



# Professional Learning

Fall 2024

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Dear Friends,

As I write this letter, summer is coming to a close and we, at NJPSA/FEA, are filled with the excitement of new beginnings that September always brings.

Recently, I've begun filling my "commute-to-work" time with podcasts and one with an intriguing title popped up on my phone the other day — "Is Your 'Leadership' Messy Enough?" What a captivating concept! Those of us in leadership know how messy leadership can be, particularly since it is complex, demanding and deeply grounded in the many relationships — students, teachers, families — across a school building. In this podcast, based on the work of Alyssa Gallagher and Rosie Connor, authors of ***Embracing MESSY Leadership: How the Experience of 20,000 School Leaders Can Transform You and Your School***, the authors provide a leadership model using MESSY as an acronym and they highlight several key messages that resonate at the beginning of the school year. One of these messages emphasizes the need to balance instructional leadership with transformational leadership, defined as the inspirational and relational side of leadership. A second message is to slow down — to pause and reflect — to adjust approaches, mindsets, and perspectives as needed and model what a lead learner looks like.

So as a new school year begins, I encourage each of us to embrace the messiness of leadership and focus on the relationships that are at the heart of who we are and what we do each and every day. Know that NJPSA/FEA is here to support you on this journey as you consider ways to deepen your professional knowledge, improve your skills, strengthen your teams, and build your leadership pipeline.

## **FALL PROFESSIONAL LEARNING CATALOG:**

In this catalog, you will find opportunities to collaborate with colleagues around professional learning that will inspire you and strengthen your instructional, as well as your transformative, leadership. A wide range of critical issues are addressed, including: the Special Education Directors' Toolkit, Climate and Culture, Multi-tiered Systems of Supports, Social-Emotional Learning, Wellness and Mental Health, Supporting all Learners, Data-informed Instruction, Assessment Literacy, Student Engagement and Behavior, Grant-writing, Chronic Absenteeism, Building the Master Schedule, Co-teaching, Equitable Systems of Learning, I&RS to MTSS, the NJ Student Learning Standards, Mentoring, Evaluation, Arts Integration, Leadership, Family and Community Partnerships, Supporting LGBTQ+ Students, Universal Design for Learning, Inclusion, Healing-centered Engagement, and Legal Education. Also included in the fall/professional learning calendar, you will find sessions to support the wide variety of leadership roles in our schools and districts.

## **IN-DISTRICT PROGRAMS – THE FEA DIFFERENCE:**

As your learning practice partner, FEA will collaborate and plan with you to meet the unique professional learning needs of your staff. Our diverse cadre of consultants have wide-ranging expertise across a variety of topics, and we will tailor the program to your needs. Reach out to us ([cstoehr@njpsa.org](mailto:cstoehr@njpsa.org)) to begin the conversation.

## **NJPSA/FEA/NJASCD FALL CONFERENCE:**

Join us at the Ocean Casino & Resort in Atlantic City on October 16-18 to collaborate, connect, engage and learn with colleagues from across the state! With the theme of ILLUMINATE, keynote addresses by Jennifer Abrams, Shane Safir, Jamila Dugan, and Jeff Hancock, and the return of our special first-day focus on assistant principals and vice principals, the conference promises to be exciting, engaging, and relevant. [Conference registration is ongoing and workshop pre-registration is also available.](#)

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

#### **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), School Administrator Certification (CE), and Teacher Leader Endorsement through the NJEXCEL Program. 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 11th year, with the theme, Amplifying the Joyful Noise in Schools. Its three sessions focus on: (1) Lifting Up Collective Voices: The Culture of Agency; (2) From Dissonance to Harmony: The Power of Instructional Leadership; and (3) Orchestrating Learning Empowerment: Impactful Curriculum and Instructional Practices. In addition to the NJLA, the [Equity in Action Leadership Academy](#), Equity Foundations: Learn, Lead, Empower, is designed for leadership teams to focus on providing equitable learning opportunities for every student and is centered around a team-based problems of practice.

#### **ONLINE LEARNING SUITE:**

This [suite of self-paced online courses](#) addresses the most critical and relevant best practices and current legal topics.

#### **LEGAL ONE:**

FEA's LEGAL ONE program continues to be the premiere provider of legal education providing in-depth applicable knowledge of the most comprehensive legal issues.

#### **NJPSA/FEA DIGITAL BADGE PROGRAM:**

This past spring, NJPSA/FEA launched our Digital Badge Initiative in partnership with Badge Cert. Designed to recognize outstanding accomplishments in professional learning, service, advocacy, and NJEXCEL, educators can earn badges by meeting established criteria through participation in specially designated NJPSA/FEA programs and opportunities. Digital badges are embedded with qualifying information and can be 100% verified by others with a single click. This cutting-edge technology will allow you to securely share your credentials across the web, on resumes, email signatures, and social media platforms to celebrate and validate your achievements.

#### **SAVE MONEY!**

The [Professional Learning Savings Account](#) reduces pricing for all FEA workshops, in-district workshops, and in-district coaching while streamlining the approval process with your Board. In addition, if you are a Premier Active, Private School, or Organizational NJPSA member, don't forget to use your [Star Advantage](#) to attend one of our eligible workshops or courses per year at no cost.

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

With gratitude,



Donna McInerney, Ed.D.

CEO of FEA

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Dear Colleague,

As we prepare for the start of the 2024-25 school year, school leaders and educators will need to navigate the many challenges of educating students in a period of heightened emotions due to both world events and domestic politics. Ensuring both student and staff physical and emotional well-being also remain in the forefront. At the same time, new legal requirements and guidance

related to complex issues such as bullying, threat assessment, substance use, racial and gender equity and more place new pressures on our schools. LEGAL ONE is, of course, here to support you through it all and empower school leaders and educators to confidently move forward and continue to be a national leader in education.

## Timely Sessions

As you will see, our Fall Calendar is replete with ever popular sessions on hot issues in school law, including Hot Issues in School Law sessions ([10/8/24](#); [10/24/24](#); [11/13/24](#); [1/30/25](#)) focused on the latest case law, statutes, and regulations, sessions looking at the latest on hot topics such as the parameters of political speech and other social media expression for students and staff ([10/10/24](#); [12/12/24](#)), addressing bullying ([10/21/24](#); [11/21/24](#)), special education ([10/2/24](#); [12/5/24](#)), and gender identity ([12/3/24](#)), and our immersive [Survival Guide](#) and [Boot Camp](#) sessions that emphasize how to address real world scenarios on the spot, in a sound, legally defensible manner. We are also excited to be launching a series of new episodes of [The LEGAL ONE Podcast](#).

## In-Depth Learning

We are also continuing and expanding our in-depth [Certificate Programs](#) for those wishing to delve deeper into topics such as bullying prevention, special education, student conduct, and our reimagined human resources certificate program, the [Human Resources LEGAL ONE Collaborative \(HRLOC\)](#). Whether you are the Director of Human Resources, superintendent, business administrator, principal, supervisor, another school leader wearing many hats including HR responsibilities, or an aspiring HR professional, the Human Resources LEGAL ONE Collaborative (HRLOC), is the key to unlocking your HR potential and developing and honing your HR knowledge and skills! HRLOC combines self-paced learning, live sessions providing in-depth review of timely HR issues throughout the year, an online support community and the ability to enhance your professional credentials and support your professional growth and advancement. We are thrilled to now offer digital badges for those who complete our in-depth Certificate programs. This credential allows you to share with the world the knowledge and skills you have demonstrated by completing one of our in-depth training programs,

## In-Person Training Near You

We are also excited to be offering more options for in-person training, where you can connect on a personal and professional level with your colleagues from across the State. In addition to offering numerous sessions at our state of the art NJPSA/FEA headquarters, we are also offering in-person training at the Morris-Union Jointure Commission in North Jersey ([10/21/24: HIB Law Update](#); [12/12/24: Staff and Student Free Speech & Social Media Issues](#); [1/30/25: Hot Issues in](#)

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

[School Law](#)) and at William Davies Middle School in Mays Landing ([11/13/24: Hot Issues in School Law](#)) for those in South Jersey.

### **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, Alliant Insurance Services, Garden State Equality, The Madison Institute, New Jersey Prevention Network, the New Jersey Chapter of the American Academy of Pediatrics, 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 you where you are, and will work with you to develop comprehensive programs 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](mailto:LEGALONE@njpsa.org).

Thank you once again for all that you do to make New Jersey the leading state in the nation in public education. We look forward to being a true professional learning partner for you and your district in the 2024-25 school year and beyond.

Sincerely,



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

# Professional Standards for Educational Leaders (PSEL Standards)


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

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


## NJPSA/FEA Cancellation/Refund Policy

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

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

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# Table of Contents

## Virtual Workshops and Webinars by Month

[September 2024](#)



[December 2024](#)



[October 2024](#)



[January 2025](#)



[November 2024](#)



## Other Programs

[Professional Learning  
Series and Certificate  
Programs](#)





[Online Learning  
Suite](#)




# Virtual, In-Person, and Blended

## September

  **NJLA Series 11 - Session 1**  
**Lifting Up Collective Voices:**  
**The Culture of Agency**  
(PSEL Standards 1, 3, 4, 7, 8, 10 and  
Teacher Leader Domains I, II, III, and VII)  
**Zoom**

**Sep. 18, 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.](#)**


  **Do Data Differently This Year: Incorporating Protocols and Street Data to Improve Student Outcomes**  
(PSEL Standards 4, 6, and 10)  
**Zoom**

**Sep. 19, 2024; 9 am - Noon**

**Presenter: Heather Moran, Coordinator of Professional Learning, FEA**

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

"Education can be transformed if we eradicate our fixation on big data like standardized test scores as the supreme measure of equity and learning," Safir and Dugan (2021). While we cannot ignore NJSLA data and the like, we can look at things differently and see our students in their entirety leading to better decisions for our schools as a whole. Join us to investigate the different data sources, questions, and protocols that can allow school leaders to demonstrate progress of students in multiple areas and set realistic goals as they move forward through the school year.



 **Seamless Transitions:**  
**Navigating Role Changes in School Leadership**  
(PSEL Standards 1, 2, and 10)  
**Zoom**

**Sep. 20, 2024; 11:30 am - 12:30 pm**

**Presenters: Michael Godown, Assistant Principal Bridgewater-Raritan Middle School, Kristia Greenberg, Principal Branchburg Central Middle School, David Kaysan, Principal, Brick Township High School**

**Fee: FREE (NJPSA MEMBERS ONLY)**

While there is a great deal of truth to the idea that leadership skills can be applied universally, educators know differently! Every level of the PreK - 12 continuum has a unique set of elements associated with it. Yet when administrators move between grade spans it is often without the support of a mentor and with others assuming you know exactly what to do as a leader in the new role! Come join fellow members to discuss how they managed the role changes they have experienced, ask the questions that are on your mind, and most importantly, make some connections with other folks going through the same things as you! Join us for a FREE hour and put your professional learning first!

  **From Surviving to Thriving:**  
**Strategies for Reclaiming Joy in Your School**  
(PSEL Standards 5 and 7)  
**Zoom**

**Sep. 23 2024; 9 am - Noon**

**Presenter: Monica Butler, NBC-HWC, Integrative Nutrition Health Coach, Former NJ District Administrator**

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

**Audience: Prek-12 Educational Leaders**

While implementing SEL in our schools, we sometimes overlook a key element, our own and our teachers' health and wellness. Being exhausted and overwhelmed makes it difficult to fully embrace the tenets of SEL. In this session, Ms. Butler will share strategies to help educators create a caring community designed to support staff members wellness and foster joy in our schools.

## ★💡 Is The Principal Alone, Responsible for School Climate?

(PSEL Standards 1, 3, and 10)

### **In-Person**

Sep. 24 2024; 9 am - 2 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831

**Presenter: Dr. Robin L. Moore, Educational Leadership Consultant**

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

**Audience: Principals, Assistant Principals, (veteran or novice administrators), Aspiring Principals**

A school's culture and climate are important factors in the success of the entire school community. Every aspect of the school is reliant upon its functionality. When schools are not functioning properly, when student achievement is low or when people are not happy, the climate of the school comes under fire along with the school's leaders. Over the past 20 years, the importance of establishing or maintaining a positive, inclusive climate has been thrust to the top of the list of 'how to become an effective school.' School leaders are faced with complaints from their school community regarding climate issues and have therefore, become more astute to the changes in climate. But, is the principal solely responsible for the climate?

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

### **In-Person**

Sep. 26, 2024; 9 am - 3 pm at Saddlebrook Media Center, Saddlebrook High School, 355 Mayhill Street, Saddle Brook, NJ 07663

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

**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**

Novice, experienced, and veteran principals and assistant principals! How can we possibly remember everything? Time goes by, students, staff, community, pro10.cess, 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



## **Strengthening Special Education Leadership Through Personalized Coaching**

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. Coaching conversations will center around goals and problems of practice (e.g., improving collaboration between co-teachers and their general education partners) and will empower the leader to achieve their goals. For additional information, contact Peg McDonald – [pmcdonald@njpsa.org](mailto:pmcdonald@njpsa.org)

# Virtual, In-Person, and Blended

## 💡 The Co-teaching Equation:

### What Leaders Do When $1+1\neq 2$

(PSEL Standards 4, 6, 7, and 10)

#### **In-Person**

**Sep. 26, 2024; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

**Presenters: Cheryl Blankman, FEA Consultant**

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

This session is for inclusive leaders focused on implementing or strengthening co-teaching practices within their organization. Examine the factors that fortify each stage of a co-teaching initiative and promote co-teaching success; review the structures and systems that form the foundation for inclusive co-teaching, and determine the strategies that best address your organization's needs. Data will be shared from a current case study showing changes in co-teacher practices following leadership interventions to improve co-teaching. Clarify your inclusion message and leave with a blueprint for creating standards-driven co-taught classrooms to end glorified aide syndrome, balance your co-teacher teams, and reach diverse learners at any level.

## 💡 NJLA Series 11 - Session 1

### Lifting Up Collective Voices:

#### The Culture of Agency

(PSEL Standards 1, 3, 4, 7, 8, 10 and Teacher Leader Domains I, II, III, and VII)

#### **Zoom**

**Sep. 30, 2024; 9 am - 1 pm**

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

# October

## 📌 Hot Issues in Special Education Law

#### **In-Person**

**Oct. 2, 2024; 9 am - 3 pm**

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

**Fee: \$150 Members/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 2022, 2023, and 2024. 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.

