Understand the legal duty of care to engage in the interactive process with students and staff members once school officials become aware of underlying needs related to mental health and substance use.
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.
Elevating Supervisors’ Success Series

2023-24 Sessions:

Preparing for Budgeting: Supervisors’ Key Role in the Budgeting Process
Nov. 20, 2023; 9 am - Noon
Presenter: Anthony Scotto, Director of Curriculum & Instruction, Hamilton Township Public Schools; FEA Consultant

Leading through the Cycle of Teaching & Learning - Curriculum, Instruction and Assessment with a Focus on Early Childhood and Bilingual/ESL Education
Jan. 24, 2024; 9 am - Noon
Presenters: Julie Ochoa, Supervisor of ESL/Bilingual Programs, Franklin Township Public Schools & Alexis Ziegler, Supervisor of Early Childhood and K-3 ELA, Vineland Public Schools

Looking Forward: Using Summative Evaluation Opportunities to Set High Quality Goals
Mar. 14, 2024; 9 am - Noon
Presenters: Herb Peluzzo, Ed.D., Dept. Chair of Social Studies & Media Services, East Brunswick Public Schools; and Ross Stanger, Supervisor of Instruction K-12, Vineland Public Schools

Professional Learning - The Foundation for Student Success
May 9, 2024; 9 am - Noon
Presenter: Kim Tucker

Fee: $75 members/$100 Non-Members per session
Aspiring Leaders Series

Day 1: Knowing Problem-Solving Styles to Improve Your Collaborative Leadership Skills
Sep. 19, 2023; 4 pm - 5:30 pm
Presenter: Gary Snyder, FEA Consultant

Day 2: Navigating the Leadership Path from Aspiring to Practicing
Nov. 14, 2023; 4 pm - 5:30 pm
Presenter: Melissa Stager, Ed.D., Superintendent, Clinton Township School District

Day 3: Nurturing Teacher Leadership: Cultivating a Culture of Empowerment in Your School
Feb. 7, 2024; 4 pm - 5 pm
Presenters: Corey Cohen and Jessica Nathan, FEA Consultants

Day 4: Leapfrog Leadership
Apr. 3, 2024; 4 pm - 5:30 pm
Presenter: Barry Saide, Principal of Roosevelt School, Manville School District

Fee: FREE
School Law Express: Attorney Webinar Series 23-24

Webinars

Presenters: Michael Kaelber, Esq., Coordinator of Continuing Legal Education and Research; Rebecca Gold, LEGAL ONE Consultant

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

Day 1: What’s New in Diversity, Inclusion and Elimination of Bias? - Sep. 20, 2023; Noon - 1:10 pm
Day 2: What’s New in School Law? - Oct. 18, 2023; Noon - 1:10 pm
Day 3: What’s New in HIB Law? - Nov. 15, 2023; Noon - 1:10 pm
Day 4: What’s New in Legal Ethics for School Board Attorneys? - Dec. 21, 2023; Noon - 1:10 pm
Day 5: What’s New in Tenure and Seniority? - Jan. 17, 2024; Noon - 1:10 pm
Day 6: What’s New in Special Education Law? - Feb. 21, 2024; Noon - 1:10 pm
Day 7: What’s New in School Employment Law? - Mar. 20, 2024; Noon - 1:10 pm
Day 8: What’s New in School Official Ethics? - Apr. 17, 2024; Noon - 1:10 pm
Day 9: What’s New in School Law? Spring 2024 - May 15, 2024; Noon - 1:10 pm
Day 10: What’s New in Student Safety and Student Rights? - Jun. 19, 2024; Noon - 1:10 pm

The cost of each individual webinar is $40 Members/Non-Members. Attendees can bundle all ten webinars at a reduced total cost of $300.
The 10th year of the New Jersey Leadership Academy builds on and celebrates the momentum created by thousands of instructional leaders across the state who have placed an emphasis on supporting the learning of every student. Despite the myriad of priorities leaders find themselves facing, NJ educational leaders have become adept at intentionally building strong relationships with students, staff, and families; maintaining a focus on the skills they need to become strong, supportive leaders; and assisting in learning design that ensures the success of each student, socially and academically. Leaders who lead with intentionality recognize that the journey of continuous improvement must be constantly communicated, reinforced, and nudged, if not propelled, forward, resulting in momentum for success. In NJLA Series 10, we will challenge you to reconsider and clarify your purpose as an instructional leader, set actionable goals and communicate them effectively, grow advocacy skills that support students’ needs, reflect on past experiences to make important student-centered decisions, and empower students, staff, and families to partner in creating equitable learning opportunities.