## Addressing Social Media, Violent Extremism, and Public Schools Webinar

**Oct. 2, 2024; 3:30 pm - 4:30 pm**

**Presenters:** David Nash, Esq., Director of Legal Education and National Outreach, Jeffrey G. Gale, Director, Office of School Preparedness and Emergency Planning, New Jersey Department of Education

**Fee: \$50 Members/Non-Members**

During this workshop, participants will learn how extremism hides in plain sight, using language that differs only slightly from acceptable speech and how it has infiltrated the public school system through streaming platforms, social media apps and even inside households. As an administrator/school leader, you have a central role to play in educating parents, students and school employees about the efforts to recruit younger and younger students towards violent extremism and the signs to look for that a student may be targeted. Participants will learn how to differentiate between dangerous extremism and protected First Amendment speech, how to effectively comply with legal obligations that arise related to addressing extremism, including how to use appropriate threat assessment protocols, when to involve those with expertise in mental health, and when to involve law enforcement.

## Addressing Staff Mental Health Issues Zoom

**Oct. 3, 2024; 9 am - 3 pm**

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

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

The last two years have had a profound impact on the mental health and well-being of school staff members. This session will review the legal rights of school employees and the obligations of school districts in identifying and addressing the needs of staff members. It will include a review of state and federal protections available to staff members, the legal requirements related to working with employees to understand their needs and offer reasonable accommodations, and the difference between providing reasonable accommodations and appropriately addressing performance-based disciplinary issues that may be impacted by staff mental health needs and more.



### **Earn Your Digital Badges**

NJPSA/FEA is now offering digital badges through Badge Cert, where you can earn badges by participating in NJPSA opportunities and fulfilling the established criteria, including service, advocacy, leadership, completing educational programs, and attending professional learning. Earning digital badges signifies more than just an accomplishment; it is a testament to your dedication and expertise in these critical areas. These badges serve as portable, verifiable credentials that can be shared on your professional profiles, resumes, and social media, amplifying your accomplishments and strengthening your professional brand. With each new badge that you earn, you will receive an email that contains detailed information about the credential.

# Virtual, In-Person, and Blended

## ★💡 Bringing the Equity Lens Into Focus

(PSEL Standards 3, 7, and 10)

### Zoom

**Oct. 3, 2024; 9 am - 1 pm**

**Presenters:** Heather Moran, Coordinator of Professional Learning, FEA; Pamm Moore, FEA Consultant

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

At its core, educational equity is simply allowing each and every student to receive what they need to develop to their full academic and social potential. We all want that for the students we serve regardless of their cultural background, their ability status, their socio-economic status and countless other characteristics. The key to moving towards the achievement of educational equity for all begins with each leader's willingness to look at themselves and their settings with a fresh perspective and honest reflection. Join us as an individual or as a team to explore key diversity, equity and inclusion concepts while establishing a common language for a shared understanding. Additionally, we will set intentions for next steps leading to better outcomes for ALL students. This is a great lead-in session for those who wish to participate in the , as well as those that just want to make a positive difference in their school or district.

## ★🔧 Creating a Unified Team Approach and Comprehensive Plan for Addressing Student Substance Use

### In-Person

**Oct. 4, 2024; 9 am - 3 pm**

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

**Send a team of 4 from one school district and 4th person is free (each person beyond 4 is 25% off)**

**Presenters:** David Nash, Esq., LEGAL ONE, Director of Legal Education and National Outreach, FEA; Pam Felder, ASAP-NJ President and Student Assistance Counselor, Middletown School District; Dr. Richard Labbe, Sayreville Superintendent of Schools; George Scott, EdS LMFT, Center for Counseling; Doreen Consulmagno, LPC, Student Assistance Counselor, Sayreville Public Schools; Vikki Szabo, LPC, Student Assistance Counselor, Sparta School District

In Partnership with ASAP NJ. When it comes to addressing and preventing student substance use, the challenges and legal requirements are constantly evolving. Marijuana legalization, the growing use of fentanyl, and an escalating student mental health crisis are among the many challenges that schools must confront. Student Assistance Counselors, school principals, nurses, teachers and all other staff members have critical roles to play and need to work together as a unified team if districts are going to create and implement a comprehensive and proactive plan for supporting students.

In this session participants will:

- Learn about the latest trends in student substance use and mental health, available resources, and new legal requirements.
- be provided with a toolkit and framework for critically analyzing the strengths and areas for growth in your school district's approach to student substance use.
- hear from experienced practitioners and leading experts in mental health and substance use prevention; and
- have the opportunity to collaborate with their peers and begin applying critical knowledge and skills learned in the session.

## School Superintendents Assessment (SSA 6991) Prep Sessions

**Zoom**

**Oct. 7, 21, 28, Nov. 4, and 11, 2024; 5:30 pm - 8:30 pm**

**Fee: \$550/series Members/Non-Members (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](http://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.

Registration Deadline: 9/26/24

SSA Test Prep Sessions are not eligible for the NJL2L discount or any other coupons

## NJLA Series 11 - Session 2 From Dissonance to Harmony: The Power of Instructional Leadership

(PSEL Standards 1, 3, 4, 7, 8, 10 and Teacher Leader Domains I, II, III, and VII)

**Zoom**

**Oct. 8, 2024; 9 am - 1 pm**

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

## New Jersey Tiered System of Supports: Professional Development Opportunity for All School Districts

(PSEL Standards 3, 4, and 5)

**Zoom**

**Oct. 8, 2024; 9 am - Noon**

**Presenter: New Jersey Department of Education and NJTSS Partners**

**Fee: FREE**

**Audience: District and building administrators, intervention services coordinators, leaders in training, I&RS/RTI/MTSS team members**

The New Jersey Department of Education (NJDOE) is pleased to extend an opportunity for administrators and leadership teams to participate in a virtual Professional Development learning opportunity. The focus of this session will be to support administrative teams in structuring systems for operating an effective New Jersey Tiered System of Supports (NJTSS). The goal will be to ensure administrators and leadership teams are best positioned to use available data to make instructional decisions for students. Participants are encouraged to attend the entire 3-hour session, which will cover the following (3) topic areas:

- Building Foundational Knowledge and Establishing an Infrastructure to Support NJTSS
- Data-Based Decision Making, Universal Screening and High-Quality Learning Environments
- Analyzing Universal Screening Data and Connection to Core Instruction

# Virtual, In-Person, and Blended

## Hot Issues in School Law **Zoom**

**Oct. 8, 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

**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.

## Addressing Staff Boundaries, Human Resources **LEGAL ONE Collaborative** **Zoom**

**Oct. 9, 2024; 1 pm - 4 pm**

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

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

This session will review key issues related to understanding and respecting boundaries for staff members in how they interact with students, parents, colleagues and the larger school community. This will include protocols that should be established to avoid even the perception of improper relationships, key considerations related to social media use and political speech, and procedures for responding to issues that may arise promptly and effectively.

## HIB Law Update **In-Person**

**Oct. 21, 2024; 9 am - 3 pm at MUJC, 340 Central Avenue, New Providence, NJ 07974**

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

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

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.

## NJLA Series 11 - Session 1 Lifting Up Collective Voices: The Culture of Agency (PSEL Standards 1, 3, 4, 7, 8, 10 and Teacher Leader Domains I, II, III, and VII) **Zoom**

**Oct. 22, 2024; 9 am - 1 pm**

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

## ILLUMINATE

### 2024 NJPSA/FEA/NJASCD Fall Conference at Ocean Casino Resort, Atlantic City

October 16, 2024 for Assistant and Vice Principals

October 17-18, 2024 for All Educational Leaders

Please join us for the 2024 NJPSA/FEA/NJASCD Fall Conference - ILLUMINATE - at our new location, The Ocean Casino Resort on the Boardwalk in Atlantic City. This conference will be held over three days, Wednesday, October 16 for assistant and vice principals, and Thursday and Friday, October 17 and 18 for all educational leaders. Enjoy inspiring keynote addresses, engaging professional learning sessions presented by NJPSA members and other leaders, the Visionary Leadership Awards ceremony, and numerous networking opportunities. Last year's conference sold out, so do not miss your opportunity to **register!**

### Keynote Speakers



#### Jennifer Abrams

Former English Teacher and Author of several books, including: *Having Hard Conversations*; *The Multigenerational Workplace*; *Swimming in the Deep End*; and *Stretching Your Learning Edges: Growing (Up) at Work*



#### Dr. Jamila Dugan

Leadership Coach, Researcher, school leader specializing in equity-centered leadership development, and Co-author of *Street Data: A Next-Generation Model for Equity, Pedagogy, and School Transformation*



#### Shane Safir

Founding Principal of June Jordan School for Equity, equity-centered leadership coach, and Co-author of *Street Data: A Next-Generation Model for Equity, Pedagogy, and School Transformation*



#### Dr. Jeff Hancock

Founding Director of the Stanford Social Media Lab, Harry and Norman Chandler Professor of Communication at Stanford University, and a leading expert in social media and the psychology of online interaction

Register at [www.njpsa.org](http://www.njpsa.org).

# Virtual, In-Person, and Blended

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

(PSEL Standards 4, 5, and 6)

**Zoom**

**Oct. 23, 2024; 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.

## ★💡 Facilitating Inclusion Through Building Level Leadership

(PSEL Standards 1, 3, and 5)

**Zoom**

**Oct. 23, 2024; 9 am - Noon**

**Presenters: Michele Gardner, Executive Director, NJ Coalition for Inclusive Education**

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

**Audience: Principals and vice principals, district leaders**

Inclusive education plays a pivotal role in the adult outcomes for learners with disabilities. In this session, building level leaders will learn about the current state of "inclusion" in New Jersey as well as the laws and

research that support inclusive education, and will be provided with tips and resources for ways that they can build a more inclusive culture in PreK-12 classrooms throughout the state. Participants will learn about best practices around inclusive education and strategies for exploring membership and belonging in their schools.

## 💡 SLLA Prep Session Series (For Principal Certification)

**Zoom**

**Oct. 24, 30, Nov. 6, 14, and 21, 2024; 5:30 pm - 8:30 pm**

**Fee: \$550/series Members/Non-Members (No charge of current NJEXCEL Model 1, 2, 3, and 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](http://www.ets.org/sls)). Prior to the first session please **DOWNLOAD THE STUDY COMPANION SLLA** Registration deadline 10/10/24

Test Prep Sessions are not eligible for the NJL2L discount or any other coupons

## ★💡 Transforming Equity Through Teacher Champions

(PSEL Standards 3, 5, 6, and 7)

### **In-Person**

**Oct. 24, 2024; 9 am -1 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

**Presenters: Hitisha Patel, Toni DiFazio, FEA Consultants**

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

Session Overview: After the pandemic, the vast disparities that exist in K-12 school systems across the United States have continued to widen. It is vital to conduct a comprehensive evaluation of school systems and methods to have a substantial impact on the students and the schools we serve. This professional learning workshop will provide learners with toolkits and systems necessary to foster culturally responsive teaching practices, cultivate teacher leadership ("champions"), and implement school wide programs/initiatives that ensure equity and sense belonging for all members of the school community. Participants will leave with a personalized action plan that will inspire equity drivers within: systems/policies, professional development/teaching practices, and/or community outreach.

Goals:

- Explore and highlight important practices that create equitable classrooms and build teacher leadership capacities ("equity champions")
- Design and collaborate on an individualized equity action plan that can be implemented in respective schools
- Share and reflect on thoughts and ideas of potential best practices to create an equitable school environment

## 🔥 Hot Issues in School Law **Zoom**

**Oct. 24, 2024; 9 am -1 pm**

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

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

In partnership with TMI Education. 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.

## 🏆💡 NJLA Series 11 - Session 2 From Dissonance to Harmony: The Power of Instructional Leadership

(PSEL Standards 1, 3, 4, 7, 8, 10 and Teacher Leader Domains I, II, III, and VII)

### **Zoom**

**Oct. 24, 2024; 9 am - 1 pm**

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

# Virtual, In-Person, and Blended

## 💡 Not Just the ML Supervisor:

### Building the Capacity of ALL Leaders to Support MLs

(PSEL Standards 3, 4, and 10)

#### **In-Person**

**Oct. 28, 2024; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

**Presenter: Kiina Dordoni, FEA Consultant**

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

As the supervisor of programs for Multilingual Learners, how can you build the capacity of your administrative colleagues so you are not the sole resource for everything ML? The purpose of this workshop is to develop a deeper understanding of MLs, the language acquisition process, and the policies that guide our work toward facilitating shared ownership of our MLs.

In this workshop, we will use Ayanna Cooper's *And Justice for ELs: A Leader's Guide to Creating and Sustaining Equitable Schools* and Hamayan and Freeman's *English Language Learners at School: A Guide for Administrators* as anchor texts and references to guide our work. The goal is to hone our own expertise as leaders, and to be able to gain support from administrative colleagues through bite-sized pieces of collaborative learning that will give them the skills to support MLs in their departments and schools. Participants will also have an opportunity to reflect on and share practices from their districts.

## 💡 Building Bridges to

### Leadership: Mentoring Aspiring Administrators

(PSEL Standards 1, 6, 7, and 10)

#### **Zoom**

**Oct. 29, 2024; 9 am - Noon**

**Presenters: Dr. Kevin Doyle, District Supervisor of Instruction – Science, Morris Hills Regional District, Ms. Jenny Malin, Teacher of Business Education & Instructional Coach at Morris Knolls High School**

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

Building and sustaining a strong leadership pipeline within a school district does not happen by accident. Through purposeful collaboration, thoughtful mentoring, job-embedded experiences, and a mission-driven purpose, aspiring school leaders can develop the skills, experience and wisdom they need to become productive and impactful leaders.

This session will explore best practices for integrating the work of administrator prep programs (including NJEXCEL and college and university programs) with the mentoring and leadership opportunities provided by schools and districts. Specifically, participants will:

- learn the benefits of providing guidance and support to aspiring supervisors supporting a "growth leader mindset;"
- explore the model used in one school district which combined the NJEXCEL program with the district's vision for school and district leaders;
- develop strategies to recognize and support aspiring supervisors from any district;
- realize the advantages of working and networking with current and aspiring supervisors; and
- learn strategies to prepare aspiring leaders for the rigors of the interview process and the importance of professional affiliations, such as NJPSA.

## NJLA Series 11 - Session 3

### Orchestrating Learning Empowerment: Impactful Curriculum and Instruction Practices

(PSEL Standards 1, 3, 4, 7, 8, 10 and  
Teacher Leader Domains I, II, III, and VII)

**Zoom**

**Oct. 30, 2024; 9 am - 1 pm**

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

## Changing the Invitation to Advanced Placement

(PSEL Standards 3, 4, and 10)

**Zoom**

**Oct. 30, 2024; 9 am - 10 am**

**Presenter: Dianna L. Frank , Senior Director, K12  
Services State and District Partnerships College  
Board**

**Fee: FREE**

One of the greatest challenges in American education is that students don't feel fully engaged in their schoolwork and feel it lacks relevance for their future. The College Board is actively working to put relevance at the center of education – rethinking our Advanced Placement offerings to ensure that our coursework appeals to today's students and that every student feels recognized and invited to the table. During this workshop for district and school leaders, you'll hear from College Board as well as New Jersey district leaders about how new courses, project-based assessments and shifting mindset are changing the invitation to AP, and other advanced coursework.

## Section 504 Explained In-Person

**Oct. 30, 2024; 9 am - 3 pm at FEA, 12 Centre  
Drive, Monroe Township, 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.

# Virtual, In-Person, and Blended

## November

### Building Strong Partnerships With Families: Proactive Communication and Empowered Engagement

(PSEL Standards 8 and 10)

**Zoom**

**Nov. 4, 2024; 9 am - 11 am**

**Presenter: Carol Webb, Retired Director of Special Services, Hunterdon Central Regional High School**

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

Join us for this dynamic workshop designed to transform your communication with families and support student success. Discover powerful strategies and practical tips for building strong, collaborative relationships that go beyond the classroom. In this session, you will:

- master proactive communication methods that keep parents and families informed, involved and engaged;
- hone your active listening skills to truly understand and address concerns;
- learn how to foster a positive, empowering partnership between educators and families.

Whether you're a seasoned educator or new to the field, this session will provide you with the tools and confidence to create meaningful connections that support every student's journey.

### NJLA Series 11 - Session 1 Lifting Up Collective Voices: The Culture of Agency

(PSEL Standards 1, 3, 4, 7, 8, 10 and Teacher Leader Domains I, II, III, and VII)

**In-Person**

**Nov. 4, 2024; 9 am - 1 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

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

### Inclusive Practices:

Arts Education for All Abilities -  
Critical Disability Studies

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

**Zoom**

**Nov. 12, 2024; 4 pm - 5:15 pm**

**Presenters: Arts Ed NJ, NJCIE, and NJPSA/FEA**

**Fee: \$50 Members/Non-Members**

This session will introduce participants to the foundations of inclusion and the Critical Disabilities Studies model. Participants will explore concepts of inclusion and belonging and understand how inclusivity in PreK-12 public schools extends into the visual and performing arts classroom. Register today—for this session or the entire series—to join with other practitioners taking action to create a supportive, inclusive environment for all learners!

### Legally Compliant IEPs **In-Person**

**Nov. 12, 2024; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

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

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

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 11 - Session 2](#) [From Dissonance to Harmony:](#) [The Power of Instructional](#) [Leadership](#)

(PSEL Standards 1, 3, 4, 7, 8, 10 and  
Teacher Leader Domains I, II, III, and VII)

**Zoom**

**Nov. 12, 2024; 9 am - 1 pm**

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

## [Using an MTSS Approach](#) [for Social, Emotional, and](#) [Behavioral Supports](#)

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

**Zoom**

**Nov. 13, 2024; 9 am - Noon**

**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 Multi-Tiered System of Support (MTSS)/Response to Intervention (RTI) structure offering a comprehensive system of support 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 MTSS 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.

## [Hot Issues in School Law](#) **In-Person**

**Nov. 13, 2024; 9 am - 3 pm at William Davies Middle School, 1876 Dr Dennis Forman Dr, Mays Landing, NJ 08330**

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

**Fee: \$150 Members/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.

## [NJLA Series 11 - Session 3](#) [Orchestrating Learning](#) [Empowerment: Impactful](#) [Curriculum and Instruction](#) [Practices](#)

(PSEL Standards 1, 3, 4, 7, 8, 10 and  
Teacher Leader Domains I, II, III, and VII)

**Zoom**

**Nov. 14, 2024; 9 am - 1 pm**

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

# Virtual, In-Person, and Blended



## Accelerating the Learning

 [Changing the Invitation to Advanced Placement](#)

Oct. 30, 2024; 9 am - 10 am (Zoom)

 [Inclusive Practices:](#)

[Arts Education for All Abilities - Critical Disability Studies](#)

Nov. 12, 2024; 4 pm - 5:15 pm (Zoom)

 [Gifted and Talented Education in New Jersey:](#)

[The Law, Latest Guidance and Best Practices and Professional Development](#)

Nov. 14, 2024; 1:30 pm - 4:30 pm (Zoom)

 [Lift Every Voice: How Instructional Leaders Support the Development of Productive Language \(Speaking and Writing\) of Multilingual Learners](#)

Dec. 4, 2024; 9 am - 3 pm at FEA (In-Person)

 [Specialized Instruction for Students With Disabilities: Utilizing Universal Design for Learning \(UDL\) and High Leverage Practices to Meeting Individual Needs in the Classroom](#)

Dec. 10, 2024; 9 am - 2 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. 12, 2024; 1:30 pm - 4:30 pm (Zoom)

 [Understanding the SAT<sup>®</sup> Suite of Assessment Results to Support College and Career Readiness for All Students](#)

Jan. 14, 2025; 9 am - 10 am (Zoom)

 [Gifted and Talented Update](#)

Jan. 14, 2025; 3:30 pm - 4:30 pm (Webinar)

 [Inclusive Practices: Arts Education for All Abilities - UDL/Differentiated Instruction](#)

Jan. 15, 2025; 4 pm - 5:15 pm (Zoom)

 [Enhancing Academic Literacy in Math for Multilingual Learners](#)

Jan. 28, 2025; 9 am - 1 pm (Zoom)



## Assessment Literacy

💡 [Do Data Differently This Year: Incorporating Protocols and Street Data to Improve Student Outcomes](#)

**Sep. 19, 2024; 9 am - Noon (Zoom)**

💡 [New Jersey Tiered System of Supports: Professional Development Opportunity for All School Districts](#)

**Oct. 8, 2024; 9 am - Noon (Zoom)**

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

**Oct. 23, 2024; 1 pm - 4 pm (Zoom)**

💡 [Using an MTSS Approach for Social, Emotional, and Behavioral Supports](#)

**Nov. 13, 2024; 9 am - Noon (Zoom)**

💡 [Lift Every Voice: How Instructional Leaders Support the Development of Productive Language \(Speaking and Writing\) of Multilingual Learners](#)

**Dec. 4, 2024; 9 am - 3 pm at FEA (In-Person)**

💡 [Understanding the SAT<sup>®</sup> Suite of Assessment Results to Support College and Career Readiness for All Students](#)

**Jan. 14, 2025; 9 am - 10 am (Zoom)**

# Virtual, In-Person, and Blended



## Climate and Culture

💡 [From Surviving to Thriving: Strategies for Reclaiming Joy in Your School](#)

Sep. 23 2024; 9 am - Noon (Zoom)

💡 [Is The Principal Alone, Responsible for School Climate?](#)

Sep. 24 2024; 9 am - 2 pm at FEA (In-Person)

📌 [HIB Law Update](#)

Oct. 21, 2024; 9 am - 3 pm at MUJC (In-Person)

💡 [Understanding the Power and Responsibilities of the School Climate Team](#)

Nov. 19, 2024; 9 am - 1 pm at FEA (In-Person)

💡 [Bridging the Attendance Gap: Innovative Approaches to Reducing Chronic Absenteeism](#)

Nov. 22, 2024; 8:30 am - 2 pm at FEA (In-Person)

💡 [Addressing Student Behaviors and Improving Student Engagement in a Post-COVID World](#)

Dec. 5, 2024; 9 am - 1 pm (Zoom)

💡 [Beliefs, Behaviors, and Outcomes: Conversations to Support Equitable Learning](#)

Dec. 17, 2024; 9 am - Noon (Zoom)

💡 [School Climate for Adults: The Elephant in the Room](#)

Jan. 7, 2025; 9 am - Noon (Zoom)



## Curriculum & Instruction

💡 [New Jersey Leadership Academy \(NJLA\) Series 11](#)

All sessions are 9 am - 1 pm

Starting Sep. 18, 2024

💡 [Do Data Differently This Year: Incorporating Protocols and Street Data to Improve Student Outcomes](#)

Sep. 19, 2024; 9 am - Noon (Zoom)

💡 [The Co-teaching Equation: What Leaders Do When 1+1≠2](#)

Sep. 26, 2024; 9 am - 3 pm at FEA (In-Person)

💡 [New Jersey Tiered System of Supports: Professional Development Opportunity for All School Districts](#)

Oct. 8, 2024; 9 am - Noon (Zoom)

💡 [Facilitating Inclusion Through Building Level Leadership](#)

Oct. 23, 2024; 9 am - Noon (Zoom)

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

Oct. 23, 2024; 1 pm - 4 pm (Zoom)

💡 [Not Just the ML Supervisor: Building the Capacity of ALL Leaders to Support MLs](#)

Oct. 28, 2024; 9 am - 3 pm at FEA (In-Person)

💡 [Changing the Invitation to Advanced Placement](#)

Oct. 30, 2024; 9 am - 10 am (Zoom)

💡 [Inclusive Practices: Arts Education for All Abilities - Critical Disability Studies](#)

Nov. 12, 2024; 4 pm - 5:15 pm (Zoom)

💡 [Using an MTSS Approach for Social, Emotional, and Behavioral Supports](#)

Nov. 13, 2024; 9 am - Noon (Zoom)

💡 [Special Education Directors' Toolkit: Interventions to Address the New Generation of Student Behavioral Needs](#)

Nov. 15, 2024; 9 am - 3 pm at FEA (In-Person)

💡 [Bridging the Attendance Gap: Innovative Approaches to Reducing Chronic Absenteeism](#)

Nov. 22, 2024; 8:30 am - 2 pm at FEA (In-Person)

💡 [Equity Academy](#)

[Strengthening the Equity Foundations: Learn, Lead, Empower](#)

Dec. 2, 2024, Jan. 14, Feb. 26, 2025; 9 am - 12:30 pm (Zoom)

Mar. 1 - May 15, 2025; 9 am - 12:30 pm (Coaching window) (Zoom)

May 28, 2025; 9 am - 2 pm (Zoom)

💡 [Lift Every Voice: How Instructional Leaders Support the Development of Productive Language \(Speaking and Writing\) of Multilingual Learners](#)

Dec. 4, 2024; 9 am - 3 pm at FEA (In-Person)

💡 [Addressing Student Behaviors and Improving Student Engagement in a Post-COVID World](#)

Dec. 5, 2024; 9 am - 1 pm (Zoom)

💡 [Building Resilience Early: The Science of Wellness for Pre-K - 3 Students and Caregivers](#)

Dec. 9, 2024; 9 am - 3 pm at FEA (In-Person)

💡 [Specialized Instruction for Students With Disabilities: Utilizing Universal Design for Learning \(UDL\) and High Leverage Practices to Meeting Individual Needs in the Classroom](#)

Dec. 10, 2024; 9 am - 2 pm at FEA (In-Person)

💡 [Beliefs, Behaviors, and Outcomes: Conversations to Support Equitable Learning](#)

Dec. 17, 2024; 9 am - Noon (Zoom)

💡 [Developing a Common Language for Your ESL and Special Education Teams](#)

Dec. 13, 2024; 9 am - 1 pm at FEA (In-Person)

💡 [Do You Know Me Enough to Teach Me? The Building Blocks of Early Literacy](#)

Jan. 8, 2025; 9 am - 3 pm at FEA (In-Person)

💡 [Understanding the SAT<sup>®</sup> Suite of Assessment Results to Support College and Career Readiness for All Students](#)

Jan. 14, 2025; 9 am - 10 am (Zoom)

💡 [Inclusive Practices: Arts Education for All Abilities - UDL/Differentiated Instruction](#)

Jan. 15, 2025; 4 pm - 5:15 pm (Zoom)

💡 [Supporting Struggling Learners](#)

Jan. 21, 2025; 9 am - 1 pm (Zoom)

💡 [An MTSS Professional Series: Designing, Implementing, and Sustaining a Multi-Tiered System of Supports](#)

Jan. 24, 2025; 9 am - Noon at FEA (In-Person)

Mar. 3, 2025; 9 am - Noon (Zoom)

💡 [Enhancing Academic Literacy in Math for Multilingual Learners](#)

Jan. 28, 2025; 9 am - 1 pm (Zoom)

# Virtual, In-Person, and Blended



## Diversity, Equity, and Inclusion

[The Co-teaching Equation: What Leaders Do When 1+1≠2](#)  
Sep. 26, 2024; 9 am - 3 pm at FEA (In-Person)

[Hot Issues in Special Education Law](#)  
Oct. 2, 2024; 9 am - 3 pm (In-Person)  
Dec. 5, 2024; 9 am - 1 pm (Zoom)

[Addressing Social Media, Violent Extremism, and Public Schools](#)  
Oct. 2, 2024; 3:30 pm - 4:30 pm (Webinar)

[Bringing the Equity Lens Into Focus](#)  
Oct. 3, 2024; 9 am - 1 pm (Zoom)

[Hot Issues in School Law](#)  
Oct. 8, 2024; 9 am - 3 pm (Zoom)  
Oct. 24, 2024; 9 am - 1 pm (Zoom)  
Nov. 13, 2024; 9 am - 3 pm at William Davies Middle School (In-Person)  
or  
Jan. 30, 2025; 9 am - 3 pm at MUJC (In-Person)

[HIB Law Update](#)  
Oct. 21, 2024; 9 am - 3 pm at MUJC (In-Person)  
Nov. 21, 2024; 9 am - 3 pm (Zoom)

[Facilitating Inclusion Through Building Level Leadership](#)  
Oct. 23, 2024; 9 am - Noon (Zoom)

[FEA Professional Learning](#)

[Transforming Equity Through Teacher Champions](#)  
Oct. 24, 2024; 9 am - 1 pm at FEA (In-Person)

[Section 504 Explained](#)  
Oct. 30, 2024; 9 am - 3 pm at FEA (In-Person)

[Inclusive Practices: Arts Education for All Abilities - Critical Disability Studies](#)  
Nov. 12, 2024; 4 pm - 5:15 pm (Zoom)

[Legally Compliant IEPs](#)  
Nov. 12, 2024; 9 am - 3 pm at FEA (In-Person)

[Equity Academy](#)  
[Strengthening the Equity Foundations: Learn, Lead, Empower](#)  
Dec. 2, 2024, Jan. 14, Feb. 26, 2025; 9 am - 12:30 pm (Zoom)  
Mar. 1 - May 15, 2025; 9 am - 12:30 pm (Coaching window) (Zoom)  
May 28, 2025; 9 am - 2 pm (Zoom)

[Gender Identity and Transgender Student Issues](#)  
Dec. 3, 2024; 9 am - 3 pm (Zoom)

[Specialized Instruction for Students With Disabilities: Utilizing Universal Design for Learning \(UDL\) and High Leverage Practices to Meeting Individual Needs in the Classroom](#)  
Dec. 10, 2024; 9 am - 2 pm at FEA (In-Person)