Upcoming Sessions

NJLA 10 sessions will be held synchronously online or in-person at FEA 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 10

All sessions are 9 am - 1 pm (Zoom or In-Person at FEA)

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<tr>
<th>Session 1:</th>
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<th>Session 3:</th>
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<tr>
<td>Sep. 20, 2023 (Zoom)</td>
<td>Oct. 16, 2023 (Zoom)</td>
<td>Nov. 3, 2023 (Zoom)</td>
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<td>Oct. 5, 2023 (Zoom)</td>
<td>Oct. 25, 2023 (Zoom)</td>
<td>Nov. 16, 2023 (Zoom)</td>
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<td>Nov. 27, 2023 (Zoom)</td>
<td>Dec. 18, 2023 (Zoom)</td>
<td>Jan. 11, 2024 (Zoom)</td>
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$450 for three courses.
### Session 1: Creating Impact: Forging Strong Relationships

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<th>PSEL Standards 5, 7, 8; Model Teacher Leader Standard Domain VI</th>
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| Effective instructional leaders understand that relationships that are intentionally built with staff, students, and families serve as the foundation for creating an environment that nurtures student growth, engagement, and success. A positive school culture, characterized by mutual respect, open communication, and collaboration, invites all students into a learning space where they are encouraged to take risks, share ideas, and seek assistance. Strong relationships are an important aspect of building a comprehensive network of supports that meets the needs of all students and sets both behavioral and academic expectations. During this session participants will answer the following questions:
| 1. How do we foster a culture of trust, respect, and empathy within the school community? |
| 2. How do we create opportunities for meaningful interactions and relationships among students, staff, and families? |
| 3. How might we build common ground and engage in courageous conversations? |
| 4. What are the actions and expectations that thrive in a culture where strong relationships are a priority? |

### Session 2: Reimagining Instructional Leadership: Cultivating Collaboration and Building Capacity

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| It is time for leaders to reimagine instructional leadership. Effective instructional leaders must transform traditional roles and responsibilities to become inclusive and focused on fostering a culture of shared leadership, growth, and collegiality among all stakeholders. Leaders in this environment share responsibility and accountability by aligning actions to a shared vision, collaborating on goal-setting and meeting outcomes, tapping into the expertise of others as decisions are made, and providing structures and processes that promote distributed leadership and encourage diverse perspectives. This approach relies on celebrations of accomplishments while also strengthening practice and improving student outcomes. During this session participants will answer the following questions:
| 1. What is your vision for instructional leadership, and how does it align with the goals and mission of the school/district? |
| 2. What changes can be made to traditional roles and responsibilities? |
| 3. What structures will facilitate a climate that fosters shared leadership, collaborative decision-making, and capacity-building? |
| 4. How will you incorporate your mission, vision, and moral imperatives to engage in courageous conversations to build reimagined instructional leadership, and how will the actions be assessed? |

### Session 3: Designing the Learning: Focusing on Student Engagement and Empowerment

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<th>PSEL Standards 4, 5, 6; Model Teacher Leader Standards Domain IV and VI</th>
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| Instructional leaders play a crucial role in creating a culture in which all students thrive academically and socially. In collaboration with teacher teams and other education specialists, they focus on creating processes or frameworks that scaffold concepts, ideas, and learning targets for each student. By supporting teachers in developing experiences that engage all students in authentic and relevant learning and empowering their voice in that process, they build their capacity and expertise to inform and sustain robust instructional practices. Together with other educators, they model new academic concepts and focus on collective understanding and implementation of equitable practices that ensure success for all students. During this session participants will answer the following questions:
| 1. What are frameworks that support learning experiences, and how can leaders use them? |
| 2. How can leaders ensure that all students have access to universal supports? |
| 3. What decisions need to be made about content, structure, timing, pedagogical strategies, sequence of learning activities, and learning targets for each student? |
Equity in Action Leadership Academy
Empower Your Staff to Embrace Equitable Learning

Zoom

Acknowledging that we are on a journey to continuously improve learning opportunities for all students is a first step. Taking action on improvement is the second step! Join in this unique 4-session professional learning opportunity to uncover and address a site-specific problem of practice (PoP) focused on creating equitable learning outcomes for every student within your system. During each session YOU will engage in strengthening your knowledge and skills related to the issues of equity your system may be facing, use a variety of resources that can be adapted to address the issue, engage in dialogue and coaching to build out a plan of action, and get feedback from peers and facilitators to assist in making course corrections.