[LEGAL ONE Workshops](#)

[Addressing Staff Complaints and Promoting Strong Staff Relationships, Human Resource LEGAL ONE Collaborative](#)  
Dec. 11, 2024; 1 pm - 4 pm (Zoom)

[Developing a Common Language for Your ESL and Special Education Teams](#)  
Dec. 13, 2024; 9 am - 1 pm at FEA (In-Person)

[Beliefs, Behaviors, and Outcomes: Conversations to Support Equitable Learning](#)  
Dec. 17, 2024; 9 am - Noon (Zoom)

[Preparing for Mediation and Due Process Hearings](#)  
Dec. 17, 2024; 9 am - 3 pm (In-Person)

[School Law Boot Camp: Focus on Diversity, Equity, Inclusion and Student Rights](#)  
Dec. 18, 2024; 9 am - 3 pm (In-Person)

[Inclusive Practices: Arts Education for All Abilities - UDL/Differentiated Instruction](#)  
Jan. 15, 2025; 4 pm - 5:15 pm (Zoom)

[Enhancing Academic Literacy in Math for Multilingual Learners](#)  
Jan. 28, 2025; 9 am - 1 pm (Zoom)

[Star Advantage Eligible](#)



## Family and Community Partnerships

💡 [Building Strong Partnerships With Families: Proactive Communication and Empowered Engagement](#)

Nov. 4, 2024; 9 am - 11 am (Zoom)

💡 [Grant Writing: If You Build It, They Will Fund](#)  
Dec. 2, 2024; 9 am - Noon (Zoom)



## Leadership for Learning

💡 [New Jersey Leadership Academy \(NJLA\) Series 11](#)  
All sessions are 9 am - 1 pm  
Starting Sep. 18, 2024

💡 [Is The Principal Alone, Responsible for School Climate?](#)  
Sep. 24 2024; 9 am - 2 pm at FEA (In-Person)

💡 [The Co-teaching Equation: What Leaders Do When 1+1≠2](#)  
Sep. 26, 2024; 9 am - 3 pm at FEA (In-Person)

🔪 [The Principal/AP/VP's Survival Guide!](#)  
Sep. 26, 2024; 9 am - 3 pm at Saddlebrook High School (In-Person)

💡 [School Superintendents Assessment \(SSA 6991\) Prep Sessions](#)  
Oct. 7, 21, 28, Nov. 4, and 11, 2024; 5:30 pm - 8:30 pm (Zoom)

💡 [SLLA Prep Session Series \(For Principal Certification\)](#)  
Oct. 24, 30, Nov. 6, 14, and 21, 2024; 5:30 pm - 8:30 pm (Zoom)

💡 [Transforming Equity Through Teacher Champions](#)  
Oct. 24, 2024; 9 am - 1 pm at FEA (In-Person)

💡 [Building Bridges to Leadership: Mentoring Aspiring Administrators](#)  
Oct. 29, 2024; 9 am - Noon (Zoom)

💡 [Special Education Directors' Toolkit: Interventions to Address the New Generation of Student Behavioral Needs](#)  
Nov. 15, 2024; 9 am - 3 pm at FEA (In-Person)

💡 [Don't Lead Alone! Developing Strong School-wide Leadership](#)  
Nov. 20, 2024; 9 am - 2 pm at FEA (In-Person)

💡 [Bridging the Attendance Gap: Innovative Approaches to Reducing Chronic Absenteeism](#)  
Nov. 22, 2024; 8:30 am - 2 pm at FEA (In-Person)

💡 [Creating Meetings That Inspire and Engage](#)  
Nov. 25 2024; 9 am - 3 pm at FEA (In-Person)

💡 [Grant Writing: If You Build It, They Will Fund](#)  
Dec. 2, 2024; 9 am - Noon (Zoom)

💡 [Navigating Courageous Leadership: Would You Follow You?](#)  
Jan. 10, 2025; 9 am - 1 pm (Zoom)

💡 [Building the Master Schedule for Middle and High Schools](#)  
Jan. 13, 2025; 9 am - 3 pm at FEA (In-Person)

# Virtual, In-Person, and Blended



## SEL, Wellness, and Mental Health

💡 [From Surviving to Thriving: Strategies for Reclaiming Joy in Your School](#)

Sep. 23, 2024; 9 am - Noon (Zoom)

🔪 [Addressing Social Media, Violent Extremism, and Public Schools](#)

Oct. 2, 2024; 3:30 pm - 4:30 pm (Webinar)

🔪 [Addressing Staff Mental Health Issues](#)

Oct. 3, 2024; 9 am - 3 pm (Zoom)

🔪 [Creating a Unified Team Approach and Comprehensive Plan for Addressing Student Substance Use](#)

Oct. 4, 2024; 9 am - 3 pm (In-Person)

💡 [New Jersey Tiered System of Supports: Professional Development Opportunity for All School Districts](#)

Oct. 8, 2024; 9 am - Noon (Zoom)

🔪 [Hot Issues in School Law](#)

Oct. 8, 2024; 9 am - 3 pm (Zoom)

Oct. 24, 2024; 9 am - 1 pm (Zoom)

Nov. 13, 2024; 9 am - 3 pm at William Davies Middle School (In-Person)

or

Jan. 30, 2025; 9 am - 3 pm at MUJC (In-Person)

🔪 [HIB Law Update](#)

Oct. 21, 2024; 9 am - 3 pm at MUJC (In-Person)

Nov. 21, 2024; 9 am - 3 pm (Zoom)

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

Oct. 23, 2024; 1 pm - 4 pm (Zoom)

💡 [Using an MTSS Approach for Social, Emotional, and Behavioral Supports](#)

Nov. 13, 2024; 9 am - Noon (Zoom)

💡 [How to Stimulate Mental Health and Social-Emotional Learning for Students and Staff: The Prosocial ACT Matrix Approach \(two-day series\)](#)

Day 1: Jan. 23, 2025; 9 am - Noon (Zoom)

Day 2: Feb. 13, 2025; 9 am - Noon (Zoom)

💡 [Bridging the Attendance Gap: Innovative Approaches to Reducing Chronic Absenteeism](#)

Nov. 22, 2024; 8:30 am - 2 pm at FEA (In-Person)

💡 [Building Resilience Early: The Science of Wellness for Pre-K - 3 Students and Caregivers](#)

Dec. 9, 2024; 9 am - 3 pm at FEA (In-Person)

🔪 [Staff and Student Free Speech and Social Media Issues](#)

Dec. 12, 2024; 9 am - 3 pm at MUJC (In-Person)

🔪 [Legal Requirements and Emerging Issues Related to the Code of Student Conduct](#)

Jan. 9, 2025; 9 am - 3 pm (In-Person)

🔪 [Working With Law Enforcement and Addressing Equity in Student Discipline](#)

Jan. 16, 2025; 9 am - 3 pm (In-Person)

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

Jan. 23, 2025; 9 am - 3 pm (In-Person)

🔪 [School Law Bootcamp: Focus on Mental Health, Substance Use and Staff Rights](#)

Jan. 28, 2025; 9 am - 3 pm (In-Person)



## Staff Rights and Responsibilities

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

Sep. 26, 2024; 9 am - 3 pm at Saddlebrook High School (In-Person)

### Hot Issues in Special Education Law

Oct. 2, 2024; 9 am - 3 pm

(In-Person)

Dec. 5, 2024; 9 am - 1 pm (Zoom)

### Addressing Staff Mental Health Issues

Oct. 3, 2024; 9 am - 3 pm (Zoom)

### Hot Issues in School Law

Oct. 8, 2024; 9 am - 3 pm (Zoom)

Oct. 24, 2024; 9 am - 1 pm (Zoom)

Nov. 13, 2024; 9 am - 3 pm at William Davies Middle School (In-Person)

or

Jan. 30, 2025; 9 am - 3 pm at MUJC (In-Person)

### Addressing Staff Boundaries, Human Resource LEGAL ONE Collaborative

Oct. 9, 2024; 1 pm - 4 pm (Zoom)

### HIB Law Update

Oct. 21, 2024; 9 am - 3 pm at MUJC (In-Person)

Nov. 21, 2024; 9 am - 3 pm (Zoom)

### Addressing Staff Complaints and Promoting Strong Staff Relationships, Human Resource LEGAL ONE Collaborative

Dec. 11, 2024; 1 pm - 4 pm (Zoom)

### Staff and Student Free Speech and Social Media Issues

Dec. 12, 2024; 9 am - 3 pm at MUJC (In-Person)

### School Law Bootcamp: Focus on Mental Health, Substance Use and Staff Rights

Jan. 28, 2025; 9 am - 3 pm (In-Person)



## Professional Learning Communities

### Creating Meetings That Inspire and Engage

Nov. 25 2024; 9 am - 3 pm at FEA (In-Person)

# Virtual, In-Person, and Blended



## Student Conduct, Safety, and Rights

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

Sep. 26, 2024; 9 am - 3 pm at Saddlebrook High School (In-Person)

### Addressing Social Media, Violent Extremism, and Public Schools

Oct. 2, 2024; 3:30 pm - 4:30 pm (Webinar)

### Hot Issues in Special Education Law

Oct. 2, 2024; 9 am - 3 pm (In-Person)

Dec. 5, 2024; 9 am - 1 pm (Zoom)

### Creating a Unified Team Approach and Comprehensive Plan for Addressing Student Substance Use

Oct. 4, 2024; 9 am - 3 pm (In-Person)

### Hot Issues in School Law

Oct. 8, 2024; 9 am - 3 pm (Zoom)

Oct. 24, 2024; 9 am - 1 pm (Zoom)

Nov. 13, 2024; 9 am - 3 pm at William Davies Middle School (In-Person)

or

Jan. 30, 2025; 9 am - 3 pm at MUJC (In-Person)

### HIB Law Update

Oct. 21, 2024; 9 am - 3 pm at MUJC (In-Person)

or

Nov. 21, 2024; 9 am - 3 pm (Zoom)

### Special Education Directors' Toolkit:

Interventions to Address the New Generation of Student Behavioral Needs

Nov. 15, 2024; 9 am - 3 pm at FEA (In-Person)

### Bridging the Attendance Gap: Innovative Approaches to Reducing Chronic Absenteeism

Nov. 22, 2024; 8:30 am - 2 pm at FEA (In-Person)

### Gender Identity and Transgender Student Issues

Dec. 3, 2024; 9 am - 3 pm (Zoom)

### Addressing Student Behaviors and Improving Student Engagement in a Post-COVID World

Dec. 5, 2024; 9 am - 1 pm (Zoom)

### Staff and Student Free Speech and Social Media Issues

Dec. 12, 2024; 9 am - 3 pm at MUJC (In-Person)

### School Law Boot Camp: Focus on Diversity, Equity, Inclusion and Student Rights

Dec. 18, 2024; 9 am - 3 pm (In-Person)

### Legal Requirements and Emerging Issues Related to the Code of Student Conduct

Jan. 9, 2025; 9 am - 3 pm (In-Person)

### Working With Law Enforcement and Addressing Equity in Student Discipline

Jan. 16, 2025; 9 am - 3 pm (In-Person)

### Adapting the Code of Conduct to Address Specialized Populations

Jan. 23, 2025; 9 am - 3 pm (In-Person)



## Supporting All Learners

### **Hot Issues in Special Education Law**

**Oct. 2, 2024; 9 am - 3 pm**

**(In-Person)**

**Dec. 5, 2024; 9 am - 1 pm (Zoom)**

### **New Jersey Tiered System of Supports: Professional Development Opportunity for All School Districts**

**Oct. 8, 2024; 9 am - Noon**

**(Zoom)**

### **Facilitating Inclusion Through Building Level Leadership**

**Oct. 23, 2024; 9 am - Noon**

**(Zoom)**

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

**Oct. 23, 2024; 1 pm - 4 pm**

**(Zoom)**

### **Not Just the ML Supervisor: Building the Capacity of ALL Leaders to Support MLs**

**Oct. 28, 2024; 9 am - 3 pm at**

**FEA (In-Person)**

### **Changing the Invitation to Advanced Placement**

**Oct. 30, 2024; 9 am - 10 am**

**(Zoom)**

### **Section 504 Explained**

**Oct. 30, 2024; 9 am - 3 pm at**

**FEA (In-Person)**

### **Inclusive Practices: Arts Education for All Abilities - Critical Disability Studies**

**Nov. 12, 2024; 4 pm - 5:15 pm**

**(Zoom)**

 **Professional Learning Series or Certificate Program Workshop**

### **Legally Compliant IEPs**

**Nov. 12, 2024; 9 am - 3 pm at**

**FEA (In-Person)**

### **Using an MTSS Approach for Social, Emotional, and Behavioral Supports**

**Nov. 13, 2024; 9 am - Noon**

**(Zoom)**

### **Gifted and Talented Education in New Jersey: The Law, Latest Guidance and Best Practices and Professional Development**

**Nov. 14, 2024; 1:30 pm - 4:30**

**pm (Zoom)**

### **Special Education Directors' Toolkit: Interventions to Address the New Generation of Student Behavioral Needs**

**Nov. 15, 2024; 9 am - 3 pm at**

**FEA (In-Person)**

### **Lift Every Voice: How Instructional Leaders Support the Development of Productive Language (Speaking and Writing) of Multilingual Learners**

**Dec. 4, 2024; 9 am - 3 pm at FEA**

**(In-Person)**

### **Specialized Instruction for Students With Disabilities: Utilizing Universal Design for Learning (UDL) and High Leverage Practices to Meeting Individual Needs in the Classroom**

**Dec. 10, 2024; 9 am - 2 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. 12, 2024; 1:30 pm - 4:30**

**pm (Zoom)**

### **Developing a Common Language for Your ESL and Special Education Teams**

**Dec. 13, 2024; 9 am - 1 pm at**

**FEA (In-Person)**

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

**Dec. 17, 2024; 9 am - 3 pm (In-**

**Person)**

### **Understanding the SAT<sup>®</sup> Suite of Assessment Results to Support College and Career Readiness for All Students**

**Jan. 14, 2025; 9 am - 10 am**

**(Zoom)**

### **Gifted and Talented Update**

**Jan. 14, 2025; 3:30 pm - 4:30 pm**

**(Webinar)**

### **Inclusive Practices: Arts Education for All Abilities - UDL/ Differentiated Instruction**

**Jan. 15, 2025; 4 pm - 5:15 pm**

**(Zoom)**

### **Supporting Struggling Learners**

**Jan. 21, 2025; 9 am - 1 pm**

**(Zoom)**

### **Enhancing Academic Literacy in Math for Multilingual Learners**

**Jan. 28, 2025; 9 am - 1 pm**

**(Zoom)**

 **Aspiring Leaders**

# Virtual, In-Person, and Blended

## **Gifted and Talented Education in New Jersey: The Law, Latest Guidance and Best Practices and Professional Development** **Zoom**

**Nov. 14, 2024; 1:30 pm - 4:30 pm**

**Presenters:** Michael Kaelber, Esq., LEGAL ONE Coordinator for Online Course Development; Mary Beth Currie, M.S.E. Coordinator of Special Projects, Foundation for Education Administration; Sandra L. Jacques, Esq., LL.M., Assistant Director of Legal Education

**Fee: \$100 Members/\$125 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. Representatives of the NJDOE will discuss recent developments at the department with gifted and talented education, including the work of the Strengthening Gifted and Talented Education Act Committee. NJPSA representatives will report on the recently created NJPSA Gifted Committee and its workings as well as information on the passage and implementation of the SGTEA. The session will also include a discussion of best practices, guidance and resources for the equitable identification of gifted students.

## **Special Education Directors' Toolkit: Interventions to Address the New Generation of Student Behavioral Needs** (PSEL Standards 3, 5, and 6) **In-Person**

**Nov. 15, 2024; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

**Presenters:** Kim Murray, Director, Office of Special Education, NJDOE; Pat Hovey, Executive Director, Thrive Alliance Group, Dr. Paul Barbato, Director of Special Education, Dumont, Mrs. Priscilla Carmona, West Bergen Mental Health School Based Clinician, Mrs. Johlennie May, District Behaviorist, and Ms. Daria Tabbacchino, Bergen's Promise Care Management Organization; Ms. Jessica Smedley, Jessica Smedley, Ed.S, LPC, Director of Counseling, West Windsor-Plainsboro Regional School District; Diane Travers, Director of Programs, NJ4S - Essex Hub; Kim Murray, Director, Office of Special Education, NJDOE; Pat Hovey, Executive Director, Thrive Alliance Group, Dr. Paul Barbato, Director of Special Education, Dumont, Mrs. Priscilla Carmona, West Bergen Mental Health School Based Clinician, Mrs. Johlennie May, District Behaviorist, and Ms. Daria Tabbacchino, Bergen's Promise Care Management Organization; Ms. Jessica Smedley, Jessica Smedley, Ed.S, LPC, Director of Counseling, West Windsor-Plainsboro Regional School District; Diane Travers, Director of Programs, NJ4S - Essex Hub; Dawn Lippi, MSW, LCSW, District Social Worker, Coordinator of Mental Health, Elizabeth Public Schools Dawn Lippi, MSW, LCSW, District Social Worker, Coordinator of Mental Health, Elizabeth Public Schools

**Fee: \$149 Members/Non-Members**

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

Disruptive behavior in classrooms continues to be a barrier to learning for all students and to the inclusion of students with disabilities in environments with their peers. This session will provide an array of evidence-based strategies for intervention systems,

aligned with the NJDOE Mental Health Guide, that begin with prevention and extend to strategies to address extreme behavior, including alternatives to restraint and seclusion, to support students and teachers and minimize the need for removal from classrooms.

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

(PSEL Standards 3, 6, and 7)

### **In-Person**

**Nov. 19, 2024; 9 am - 1 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

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

**Fee: \$150 Members/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.

## ★💡 Don't Lead Alone! Developing Strong School-wide Leadership

(PSEL Standards 1, 6, and 10)

### **In-Person**

**Nov. 20, 2024; 9 am - 2 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

**Presenter: Dr. Robin L. Moore, Educational Leadership Consultant**

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

**Audience: Principals, Assistant Principals, Superintendents, Assistant Superintendents, Aspiring administrators. (veteran or novice administrators)**

Often times leaders find themselves leading every aspect within their building. This type of leadership can lead to fatigue and ineffectiveness. This workshop will teach leaders how to maximize the leadership skills correctly within the building by utilizing distributive leadership to develop teacher leaders, staff leaders, student leaders and leadership among parents.

Participants will gain the following knowledge and skills:

- An understanding of how distributive and shared leadership works An understanding of how identify leaders within their school
- Develop a process for giving people a voice
- Learn strategies to help train and develop effective school leadership Learn how to distribute leadership roles appropriately

Workshop Activities:

- School Leadership assessment activities
- Leadership reflection self-survey
- Short leadership videos (TED)
- Group discussions/activities
- Culture and Climate activity

# Virtual, In-Person, and Blended

## ★🔗 HIB Law Update Zoom

**Nov. 21, 2024; 9 am - 3 pm**

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

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

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

## ★💡 Bridging the Attendance Gap: Innovative Approaches to Reducing Chronic Absenteeism (PSEL Standards 5, 6, and 8) In-Person

**Nov. 22, 2024; 8:30 am - 2 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

**Presenter: Dr. Michael Gottfried, FEA Consultant**

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

Join us for a dynamic session exploring the causes of and solutions to the epidemic of Chronic Absenteeism that has followed the pandemic. You will hear from Dr. Michael Gottfried, a nationally known expert on Chronic Absenteeism. He will share some of his latest research in the field. You will also hear from the Hamilton Township (Mercer County) teams and their NJPSA/FEA coaches who have worked on reducing their chronic absentee rates for the past six years. With a concerted district wide team-based approach following the pandemic, they saw their attendance rates soar and the Chronic Absentee rates drop below the state average and in many cases into the single digits. With ongoing coaching, professional learning opportunities and a laser focus they demonstrated success. This was a significant

achievement in a school district that has both a large transient immigrant population and significant levels of poverty.

## **Sold Out!**

## 🔗💡 NJLA Series 11 - Session 1 Lifting Up Collective Voices: The Culture of Agency

(PSEL Standards 1, 3, 4, 7, 8, 10 and Teacher Leader Domains I, II, III, and VII)

## Zoom

**Nov. 22, 2024; 9 am - 1 pm**

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

## 🔗💡 NJLA Series 11 - Session 2 From Dissonance to Harmony: The Power of Instructional Leadership

(PSEL Standards 1, 3, 4, 7, 8, 10 and Teacher Leader Domains I, II, III, and VII)

## In-Person

**Nov. 25, 2024; 9 am - 1 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

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

## ★💡 Creating Meetings That Inspire and Engage

(PSEL Standards 1, 6, and 7)

## In-Person

**Nov. 25 2024; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

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

**Fee: \$150 Members/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.

## December

### ★💡 [Grant Writing: If You Build It, They Will Fund](#)

(PSEL Standards 1, 4, 9, and 10)

#### Zoom

**Dec. 2, 2024; 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.



### [Equity Academy](#)

#### [Strengthening the Equity Foundations: Learn, Lead, Empower](#) [Zoom](#)

**Dec. 2, 2024, Jan. 14, Feb. 26, 2025; 9 am - 12:30 pm**

**Mar. 1 - May 15, 2025; 9 am - 12:30 pm (Coaching window)**

**May 28, 2025; 9 am - 2 pm**

**Fee: \$599 per individual. For teams of 2 or more there will be a 20% discount per person; Contact Victoria Duff at [vduff@njpsa.org](mailto:vduff@njpsa.org) for coupon code prior to registering team members.**

This multi-session provides collaborative spaces for leaders, leadership teams, and equity councils with intensive new learning, a toolbox of resources and strategies, and coaching support to respond in a systemic way to issues of equity through the exploration of a problem of practice of your choice. During the sessions, participants will focus on crafting possible solutions and actions that will ensure the outcomes become the responsibility of everyone in order to strengthen a culture in which all are seen and valued. Because students are our greatest resource, working together to solve our most important Problem of Practice is fundamental to success. [Click here](#) for full description.

# Virtual, In-Person, and Blended

## ★🔧 Gender Identity and Transgender Student Issues Zoom

**Dec. 3, 2024; 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 Supreme Court decisions, revised Title IX regulations, and the latest on legal actions brought by New Jersey's Attorney General regarding school district obligations to support transgender students.

## ★💡 Lift Every Voice: How Instructional Leaders Support the Development of Productive Language (Speaking and Writing) of Multilingual Learners (PSEL Standards 3, 6, and 10) In-Person

**Dec. 4, 2024; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

**Presenter:** Kiina Dordoni, FEA Consultant

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

The speaking and writing sections of our ACCESS scores are consistently the lowest of the four domains. So, how do we design an instructional environment that allows our teachers to get our students talking and writing more? This is a workshop model session for instructional leaders, including content supervisors (not just the ML Supervisor!) that requires active participation as we look at standards, curriculum, and strategies that you can use to lead your departments in engaging students at all proficiency levels.

During this session, instructional leaders will evaluate elements of their own curriculum through a culturally and linguistically responsive lens utilizing the WIDA English Language Development Standards. We will be looking for and/or creating explicit opportunities for speaking and writing development, and also engaging in a variety of instructional strategies intended to develop students' speaking and writing skills.

## Addressing Student Behaviors and Improving Student Engagement in a Post-COVID World

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

**Zoom**

**Dec. 5, 2024; 9 am - 1 pm**

**Presenter: Dr. Karen D'Avino, FEA Consultant**

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

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

Join this hands-on workshop led by a retired superintendent to address challenging post-COVID student behaviors. Ideal for educators noticing changes in student dynamics, the session covers emotional regulation, trauma, and effective strategies to re-engage students as creative, reflective learners. Gain practical tools to navigate emotional learning needs and enhance classroom engagement. Through this workshop participants will:

- Understand Emotional Regulation and Trauma: Learn about emotional regulation
- impairment, trauma, and their impact on student engagement.
- Implement Effective Strategies: Gain practical strategies and supports to respond to and re-engage students in learning.
- Enhance Classroom Engagement: Navigate the emotional and social learning needs of students to foster a more engaged and inquisitive classroom environment.

## NJLA Series 11 - Session 3 Orchestrating Learning Empowerment: Impactful Curriculum and Instruction Practices

(PSEL Standards 1, 3, 4, 7, 8, 10 and Teacher Leader Domains I, II, III, and VII)

**In-Person**

**Dec. 5, 2024; 9 am - 1 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

**Fee: \$450 Members/Non-Members 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**

**Dec. 5, 2024; 9 am - 1 pm**

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

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

In Partnership with TMI Education. 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 2022, 2023, and 2024. 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.

# Virtual, In-Person, and Blended

## NJLA Series 11 - Session 3

### Orchestrating Learning Empowerment: Impactful Curriculum and Instruction Practices

(PSEL Standards 1, 3, 4, 7, 8, 10 and  
Teacher Leader Domains I, II, III, and VII)

**Zoom**

**Dec. 5, 2024; 9 am - 1 pm**

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

## Building Resilience Early:

### The Science of Wellness for Pre-K - 3 Students and Caregivers

(PSEL Standards 3, 5, and 10)

**In-Person**

**Dec. 9, 2024; 9 am - 3 pm at FEA, 12 Centre Drive,  
Monroe Township, NJ 08831**

**Presenters: Kaitlin Mulcahy, Ph.D., LPC, IMH-E®  
Director, Center for Autism and Early Childhood  
Mental Health, College for Education and  
Engaged Learning, Montclair State University;  
Thomas Barclay, FEA Consultant, Coach & Trainer.**

**Fee: \$50 Members/Non-Members**

This interactive presentation will review the importance of relational, emotional, social, and mental health to development and learning for both students and their caregiving adults. We will discuss the science of safety as a frame for understanding distress and wellness, and practice strategies that support physiological and emotional regulation as a protective factor.

## Addressing Staff Complaints and Promoting Strong Staff Relationships, Human Resources LEGAL ONE Collaborative

**Zoom**

**Dec. 11, 2024; 1 pm - 4 pm**

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

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

This session will review the wide array of issues that may arise related to disputes that may arise involving staff members. This will include a review of addressing grievances and other collective bargaining issues, as well as how to distinguish between and address employee disputes, depending on whether or not they raise potential discrimination claims and/or violate healthy workplace environment policies and addressing allegations of staff members involved in alleged HIB incidents. Participants will learn key aspects of conducting investigations, writing investigation reports and communicating investigation results.

## Staff and Student Free Speech and Social Media Issues

### In-Person

**Dec. 12, 2024; 9 am - 3 pm at MUJC, 340 Central Avenue, New Providence, NJ 07974**

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

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

### In partnership with MUJC

In the age of social media, students and staff members are increasingly crossing boundaries and engaging in inappropriate communications. This webinar will provide an overview of how First Amendment law applies in the context of social media for both students and staff members. Participants will learn when social media posts may constitute cyberbullying and/or may potentially violate state or federal discrimination law. Participants will learn about the most recent case law and will understand their legal requirements for responding to social media posts.

## Equity in Gifted and Talented Education

### Programming: The Law, G&T Program Equity Audits and Urban School District Programming

#### Zoom

**Dec. 12, 2024; 1:30 pm - 4:30 pm**

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

**Presenters: Michael Kaelber, Esq., LEGAL ONE Coordinator for Online Course Development; Mary Beth Currie, M.S.E. Coordinator of Special Projects, Foundation for Education Administration; Sandra L. Jacques, Esq., LL.M., Assistant Director of Legal Education, Crystal Siniari, Literacy Specialist/Gifted and Talented Education Coordinator, Office of Standards, NJDOE, Kristin Baker, Coordinator and Teacher of Gifted Education and Enrichment, Mansfield Township School District, Karen Machuca, Principal, Scholars Academy Orange Township School District**

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. Representatives of the NJDOE will discuss recent developments at the department with gifted and talented education, including the work of the Strengthening Gifted and Talented Education Act Committee and addressing equity issues in G&T education. Participants will be instructed on the process for completing an equity audit of their gifted and talented program and will hear from the principal of a very successful urban school district gifted and talented program; Orange School District's Scholars Academy.

# Virtual, In-Person, and Blended

## NJLA Series 11 - Session 1

### Lifting Up Collective Voices: The Culture of Agency

(PSEL Standards 1, 3, 4, 7, 8, 10 and  
Teacher Leader Domains I, II, III, and VII)

**Zoom**

**Dec. 12, 2024; 9 am - 1 pm**

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

## Developing a Common Language for Your ESL and Special Education Teams

(PSEL Standards 3, 4, and 6)

**In-Person**

**Dec. 13, 2024; 9 am - 1 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

**Presenter: Dr. Joanne Negrin, Ms. Julie Ochoa, Associates at LLAMAME, LLC, and Dr. Suzan Radwan, Director of Special Services, Hillsborough Township Schools**

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

Audience: Directors and supervisors of special education, child study team members, principals and vice principals, school counselors, and I&RS/MTSS team members

Is it a language issue or a disability? When should I refer a multilingual (MLL) learner for special education services and what should be done before getting to that point? This workshop will review new NJPSA guidance on multilingual learners. This experienced team of presenters will go beyond state regulations and discuss ways your district can create a culture of collaboration that will benefit your MLLs.