In this academy, participants will:
• Deepen leaders’ knowledge and skills to use and adapt culturally responsive practices to increase system-wide equitable outcomes for all learners;
• Sharpen skills such as using street data, listening to student voices, and handling discord, disagreement and competing agendas as a way to respond;
• Develop awareness of the school and district community by acknowledging and exploring the current reality within the context of student learning needs;
• Investigate systemic barriers we knowingly or unknowingly reinforce and that may ultimately lead to further propagation of access and opportunity gaps;
• Identify and take action on a reasonable Problem of Practice (PoP) and receive critical feedback and coaching on possible solutions and an action plan to resolve issues; and
• Identify evidence of impact to subsequently assess implementation measures of the PoP.

Session 1: Journey into the Equity Imperative (PSEL Standards 3, 5, 6, and 10)
Presenter: Pamm Moore

Session 2: Driving the Equity Imperative Through Dialogue and Data (PSEL Standards 3, 5, 6, and 10)
Presenter: Dr. George Jackson

Session 3: Moving the Equity Imperative to Address Systemic Change Progress (PSEL Standards 3, 5, 6, and 10)
Presenter: Kerri Waibel

Session 4: Equity in Operation: Now and in the Future (PSEL Standards 3, 5, 6, and 10)
Presenters: Pamm Moore, Dr. George Jackson, and Kerri Waibel

Fee: $450 per person for 4 sessions
We strongly recommend participants come with a partner or team to boost internal conversations between sessions. Individual participants will be grouped with others in Sessions 3 and 4. If you have questions about the academy, contact Victoria Duff at vduff@njpsa.org. 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.
Using Data to Measure Progress for Students with Intensive Intervention Needs

Zoom

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

Audience: MTSS/RTI Coordinators; principals; interventionists, special education teachers, child study team members, School teams of 3 to 5 people to include, at a minimum, a building or district administrator, general education teacher and interventionist or special education teacher

How do you identify goals and measure progress for students in need of intensive, Tier 3 interventions? This session, presenters by the NCII, will provide a step-by-step process for using data to develop individual intervention plan goals, measure progress and adjust goals based on results (for RTI or MTSS). This includes a standardized diagnostic data meeting format for addressing student progress and adaptations to instruction and intervention plans.

Session 1: Sep. 22, 2023; 9 am - 3 pm
Session 2: Oct. 27, 2023; 9 am - 3 pm
Session 3: Dec. 1, 2023; 10 am - 2 pm

Fee: $450 per person (includes all three sessions)
Special Education Litigation Certificate Program
Zoom and Self-Paced

Presenters: John Worthington, Esq., Coordinator of Special Education Law

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. Each session is approved for 5.6 NJ Continuing Legal Education (CLE) credits.

This certificate program includes 3 in-person workshops at FEA:

Day 1: Section 504 Explained - Oct. 19, 2023; 9 am - 3 pm
Day 2: Legally Compliant IEPs - Nov. 16, 2023; 9 am - 3 pm
Day 3: Preparing for Mediation and Due Process Hearings - Dec. 14, 2023; 9 am - 3 pm

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

Webinar: Child-find and Unilateral Placements - Apr. 25, 2024, 3:30 pm - 4:30 pm
Self-Paced Course: Module 4: Special Education

Fee: $435 Members/$535 Non-Members.
Participants can still register for individuals days at $150 each, the webinar for $40, and the self-paced course at $75
Elementary Education and the Law Certificate Program

Zoom and Webinar

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

This series includes 2 live online workshops:

Day 1: Addressing Student Behavior at the Elementary School Level - Oct. 23, 2023; 9 am - Noon

Day 2: The Legal Duty of Care to Address Mental Health Issues at the Elementary Level - Nov. 20, 2023; 9 am - Noon

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

Critical Legal Issues at the Elementary Level - Dec. 7, 2023

Fee: $215 Members/$240 Non-Members. Participants can still register for individual days at separately at $100 Members/$125 Non-Member each and $40 for the webinar
Meeting the needs of gifted and talented students raises many complex and interrelated challenges. How do we address the needs of our gifted and talented students as they return to full-time in-person learning? How do we address the social and emotional learning needs of our G & T students? How do we ensure an equitable approach to identifying and serving G & T students and address underserved populations, such as students with disabilities, English Language Learners, and students of color? What can we learn from the experience of our colleagues across the State and the work being done at the state level by the NJDOE? What lessons can we learn from the legal disputes that have arisen across the country related to serving G & T students? This series will provide participants with a clear understanding of applicable state and federal law, raise awareness of best practices and key resources, and provide tools for helping districts put in place a comprehensive program that equitably serves all of our gifted and talented students.

Day 1: Gifted and Talented Education in New Jersey: The Law, Latest Guidance and Best Practices - Nov. 1, 2023; 1 pm - 4:30 pm

Day 2: Equity in Gifted and Talented Education Programming – The Law, G&T Program Equity Audits and Urban School District Programming - Dec. 7, 2023; 1 pm - 4:30 pm

Day 3: Best Practices in Gifted and Talented Education Programming - Feb. 8, 2024; 1 pm - 4:30 pm

Day 4: How to Meet the Challenges of K-2 and High School Gifted and Talented Identification and Programming - Mar. 14, 2024; 1 pm - 4:30 pm

Those who purchase the full 4-day series will also receive access to a new, complimentary webinar Gifted & Talented Legal Updates - Jan. 11, 2024; 3:30 pm - 4:30 pm

Fee: $300 Members/$400 Non-Members, Participants can still register for the individual workshop sessions at $75 for members and $100 for non-members, and can register for the Jan. 11, 2024 webinar for $40.

Contact LEGALONE@njpsa.org with questions or for more information. Purchase orders can be sent to FEAsupport@njpsa.org
School Law Boot Camp Rapid Response and Practical Application Certificate Program

In-Person and Webinar

Presenters: David Nash, Esq., Director of Legal Education and National Outreach; Sandra L. Jacques, Esq., LL.M., Assistant Director of Legal Education; John Worthington, Esq., LEGAL ONE Education Law Specialist; Geta Vogel, Coordinator of Mental Health and Wellness and the Law; Rebecca Gold, LEGAL ONE Consultant; Dr. Lisa J. English, Superintendent, Shore Regional High School

In this Certificate Program, participants will gain the knowledge and skills necessary to rapidly assess a wide variety of school law situations that may arise, understand their duty of care and legal obligations, and recognize how to triage situations and prioritize competing demands. The Certificate program includes two days of School Law Boot Camp and a webinar that highlights some of the outlandish issues that can arise in the school setting, and the legal implications when school leaders are not able to properly assess and respond to unique scenarios.

Day 1: School Law Boot Camp Day 1: Focus on Diversity, Equity, Inclusion and Student Rights - Dec. 4, 2023; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831
Day 2: School Law Boot Camp Day 2: Focus on Mental Health, Substance Use and Staff Rights - Jan. 30, 2024; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, NJ 08831

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

You Can’t Make This #$%^& Up! - School Law Horror Stories and Lessons to Be Learned - May 16, 2024; 3:30 pm - 4:30 pm (Webinar)

Fee: $250 Members/$300 Non-Members. Participants can still register for individual days at separately at $125 Members/$150 Non-Member each and $40 for the webinar
2023-2024 LEGAL ONE Express: Interactive Webinar Series

Webinars

Day 1: HiB New Laws, New Year - (Originally aired Aug. 31, 2023)
Day 2: Critical Legal Issues at the Elementary Level - Dec. 14, 2023; 3:30 pm - 4:30 pm
Day 3: Gifted and Talented Update - Jan. 11, 2024; 3:30 pm - 4:30 pm
Day 4: Human Resource Requirements, Best Practices, and the Law - Apr. 25, 2024; 3:30 pm - 4:30 pm
Day 5: You Can’t Make This #$%^& Up! School Law Horror Stories and Lessons to Be Learned - May 16, 2024; 3:30 pm - 4:30 pm

Fee: $215 Members/$240 Non-Members. Participants can still register for individual days at separately at $75 Members/$100 Non-Member each and $40 for the webinar
Code of Student Conduct Certificate Program

Zoom and Self-Paced

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

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.