## Beliefs, Behaviors, and Outcomes: Conversations to Support Equitable Learning

(PSEL Standards 1, 3, 6, and 10)

**Zoom**

**Dec. 17, 2024; 9 am - Noon**

**Presenter: Daryn Plummer, Supervisor of Equity and Inclusion, Franklin Township Schools**

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

During this session participants will be engaged in activities designed for reflection and interaction to support a deeper examination of one's own beliefs and behaviors regarding diversity, equity, and inclusion. The session will focus on understanding our why, reflecting on relationships across your educational community and the power of systems in creating sustainable practices and policies. The stories of our school communities can lead and inform our work as leaders.

## Preparing for Mediation and Due Process Hearings **In-Person**

**Dec. 17, 2024; 9 am - 3 pm**

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

**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.

## **Sold Out!**

### **NJLA Series 11 - Session 2** From Dissonance to Harmony: The Power of Instructional Leadership

(PSEL Standards 1, 3, 4, 7, 8, 10 and  
Teacher Leader Domains I, II, III, and VII)

#### **Zoom**

**Dec. 18, 2024; 9 am - 1 pm at FEA, 12 Centre  
Drive, Monroe Township, NJ 08831**

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

### **School Law Boot Camp:** Focus on Diversity, Equity, Inclusion and Student Rights **In-Person**

**Dec. 18, 2024; 9 am - 3 pm**

**Presenters: David Nash, Esq., Director of  
Legal Education and National Outreach; John  
Worthington, Esq., Coordinator of Special  
Education Law; Geta Vogel, EdSp., Coordinator of  
Mental Health and Wellness and the Law**

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

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 support to protect your own rights.

## January

### **School Climate for Adults:** The Elephant in the Room

(PSEL Standards 3, 6, and 7)

#### **Zoom**

**Jan. 7, 2025; 9 am - Noon**

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

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

Problems with adult-to-adult relationships in school are often swept under the carpet. Yet, this set of relationships can make or break your school's goals of creating a positive learning environment for students and a collegial environment for staff. Improved communication, collaboration and clear professional expectations can help to reduce stress and build resilience. Adult interactions greatly impact a school's capacity to promote the highest levels of student academic success. In this workshop, participants will:

- Reflect on the adult relationships within their schools;
- Explore the causes of toxic adult to adult relationships; and
- Develop action steps to improve adult climate.

# Virtual, In-Person, and Blended

## NJLA Series 11 - Session 1

### Lifting Up Collective Voices: The Culture of Agency

(PSEL Standards 1, 3, 4, 7, 8, 10 and  
Teacher Leader Domains I, II, III, and VII)

**Zoom**

Jan. 8, 2025; 9 am - 1 pm

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

## Do You Know Me Enough to Teach Me? The Building Blocks of Early Literacy **In-Person**

(PSEL Standards 4, 5, 7, and 10)

Jan. 8, 2025; 9 am - 3 pm at FEA, 12 Centre Drive,  
Monroe Township, NJ 08831

**Presenters:** Annie Corley-Hand, Director, Leading Innovative Learning Solutions, LLC; Joy Daniels, NJ Department of Education, Early Childhood Services; Alexandra Figueras-Daniel, Ph.D., Assistant Research Professor & Bilingual ECE Policy Specialist, National Institute for Early Education Research (NIEER)

**Fee: \$50 Members/Non-Members**

This dynamic and interactive workshop is designed for educators and educational leaders committed to fostering a love of reading in young learners while ensuring effective, developmentally appropriate, and child-centered instruction. Participants will explore integrating evidence-based literacy instruction with child-centered approaches, respecting and supporting children's natural learning processes.

**Objectives:**

- Understand the core principles of the science of reading and its importance in literacy instruction.
- Explore developmentally appropriate practices and how they can be aligned with evidence-based reading strategies.
- Learn how to create a balanced literacy environment that caters to students' diverse needs and interests.

- Develop practical strategies for implementing child-centered approaches within the framework of the science of reading.

## NJLA Series 11 - Session 2 From Dissonance to Harmony: The Power of Instructional Leadership

(PSEL Standards 1, 3, 4, 7, 8, 10 and  
Teacher Leader Domains I, II, III, and VII)

**Zoom**

Jan. 9, 2025; 9 am - 1 pm at FEA, 12 Centre Drive,  
Monroe Township, NJ 08831

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

## Legal Requirements and Emerging Issues Related to the Code of Student Conduct **In-Person**

Jan. 9, 2025; 9 am - 3 pm

**Presenters:** David Nash, Esq., Director of Legal Education and National Outreach; Sandra L. Jacques, Esq., LL.M., Assistant Director of Legal Education

**Fee: \$150 Members/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. Emerging issues such as the role of threat assessment teams, the parameters of protected political speech, addressing improper student use of artificial intelligence and social media, and responding to student mental health needs while enforcing the code of student conduct will be addressed.

## Navigating Courageous Leadership: Would You Follow You?

(PSEL Standards 2, 9, and 10)

### **Zoom**

**Jan. 10, 2025; 9 am - 1 pm**

**Presenters: Dr. Robin Moore, FEA Consultant**

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

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

It takes one crisis, one pandemic or one egregious accusation that can either break a leader or strengthen their ability to lead effectively. Responding in a way that exemplifies confidence and ensures trust among stakeholders takes practice. Trusting leadership is a major leadership characteristic for leaders to possess. If stakeholders trust their leaders, they will be more incline to follow them. If they don't, they won't. This leads to the question that leaders should ponder; Would you follow you?

Participants will gain the following knowledge and skills:

- How to self-reflect for leadership 'glows & grows'
- How to develop a culture of trust within the building
- How to develop trusting relationships with stakeholders
- How to build a strong leadership infrastructure
- Critically evaluating their own leadership
- How to confidently make unpopular decisions and stand on those decisions

## Building the Master Schedule for Middle and High Schools

(PSEL Standards 4, 9, and 10)

### **In-Person**

**Jan. 13, 2025; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

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

**Fee: \$150 Members/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.

## Understanding the SAT® Suite of Assessment Results to Support College and Career Readiness for All Students

(PSEL Standards 4, 6, and 10)

### **Zoom**

**Jan. 14, 2025; 9 am - 10 am**

**Presenter: Dianna L. Frank Senior Director, K12 Services State and District Partnerships College Board**

**Fee: FREE**

This session will support educators in using SAT Suite results to make data-driven decisions and inform student learning to foster greater college readiness for all students. As a result of taking part in this program, participants will be able to use PSAT data to identify strengths and weaknesses in students' critical reading, math, and writing skills, and see how these skill areas align to classroom instruction. Participants will walk away with not only a clear understanding of how to interpret scores and benchmarks, but also the benefits attached to the SAT Suite of Assessments including Official SAT® Practice through Khan Academy®, BigFuture™, and AP Potential™.

# Virtual, In-Person, and Blended

## Gifted and Talented Update - Multilingual Learners and G&T Webinar

**Jan. 14, 2025; 3:30 pm - 4:30 pm**

**Presenters:** Sandra L. Jacques, Esq., LL.M., Assistant Director of Legal Education; Michael F. Kaelber, Esq. Coordinator of Continuing Legal Education and Research, LEGAL ONE

**Fee: \$50 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 NJ-DOE 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.

## Inclusive Practices: Arts Education for All Abilities - UDL/Differentiated Instruction (PSEL Standards 3, 4, 5, and 10) **Zoom**

**Jan. 15, 2025; 4 pm - 5:15 pm**

**Presenters:** Arts Ed NJ, NJCIE, and NJPSA/FEA

**Fee: \$50 Members/Non-Members**

This session will focus on understanding the principles of Universal Design for Learning and how those principles connect to the artistic processes: creating, performing/presenting/producing, responding, and connecting. Register today—for this session or the entire series—to join with other practitioners taking action to create a supportive, inclusive environment for all learners!

**Sold Out!**

## NJLA Series 11 - Session 3 Orchestrating Learning Empowerment: Impactful Curriculum and Instruction Practices

(PSEL Standards 1, 3, 4, 7, 8, 10 and Teacher Leader Domains I, II, III, and VII)  
**Zoom**

**Jan. 15, 2025; 9 am - 1 pm**

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

## Working With Law Enforcement and Addressing Equity in Student Discipline **In-Person**

**Jan. 16, 2025; 9 am - 3 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

**Presenters:** David Nash, Esq., Director of Legal Education and National Outreach; George Guy, Director of Elementary Education Cherry Hill Public School District

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

This session will review the major revisions to the Memorandum of Agreement Between Education and Law Enforcement that must be implemented in all school districts. The session will also review key legal requirements related to student discipline and equity, including the latest guidance from the New Jersey Attorney General regarding obligations of school districts under the New Jersey Law Against Discrimination 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.

## ★💡 Supporting Struggling Learners

(PSEL Standards 3, 4, 6, and 10)

**Zoom**

**Jan. 21, 2025; 9 am - 1 pm**

**Presenter: Dr. Darlyne de Haan, FEA Consultant**

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

Explore the fascinating world of brain-based learning and discover how to leverage the latest neuroscience research to enhance instructional planning and classroom engagement. This comprehensive workshop is designed for educators who want to deepen their understanding of how the brain learns and how to apply these insights to create a more effective and inclusive learning environment. By the end of this workshop, attendees will have a deeper understanding of the brain's role in learning and a repertoire of strategies to create more engaging, effective, and culturally responsive instruction. Whether you are an instructional coach, or school leader, this session will equip you with the knowledge and tools to transform your teaching and enhance student outcomes

## 🎯★🔧 Adapting the Code of Conduct to Address Specialized Populations

**In-Person**

**Jan. 23, 2025; 9 am - 3 pm**

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

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

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

## ★💡 How to Stimulate Mental Health and Social-Emotional Learning for Students and Staff: The Prosocial ACT Matrix Approach (two-day series)

PSEL Standards 3, 5, and 10

**Zoom**

**Day 1: Jan. 23, 2025; 9 am - Noon**

**Day 2: Feb. 13, 2025; 9 am - Noon**

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

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

In today's educational landscape, addressing the social and emotional needs of all students and staff is more vital than ever. Join our online workshop to explore the powerful, bi-directional effects of the Pro-Social ACT Matrix approach, which enhances psychological flexibility in both students and educators. This evidence-based, mindful approach is particularly beneficial for educators working with disengaged or socially and emotionally challenged students and for staff seeking to strengthen their psychological flexibility. Through the Pro-Social ACT Matrix, you'll swiftly assess your current educational environment and learn how to boost engagement with even the most challenging students and foster resilience among staff.

Join us on this transformative journey to enhance student growth, learning, and mental health while supporting staff well-being. Together, we'll create a more supportive and flourishing educational experience, ensuring that everyone in the learning community thrives.

# Virtual, In-Person, and Blended

## An MTSS Professional Series: Designing, Implementing, and Sustaining a Multi-Tiered System of Supports

(PSEL Standards 3, 4, and 10)

### **Zoom and In-Person**

**Jan. 24, 2025; 9 am - Noon at FEA, 12 Centre Drive, Monroe Township, NJ 08831 (In-Person)**

**Mar. 3, 2025; 9 am - Noon (Zoom)**

**Presenter: Dr. Anthony Petruzzelli, FEA Consultant**

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

**Participants will be able to register for the May 16, 2025 MTSS Summit at a discounted rate.**

This series will provide an in-depth opportunity for districts or schools to move from vision to implementation of a multi-tiered system of support (MTSS). In-person and virtual group sessions will be combined with district-specific coaching to assist with designing and/or refining their MTSS.

Audience: District or School based staff responsible for student supports who are looking to create, re-imagine, or revitalize their RTI/MTSS system.

Attendance by building teams is encouraged.

**Coaching for District teams included: 2 hours online dates and times TBD with district**

## NJLA Series 11 - Session 2 From Dissonance to Harmony: The Power of Instructional Leadership

(PSEL Standards 1, 3, 4, 7, 8, 10 and Teacher Leader Domains I, II, III, and VII)

### **Zoom**

**Jan. 27, 2025; 9 am - 1 pm at FEA, 12 Centre Drive, Monroe Township, NJ 08831**

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

## Enhancing Academic Literacy in Math for Multilingual Learners

(PSEL Standards 4 and 10)

### **Zoom**

**Jan. 28, 2025; 9 am - 1 pm**

**Presenter: Dr. Darlyne de Haan, FEA Consultant**

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

Join us for an engaging and practical workshop designed to empower educators with the tools and strategies needed to create and refine word problems that effectively support Multilingual Learners (MLLs) in the math classroom. This session will focus on the dual goals of increasing academic literacy in math and reducing linguistic difficulties for MLLs. By the end of this workshop, attendees will have a toolkit of strategies to design and modify word problems that not only boost the mathematical understanding of these students but also enhance their overall academic literacy. Whether an instructional coach, school leader, or teacher leader, this session will provide valuable insights and practical solutions to support your diverse learners in achieving math success.

## ★🔪 School Law Bootcamp: Focus on Mental Health, Substance Use and Staff Rights In-Person

**Jan. 28, 2025; 9 am - 3 pm**

**Presenters:** David Nash, Esq., Director of Legal Education and National Outreach, Geta Vogel, Coordinator of Mental Health, Wellness and the Law; John Worthington, Esq., Coordinator of Special Education Law

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

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

## 🕒💡 NJLA Series 11 - Session 3 Orchestrating Learning Empowerment: Impactful Curriculum and Instruction Practices

(PSEL Standards 1, 3, 4, 7, 8, 10 and Teacher Leader Domains I, II, III, and VII)

**Zoom**

**Jan. 30, 2025; 9 am - 1 pm**

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

## 🔪 Hot Issues in School Law In-Person

**Jan. 30, 2025; 9 am - 3 pm at MUJC, 340 Central Avenue, New Providence, NJ 07974**

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

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

In Partnership with MUJC. What were the most important changes in state and federal law that occurred during the 2023-2024 school year? What must you do to address these changes moving forward? This seminar will address key topics, including:

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

# Professional Learning Series and

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



**New Jersey  
Leadership  
Academy**

## **NJLA Series 11**

### **Amplifying the Joyful Noise in Schools**

YOU make the difference! Join us as an individual education leader or, better yet, join together as a school or district team (principals, assistant principals, supervisors, teachers) for the 11th year of the New Jersey Leadership Academy (NJLA). This 3-session, in-depth learning experience focuses on how instructional leaders celebrate and engage in strategies that unleash the vibrant symphony of diverse voices in your schools and support deep understanding for all students. NJLA is designed to inspire and empower leaders and leadership teams to share their expertise with colleagues on how they foster inclusive environments where every voice is heard and valued. Throughout the dynamic and interactive sessions, participants will strengthen their knowledge and skills to create and sustain a healthy academic and social culture in schools that lift up the “joyful noise” resonating in the hallways and classrooms of every school. By participating in this transformative journey, you will gain practical tools and insights to champion your own learning, meet the needs of each student, build staff capacity, and welcome families to the community. Together, we can ensure a future where every student and their families thrive in an atmosphere of respect, belonging, and understanding.

## **Upcoming Sessions**

Ten cohorts will be offered for NJLA 11, with some held virtually, and some in person at FEA. Teams and individuals will be able to select the session structure that meets their needs. 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 11**

All sessions are 9 am - 1 pm

### **Session 1:**

Oct. 22, 2024 (Zoom)  
Nov. 4, 2024 (In-Person)  
Nov. 22, 2024 (Zoom) **SOLD OUT**  
Dec. 12, 2024 (In-Person)  
Jan. 8, 2025 (Zoom) **SOLD OUT**

### **Session 2:**

Nov. 12, 2024 (Zoom)  
Nov. 25, 2024 (In-Person)  
Dec. 18, 2024 (Zoom) **SOLD OUT**  
Jan. 9, 2025 (In-Person)  
Jan. 27, 2025 (Zoom) **SOLD OUT**

### **Session 3:**

Dec. 5, 2024 (Zoom)  
Dec. 19, 2024 (In-Person)  
Jan. 15, 2025 (Zoom) **SOLD OUT**  
Jan. 30, 2025 (In-Person)  
Feb. 25, 2025 (Zoom)

**\$450 Members/Non-Members for three courses.**

**PSEL Standards 1, 3, 4, 7, 8, 10 and Teacher Leader Domains I, II, III, and VII**

# Professional Learning Series and



## Session 1 - Lifting Up Collective Voices: The Culture of Agency

How are you listening to the collective voices in your school? What do YOU, as the instructional leader, hear and what actions do you take based upon the stories emerging? Explore strategies to amplify the voices of students, teachers, and administrators to foster a sense of autonomy, efficacy, collaboration, and engagement. Discover the profound benefits of nurturing agency, from enhanced student motivation and academic success to strengthened school culture and community relationships. During this session, we will deepen an understanding of how agency is developed, how to take action on what we learn as we listen to the many voices, and how we make strong connections between and among each other in order to contribute to a culture of inclusive belonging.

As a result of this learning experience, you will have the strategies to answer these questions:

- What is agency and how is it cultivated in the school and classroom?
- How are we listening and using the stories that exist in the school environment to create the actions that will serve the community of learners?
- How can agency be measured and what can we learn as a result of the data?
- What practices and structures ensure that the agency of students, staff, and families thrives?
- What are the benefits of a strong culture of agency for student learning and success?



## Session 2 - From Dissonance to Harmony: The Power of Instructional Leadership

What are the ways we can strengthen the power of instructional leaders to unify the focus on student learning through mutual accountability? What are the keys YOU will use to unlock the transformative potential of shared instructional leadership to move from dissonance to harmony? This dynamic professional learning session is designed for leaders who aspire to support cohesive, collaborative, and high-performing learning environments. Delve into strategies for identifying and resolving areas of dissonance. Learn the elements that can foster a culture of shared leadership and effective Professional Learning Communities (PLCs). Discover how to harmonize diverse perspectives, align instructional practices, and drive continuous improvement. Engage in collaborative

discussions where participants analyze a case study and brainstorm practical strategies for implementation. As a result of this learning experience, you will have the strategies to answer these questions:

- How can instructional leaders effectively identify and address areas of conflict and misalignments to improvements in culture and effective practice?
- How can collaborative teamwork and shared goals foster and align to a unified vision?
- How does shared leadership translate into improved student learning and engagement?
- What are the structures and practices of shared leadership that will improve the learning of every student?



## Session 3 - Orchestrating Learning Empowerment: Impactful Curriculum and Instruction Practices

How are you, as leaders, inspiring confidence and risk-taking for staff and students in the delivery of instruction? How will YOU influence the development of instruction and assessment that ensures all students believe they have the ability to grow and learn and have the motivation to learn? This comprehensive session is designed for instructional leaders who are dedicated to creating a dynamic and inclusive curriculum. Dive deep into Multi Tiered Systems of Support (MTSS) to effectively implement both behavioral and academic interventions that support student needs. Explore innovative assessment for learning techniques that foster continuous improvement and student growth. Embrace asset-based instruction and culturally responsive teaching to ensure that every student's background, abilities, and strengths are recognized and valued. As

a result of this learning experience, you will have the strategies to answer these questions:

- What are the elements that make the curriculum effective in promoting student engagement, understanding, and empowerment?
- How can we design curriculum, instruction, and assessments that are inclusive and accessible for all students?
- How do we empower students to take ownership of their learning through meaningful and personalized choices?
- What role do student voice and choice play in creating meaningful instruction, and how are we integrating it across all levels?

## Affirmative Action Officer Advanced (AAOA) Certificate of Mastery (Oct. 1 - Nov. 15, 2024)

As Affirmative Action Officer, you are charged with making decisions that have a major impact on your school district's efforts to promote diversity, equity and inclusion in all aspects of district operations. You are also charged with supporting the rights of all students and staff members to be free from discrimination, and taking appropriate steps as necessary to investigate and respond to alleged incidents of discrimination. For more than a decade LEGAL ONE has been the leading provider of school law training for Affirmative Action Officers. 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 role.

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 \$750**

22 hours (previously completed LEGAL ONE's Affirmative Action Officer Certificate Program since 2021, 18 hours)

SELF-PACED CONTENT (4 hours)

- Specially selected previously recorded webinars & podcasts.

SMALL GROUP INSTRUCTION (7 hours)

- Identification and Responding to Discrimination Issues, Understanding Student & Staff Rights, Addressing Implicit Bias Issues in Schools (3 hours)
- Advanced Investigation Techniques (4 hours)

INDIVIDUALIZED COACHING (2 hours)

- 2 hours of individualized coaching with an equity Subject Matter Expert (1 hr) and an attorney (1 hr)

FINAL PRESENTATION (9 hours)

- 8 hours of preparation time (includes time working with key stakeholders, time for data collection and analysis, and time to prepare final presentation)
- 1 hour final presentation focused on the Comprehensive Equity Plan, through a legal lens.

**APPLY FOR PATHWAY 1 BY SUBMITTING THIS FORM:** <https://tinyurl.com/LO-AAO-Advanced>. A LEGAL ONE staff member will contact you shortly to coordinate the live parts of the program after verifying your AAO status. You will be given access to the self-paced components by the group's start date (10/1/24).

### **PATHWAY 2 - Cost \$1100 (Save \$150, well over 10%!)**

Approximately 40 hours. Requires completion of the LEGAL ONE Affirmative Action Officer (AAO) Certificate Program plus completion of the elements outlined in Pathway 1.

### **REGISTER FOR PATHWAY 2 BY SUBMITTING THIS FORM:**

<https://tinyurl.com/LO-AAO-Advanced>. A LEGAL ONE staff member will contact you shortly to coordinate the live parts of the program. You will have immediate access to the AAO Online Certificate Program" and be provided with access to the Advanced self-paced components by the group's start date (10/1/2024).

**Upon successful completion of this program, the participant will earn a digital badge and a professional learning certificate.**

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

# Professional Learning Series and

## LEGAL ONE Express: Interactive Webinar Series

### Webinars

**Presenters:** David Nash, Esq., Director of Legal Education and National Outreach, Jeffrey G. Gale, Director, Office of School Preparedness and Emergency Planning, New Jersey Department of Education; Sandra L. Jacques, Esq., LL.M., Assistant Director of Legal Education; Michael F. Kaelber, Esq. Coordinator of Continuing Legal Education and Research, LEGAL ONE

Four webinars for all levels of school staff have been specially crafted for the 2024-25 school year. Each webinar can be purchased individually or bundled all together at a discounted rate.

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

Purchase these as a bundle or individually.

Day 1: Addressing Social Media, Violent Extremism, and Public Schools - Oct. 2, 2024; 3:30 pm - 4:30 pm

Day 2: Gifted and Talented Update - Multilingual Learners and G&T - Jan. 14, 2025; 3:30 pm - 4:30 pm

Day 3: Hot Issues in Human Resources - Mar. 11, 2025; 3:30 pm - 4:30 pm

Day 4: You Can't Make This #\$\$%^ & Up! - School Law Horror Stories and Lessons to Be Learned - May 20, 2025; 3:30 pm - 4:30 pm

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

**Participants can still register for individual days separately at \$50 for each webinar**

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

## Human Resources LEGAL ONE Collaborative (HRLOC)

### Zoom

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

Whether you are the Director of Human Resources, superintendent, business administrator, principal, supervisor, another school leader wearing many hats including HR responsibilities, or an aspiring HR professional, HRLOC (the Human Resources LEGAL ONE Collaborative) is the key to unlocking your HR potential and developing and honing your HR knowledge and skills! HRLOC combines self-paced learning, live sessions providing in-depth review of timely HR issues throughout the year, an online support community and the ability to enhance your professional credentials and support your professional growth and advancement.

All sessions will be virtual via zoom from 1pm - 4pm EXCEPT the March 11, 2025 webinar, which will be 3:30 - 4:30.

#### Pre-Recorded Webinar

##### **Understanding the Scope of HR Responsibilities and Preview of HRLOC**

This pre-recorded session will review the broad scope of HR responsibilities and related legal requirements, provide resources to support HR professionals, and provide an overview of the year-long HRLOC program.

#### Session 1: Oct. 9, 2024

##### **Addressing Staff Boundaries**

This session will review key issues related to understanding and respecting boundaries for staff members in how they interact with students, parents, colleagues and the larger school community. This will include protocols that should be established to avoid even the perception of improper relationships, key considerations related to social media use and political speech, and procedures for responding to issues that may arise promptly and effectively.

#### Oct. 9 - Dec. 11, 2024

##### **Guided Discussion in the Online Support Community**

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#### Session 2: Dec. 11, 2024

##### **Addressing Staff Complaints and Promoting Strong Staff Relationships**

This session will review the wide array of issues that may arise related to disputes that may arise involving staff members. This will include a review of addressing grievances and other collective bargaining issues, as well as how to distinguish between and address employee disputes, depending on whether or not they raise potential discrimination claims and/or violate healthy workplace environment policies and addressing allegations of staff members involved in alleged HIB incidents. Participants will learn key aspects of conducting investigations, writing investigation reports and communicating investigation results.

#### Dec. 11, 2024 - Feb. 26, 2025

##### **Guided Discussion in the Online Support Community**

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(Continued on next page)

# Professional Learning Series and

## **Session 3: Feb. 26, 2025**

### **Addressing FMLA, NJFLA, Sick Leave Expansion and Other Employee Leave**

This session will review the complex issues related to addressing employee leave, including medical leave, family leave, maternity leave and sick leave. The session will include a review of New Jersey's sick leave expansion law and issues related to stacking of various leaves that are available under state and federal law. Finally, the session will review the impact of employee leaves on tenure and seniority rights and how to ensure the effective operations of the school district while employees are on leave.

## **Feb. 26 - Apr. 9, 2025**

### **Guided Discussion in the Online Support Community**

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## **Webinar: Mar. 11, 2025; 3:30 pm - 4:30 pm**

### **Hot Issues in Human Resources**

This webinar will review the latest developments in state and federal law that impact on human resource requirements for school districts. It will include a review of the latest legislation, regulations and case law, as well as any relevant guidance released by the NJDOE or other relevant state or federal agencies.

## **Session 4: Apr. 9, 2025**

### **Addressing Renewal, Nonrenewal, Staff Evaluation, Tenure Rights and CAPs**

This session will review legal issues that arise related to staff renewal and nonrenewal, staff evaluation, tenure acquisition, tenure rights and corrective action plans. It will include a review of required timelines and key steps related to the observation and evaluation process, lessons learned from tenure charge cases, and key aspects of progressive supervision, including how to give constructive feedback.

## **Apr. 9 - May 14, 2025**

### **Guided Discussion in the Online Support Community**

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## **Session 5: May 14, 2025**

### **Addressing Staff Recruitment, Interviewing, Hiring, and Onboarding**

This session will review legal issues that arise related to staff recruitment, interviewing, hiring and onboarding. It will include a review of legal obligations related to addressing staff diversity, the importance of having sound, consistent protocols at each stage of the screening process, and strategies for empowering key stakeholders throughout the process while maintaining proper oversight.

## **Final Assessment**

In order to demonstrate knowledge learned through HRLOC and earn the HRLOC digital badge, participants will complete an online, multiple choice assessment. Upon successful completion of the assessment, the participant will earn the LEGAL ONE HR Professional Certificate and digital badge.

## **May 14 - Jun. 30, 2025**

### **Guided Discussion in the Online Support Community**

**Cost: \$500 for Members/\$600 for Non-Members**  
**Individual Sessions: \$100 for Members/\$125 for nonmembers**

Note that the 1 hour pre-recorded webinar and Online Support Community are only available for those who register for the full HRLOC.

## Special Education Litigation Certificate Program, Fall '24

### In-Person

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

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

This certificate program includes three In-Person workshops at FEA, 12 Centre Drive, Monroe Township, NJ 08831 (each 9 am - 3 pm):

Day 1: Section 504 Explained - **Oct. 30, 2024 at FEA**

Day 2: Legally Compliant IEPs - **Nov. 12, 2024 at FEA**

Day 3: Preparing for Mediation and Due Process Hearings - **Dec. 17, 2024; 9 am - 3 pm at FEA**

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

Webinar On-Demand: Child-find and Unilateral Placements (Originally Aired Apr. 25, 2023)

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**

**In order to demonstrate knowledge learned, participants will complete an online, multiple choice assessment. Upon successful completion of the assessment, the participant will earn the LEGAL ONE Special Education Litigation Certificate and digital badge.**

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

# Professional Learning Series and

## **Anti-Bullying Professional Advanced Certificate of Mastery**

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 \$750**

24 hours (previously completed LEGAL ONE's Anti-Bullying Specialist Certificate Program since 2021, self-paced online 16 hours)

#### **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 (11/1/24).

### **PATHWAY 2 - Cost \$1100 (Save \$150, well over 10%!)**

Approximately 40 hours.

Requires completion of the LEGAL ONE Anti-Bullying Specialist (ABS) Certificate Program 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. You will have immediate access to the ABS Online Certificate Program" and be provided with access to the Advanced self-paced components by the group's start date (11/1/24).