This series includes 3 live online workshops:

Day 1: Legal Requirements and Emerging Issues Related to the Code of Student Conduct - Jan. 16, 2024; 9 am - 3 pm
Day 2: Adapting the Code of Conduct to Ensure Equity - Jan. 18, 2024; 9 am - 3 pm
Day 3: Adapting the Code of Conduct to Address Specialized Populations - Jan. 23, 2024; 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 also register for individual days at $125 for Members/$150 for Non-Members and the online course at $100, but the additional pre-recorded content is only available for those who purchase the full 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 (ABP)
Advanced Certificate of Mastery
Self-Paced
Oct 15, 2023- Dec 15, 2023

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 our Advanced Certificate of Mastery. This program provides intensive small group instruction, individualized coaching and certifies that participants are able to demonstrate the real world, authentic knowledge and skills necessary to address this critical need.

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

PATHWAY 1 - Cost $675
24 hours (previously completed LEGAL ONE’s Anti-Bullying Specialist Certificate Program)

SELF-PACED CONTENT (7 hours)
• School Climate: Leveraging the Power of School Climate Teams with Ten Essential Conversations (self-paced, approximately 3 hours)
• Completion of Reflection Log, Targeted Climate Plan Questions - (approximately 1 hour)
• Conducting Investigations: A Toolkit for Getting to the Truth (self-paced, approximately 3 hours)

• SMALL GROUP INSTRUCTION (6 hours)
• Advanced Investigation Techniques (3 hours)
• School Climate, Identifying and Responding to HIB, Understanding Due Process Rights (3 hours)

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

FINAL PRESENTATION (9 hours)
• 8 hours of preparation time (includes time working with school climate/safety team, other key stakeholders, time for data collection and analysis, and time to prepare final presentation)
• 1 hour final presentation - school climate action plan, improved HIB protocol, scenario analysis

APPLY FOR PATHWAY 1 BY SUBMITTING THIS FORM: https://tinyurl.com/LO-FEAMasteryCertificate. A LEGAL ONE staff member will contact you shortly to coordinate the live parts of the program after verifying your ABS status. You will be given access to the self-paced components by the cohort’s start date (10/15/23).

PATHWAY 2 - Cost $1,024 (Save $151, well over 10%)
Approximately 40 hours. Completion of LEGAL ONE Anti-Bullying Specialist Certificate Program, either in-person (since 2019) or self-paced, (16 hours) plus completion of the elements outlined in Pathway 1.

REGISTER FOR PATHWAY 2 BY SUBMITTING THIS FORM: https://tinyurl.com/LO-FEAMasteryCertificate. A LEGAL ONE staff member will contact you shortly to coordinate the live parts of the program after verifying your ABS status. You will have immediate access to the ABS Online Certificate Program* and be provided with access to the Advanced self-paced components by the cohort’s start date (10/15/23).

Contact LEGALONE@njpsa.org with questions or for more information. Purchase orders can be sent to FEAsupport@njpsa.org
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.


**Fee:** $500
FEA Professional Learning Savings Account

Innovative Way to Maximize Your Professional Learning Budget

www.njpsa.org/fea-professional-learning-savings-account

Take advantage of the “FEA Professional Learning Savings Account,” which can save districts substantial money and make the Board approval process much simpler. A description of this plan follows below:

• The FEA Professional Learning Savings Account will function like a prepaid debit card, which you can use for FEA/LEGAL ONE professional learning services.
• A district can fund a $5,000 account and receive 10% off in-district programs and 10% off FEA coaching services. Plus all non-NJPSA members will pay member prices for all professional learning sessions in which attendees register through FEA. Higher levels are available for more savings.
• You may use the code all year until you spend the full amount of your account. This program will begin on September 1, 2023 and will end on August 31, 2024.
• This is a great way to streamline the board approval process through a single resolution rather than continuously needing piecemeal approval for each event.
• A district-wide plan encourages teams of administrators, teachers, and staff to learn and grow together.

To learn more about the FEA Professional Learning Savings Account, please contact Emil Carafa, Coordinator of Professional Learning, at (609) 860-1200 or ecarafa@njpsa.org.

We are very happy with the benefits of the FEA Savings Plan. Securing this program allows us to be able to offer current leadership and new leaders needing mentorship timely access to a variety of legal and organizational professional development. Having the contract approved up front has also significantly streamlined our approval process for those interested in attending the FEA/LEGAL ONE sessions vs. individually submitting each request. We also appreciate the flexibility of NJPSA in adding some multi-day, conference events, and other PD offerings to the plan allowance.

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

Assessment Literacy and the Power of Formative Assessment
This course which was co-developed by FEA and ETS consists of five Assessment Literacy modules that are intended to help teachers develop and deepen their assessment literacy and understanding of the components of a balanced assessment system. Each module uses a combination of readings, case studies, and discussion questions. We hope that teachers will be able to work with colleagues in their schools, in a learning community, or in a department- or grade-level team to talk about reactions to the activities; however, we also provide additional resources in the appendices for independent use if collaboration is not available.

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

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.

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: 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 Specialist Certificate Program: Self-Paced V2
As an Anti-Bullying Specialist or Anti-Bullying Coordinator, you need comprehensive professional learning in order to be ready for this challenging role. There is no better team of anti-bullying experts for this type of training than LEGAL ONE’s instructors! We have trained thousands of Anti-Bullying Specialists, administrators and others on every aspect of New Jersey’s Anti-Bullying Bill of Rights. But we know it can be difficult at times to attend out-of-district professional learning. That’s why we are pleased to offer this self-paced online version of the Anti-Bullying Specialist Certificate Program! Complete all of this training when it’s most convenient for you, right from your home or school computer.

Child Abuse Prevention
Ensuring the safety and well-being of all students is the most important responsibility for all school district employees. This course will empower you to better understand the definitions of abuse, statistics about how often it happens, what is known about both victims and perpetrators, steps to prevent abuse, and finally, legal requirements about what to do when you suspect abuse has occurred.
Establishing HIB Systems, Protocols, and Capacity
This course provides a strategic framework to assist you in ensuring that your district is working as effectively and efficiently as possible to prevent, identify and respond to issues of harassment, intimidation and bullying.

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

Getting to the Truth: A Toolkit for Conducting Effective Student Investigations
It is crucial that incorrect decisions are NOT made when investigating students. This 4-hour online course is designed to answer the challenging questions about and address the complexities of student investigations.

Module 1: Governance, Ethics & Accountability V2
This online offering provides an overview of the law concerning school district governance, ethics and accountability for school officials, recordkeeping, and emerging issues of school law. The program contains the following important topics: Public school governance; Review of source of school, constitutional, state, and case law and federal statutes regulations and district policy; The School Ethics Code and its application to board members; school administrators; New Jersey’s Open Public Records Act; Pupil records law under FERPA; and New Jersey’s accountability regulations.

Module 2: Students Rights and 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 and Corrective Action Plans**

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

**NJ’s Anti-Bullying Bill of Rights V2**

New Jersey’s Anti-Bullying Bill of Rights is a seven-part online course features the following important topics:

- Overview of the Law
- New Positions and Reporting Procedures
- Bullying Scenario & Discussion
- HIB Investigation Process
- Social Media and Bullying
- HIB Case Law
- HIB Code and Legislative Update

**School Law Essentials for Every Teacher and School Employee**

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

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

This comprehensive course will satisfy New Jersey’s requirement for all educators to have two hours of instruction on suicide prevention, including the link between bullying and suicide, every five years. The course is designed to provide easy access to critical information. It includes a series of real world scenarios, addressing situations at the elementary, middle school and high school levels, and expert analysis of each scenario; an overview of research, best practices and the latest data related to suicidal ideation; a review of legal requirements under New Jersey’s Anti-Bullying Bill of Rights and other key student safety requirements; and supplemental resources and references for those seeking a deeper understanding of key issues; and An online assessment tool to ensure that all participants have gained an understanding of the material covered.

**Understanding Bullying in Our Schools**

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

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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!

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