**Upon successful completion of this program, the participant will earn a digital badge and a professional learning certificate.**

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

## Inclusive Practices: Arts Education for All Abilities

### Zoom

As districts make strides in becoming more inclusive, there is an opportunity for students of all abilities to thrive through arts education! Join Arts Ed NJ, NJCIE, and NJPSA/FEA for this co-sponsored virtual series. This is a unique opportunity to learn directly from arts educators, supervisors, and other educational professionals about a range of topics that are most relevant to inclusive practices in arts education right now. This series is designed to assist supervisors, administrators, as well as arts educators, to better support teaching and learning for all students, and build common vocabulary that will help districts to advocate and plan for high quality arts education.

In each 75 minute session, participants will gain knowledge and useful tools from the panelists and engage in dialogue about effective ways to apply the learning. Register today to join with other practitioners taking action to create a supportive, inclusive environment for all learners!

#### Day 1: Critical Disability Studies - **Nov. 12, 2024; 4 pm - 5:15 pm**

This session will introduce participants to the foundations of inclusion and the Critical Disabilities Studies model. Participants will explore concepts of inclusion and belonging and understand how inclusivity in PreK-12 public schools extends into the visual and performing arts classroom.

#### Day 2: Inclusive Practices: Arts Education for All Abilities - UDL/Differentiated Instruction - **Jan. 15, 2025; 4 pm - 5:15 pm**

This session will focus on understanding the principles of Universal Design for Learning and how those principles connect to the artistic processes: creating, performing/presenting/producing, responding, and connecting.

#### Day 3: NJTSS - **Feb. 26, 2025; 4 pm - 5:15 pm**

This session will focus on examples of New Jersey Tiered System of Supports (NJTSS) in the context of Visual and Performing Arts.

#### Day 4: Practice Spotlight PK-5 Differentiated Instruction - **Mar. 25, 2025; 4 pm - 5:15 pm**

This session will feature practical examples and instructional strategies to support students with a wide range of abilities from PK-5

#### Day 5: Practice Spotlight 6-12, Differentiated Instruction - **Apr. 30, 2025; 4 pm - 5:15 pm**

This session will feature practical examples and instructional strategies to support students with a wide range of abilities from 6-12.

**Fee: \$50/session; \$200 for the series Members/Non-Members**

# Professional Learning Series and

## Gifted and Talented Education Institute

### Zoom

**Presenters: Michael Kaelber, Esq., LEGAL ONE Coordinator for Online Course Development; Mary Beth Currie, M.S.E. Coordinator of Special Projects, Foundation for Education Administration; Sandra L. Jacques, Esq., LL.M., Assistant Director of Legal Education**

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

This series includes 4 live online workshops (each 1:30 pm - 4:30 pm):

Day 1: Gifted and Talented Education in New Jersey: The Law, Latest Guidance and Best Practices and Professional Development - Nov. 14, 2024

Day 2: Equity in Gifted and Talented Education Programming: The Law, G&T Program Equity Audits and Urban School District Programming - Dec. 12, 2024

Day 3: Best Practices in Gifted and Talented Education Programming - Feb. 12, 2025

Day 4: How to Meet the Challenges of K-2 and High School Gifted and Talented Identification and Programming - Apr. 30, 2025

Those who purchase the full 4-day series will also receive access to a new, complimentary webinar

Gifted and Talented Update - Jan. 14, 2025; 3:30 pm - 4:30 pm

**Fee: \$310 Members/\$410 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. 14, 2024 webinar for \$50.**

**In order to demonstrate knowledge learned, participants will complete an online, multiple choice assessment. Upon successful completion of the assessment, the participant will earn the Gifted and Talented Education Institute certificate and digital badge.**

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

## Equity Academy

### Strengthening the Equity Foundations: Learn, Lead, Empower **Zoom**

The NJPSA/FEA was created to empower a community of change agents dedicated to positively impacting district and school leadership, instructional practices, and learning environments.

The sessions are intended to provide the tools to ensure that all students have the opportunity to learn, thrive, and achieve academic success in an equitable, culturally and linguistically responsive, and inclusive school environment.

#### Day 1: Laying the Foundation: The Equity Journey Begins - Dec. 2, 2024; 9 am - 12:30 pm

**Presenters: Pamela Moore and Daryn Plummer**

Session One of the Equity in Action Leadership Academy will create the groundwork to explore your unique equity journey. Only by exploring beliefs that drive learning, aligning your 'why' to your mission, engaging in collaborative conversations, and uncovering structural and systemic assumptions, can you advance and change equity in your school. Participants will work collaboratively across teams to understand how advancing equity can create a healthier, more positive, and engaging learning environment for all learners as they consider ideas for their Problem of Practice.

#### Day 2: From Insight to Action: Harnessing the Data - Jan. 14, 2025; 9 am - 12:30 pm

**Presenters: George Jackson and Kerri Waibel**

Session 2 will explore the three levels of data — map, satellite and street data — and share strategies for using data effectively to identify equity priorities. Participants will engage in courageous conversations that will lead to implementation of more equitable practices. The use of street data will be highlighted as an essential means of understanding student agency and voice and supporting the transformation of an equity cycle. Guiding team membership and expectations for action will be discussed as Problems of Practice continue to be narrowed.

#### Day 3: From Barriers to Bridges: Taking Action - Feb. 26, 2025; 9 am - 12:30 pm

**Presenters: Danita Ishibashi and Rosemary Seitel**

Session 3 will support participants in further narrowing the Problem of Practice and provide tools/strategies to consider during the implementation. Participants will look at potential barriers and challenges that must be uncovered and addressed in order to create a system in which equitable practices are fully implemented in a culture that embraces access and opportunity. Participants will discuss ways to build the guiding team's capacity to create coherence to maximize shared accountability and embed structures and processes that focus on deep learning practices.

#### Day 4: Coaching for Implementation: Putting Goals to Action - Mar. 1 - May 15, 2025; 9 am - 12:30 pm

**Assigned Coach**

During this 4-month phase, your school or district guiding team will begin implementation and receive 2 hours of intensive coaching for your team. You and the assigned coach (one of the presenters) will determine the schedule for coaching.

#### Day 5: Sharing the Learning: Sustaining the Journey - May 28, 2025; 9 am - 2 pm (Virtual or Face-to-Face TBD)

**All Presenters and Coaches**

The Community has invested learning and expertise as the solutions to the Problem of Practice became a reality. It is time to share what we have learned and how we can leverage those learnings to sustain the work that has begun.

**Fee: \$599 per individual Members/Non-Members**

**For teams of 2 or more - 20% discount per person; Contact Victoria Duff at [vduff@njpsa.org](mailto:vduff@njpsa.org) for coupon code prior to registering team members.**

# Professional Learning Series and

## Early Childhood Leadership Series (Grades PK-3)

### **In-Person**

As a result of the continued expansion of preschool grades in so many New Jersey schools, this series is offered to school teams to support the important alignment work of PK - Grade 3.

Audience: School teams are encouraged to attend.

**All Sessions are 9 am - 3 pm at FEA, 12 Centre Drive, Monroe, N 08831**

### Day 1: Building Resilience Early: The Science of Wellness for Pre-K - 3 Students and Caregivers - **Dec. 9, 2024**

This interactive presentation will review the importance of relational, emotional, social, and mental health to development and learning for both students and their caregiving adults. We will discuss the science of safety as a frame for understanding distress and wellness, and practice strategies that support physiological and emotional regulation as a protective factor.

### Day 2: Do You Know Me Enough to Teach Me? The Building Blocks of Early Literacy - **Jan. 8, 2025**

This dynamic and interactive workshop is designed for educators and educational leaders committed to fostering a love of reading in young learners while ensuring effective, developmentally appropriate, and child-centered instruction.

### Day 3: Enhancing Early Childhood Education through Guided Creative Play and the Arts Integration - **Feb. 11, 2025**

This workshop will inspire and equip educators working with children in grades P-3 with practical strategies and techniques to integrate guided creative play and arts-based activities into their teaching practices. Recognizing the transformative power of arts integration in early childhood education, this workshop will include hands-on activities to help educators leverage creative play and various art forms across the curriculum. Topics will include the benefits of arts integration, strategies for effective implementation, and creating an arts-rich environment.

### Day 4: Cultivating Powerful Mathematical Communities: Linking Standards Based Instruction with Joy, Creativity and Curiosity in the PreK - Grade 3 Math Classroom - **Mar. 7, 2025**

This session will feature practical examples and instructional strategies to support students with a wide range of abilities from PK-5. Register today—for this session or the entire series—to join with other practitioners taking action to create a supportive, inclusive environment for all learners!

**Fee: \$50/session Members/Non-Members; \$175 for the series Members/Non-Members**

## Code of Student Conduct Certificate Program

### In-Person

**Presenters:** David Nash, Esq., Director of Legal Education and National Outreach; John Worthington, Esq., Coordinator of Special Education Law; George Guy, Principal, Rosa International Middle School, Cherry Hill Schools; Dumar Burgess, Principal Bret Harte Elementary School, Cherry Hill Public Schools

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.

Day 1: Legal Requirements and Emerging Issues Related to the Code of Student Conduct - Jan. 9, 2025; 9 am - 3 pm

Day 2: Working with Law Enforcement and Addressing Equity in Student Discipline - Jan. 16, 2025; 9 am - 3 pm

Day 3 - Adapting the Code of Conduct to Address Specialized Populations - Jan. 23, 2025; 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 \$150 each for Members/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.

In order to demonstrate knowledge learned, participants will complete an online, multiple choice assessment. Upon successful completion of the assessment, the participant will earn the Code of Student Conduct Certificate and digital badge.

# Professional Learning Series and

## An MTSS Professional Series: Designing, Implementing, and Sustaining a Multi-Tiered System of Supports

### Zoom and In-Person

#### **Presenters: Dr. Anthony Petruzzelli, FEA Consultant**

This series will provide an in-depth opportunity for districts or schools to move from vision to implementation of a multi-tiered system of support (MTSS). In-person and virtual group sessions will be combined with district-specific coaching to assist with designing and/or refining their MTSS.

Audience: District or School based staff responsible for student supports who are looking to create, re-imagine, or revitalize their RTI/MTSS system. Attendance by building teams is encouraged.

#### Day 1: From Vision to Readiness

**Jan. 24, 2025; 9 am - Noon at FEA, 12 Centre Drive, Monroe Township, NJ 08831 (In-Person)**

What does it take to establish the culture necessary to create sustained acceptance, excitement, and belief in the MTSS structure among the staff? The first session in this series will focus on the foundations of a strong MTSS and RtI system.

#### Day 2: From Implementation to Sustainment

**Mar. 3, 2025; 9 am - Noon (Zoom)**

As districts implement their new/revised structures and ask stakeholders to support the vision with fidelity, this session will address wins, roadblocks and challenges that can improve achievement and social emotional wellness or derail the progress towards culture change. Participants will have the opportunity to meet at the MTSS Summit for a final group coaching session.

**Coaching for District teams included: 2 hours online dates and times TBD with district**

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

**Participants will be able to register for the May 16, 2025 MTSS Summit at a discounted rate.**

## Affirmative Action Officer (AAO) Online Certificate Program

### Self-Paced

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 Members/Non-Members**

**Upon successful completion of this program, the participant will earn a digital badge and a professional learning certificate.**

# Professional Learning Series and Certificate Programs

## LEGAL ONE Anti-Bullying Specialist (ABS) Online Certificate Program **Self-Paced**

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 (May 13, 9am - 11:30am) where you can have your questions answered by LEGAL ONE's expert attorneys and practice addressing real-world scenarios.

### **Program Components**

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

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

PART II - How to Investigate HIB Claims

PART III - Bullying Response and Prevention

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

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

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

**Fee: \$500 Members/Non-Members**

**Upon successful completion of this program, the participant will earn a digital badge and a professional learning certificate.**

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.

# FEA Online Learning Suite

## 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

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

# FEA Online Learning Suite

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 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.

# FEA Professional Learning Savings Account

## Innovative Way to Maximize Your Professional Learning Budget

[www.njpsa.org/fea-professional-learning-savings-account](http://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:

**\$5,000**  
Savings Account



- 10% Off In-District Workshops
- 10% Off Coaching
- Member Pricing
- Easy Board Approval
- Higher Levels Available for More Savings

- 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, 2024 and will end on August 31, 2025.
- 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](mailto: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

## Educators with Four Years of Experience, a Master's Degree, and Leadership Goals:

Educators with Four Years of Experience, a Master's Degree and Leadership Goals: Earn your Principal and Supervisor Certification or your School Administrator Certification with NJEXCEL in 12-18 Months!



### Flexibility and Convenience

- Most courses and collaboration offered on Zoom
- In-person activities regionally-based and centrally located
- New cohorts begin every Jan. and July

### Program and Career Support

- Mentorship, Internship, and coaching
- Develop your leadership e-portfolio
- Collaborative inquiry sessions
- Career counseling, support, and guidance from NJEXCEL faculty

### Affordable Pricing

- Compare NJEXCEL's tuition with college/university degree and certification programs
- Graduate credit option from Thomas Edison State University

### Authentic and Relevant Learning

- Grow and learn together
- Develop your professional network
- Classes taught by expert faculty of in-the-field practitioners
- Field-based learning
- Job-embedded, school-based, action research projects
- Hands-on, on-site internships with school leaders

### Proven Success

- 20+ years of excellence 2003-2024
- More than 2,500 alumni, with many of them serving in leadership roles throughout New Jersey
- Stellar reputation among those making hiring decisions

**Achieve your goals and graduate with more than just the certification. NJEXCEL expertly prepares you for your career as an educational leader!**

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

# FEA Professional Learning



FEA offers the most timely, relevant, and critical professional learning opportunities for school leaders:

- Live on Zoom
- In-person at the FEA Conference Center
- In-district where we come to you
- Online, self-paced courses in the Online Learning Suite that you can access at your convenience.
- Develop a personalized professional learning plan with our team.

**or more information, visit [www.njpsa.org](http://www.njpsa.org)  
or contact Donna McInerney at  
[dmcinerney@njpsa.org](mailto:dmcinerney@njpsa.org).**



# Empowerment Programs

## FEA Empowerment Programs to Strengthen Your Leadership and Bolster Your Impact

### Power Hours

Your 60-Minute Path to a Better School!

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](mailto:hmoran@njpsa.org). Let's embark on this journey to a better school together!

### 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](mailto:mcurrie@njpsa.org) or Heather Moran at [hmoran@njpsa.org](mailto:hmoran@njpsa.org).**

### Healing Centered Engagement (HCE)

Since the beginning of the COVID-19 pandemic, the mental health crisis in our schools has become increasingly more severe, and the consequences can be distressing and potentially tragic. FEA has developed an impactful in-district program that has helped many school districts throughout the state support students (and adults) grappling with Adverse Childhood Experiences (ACEs) and trauma through a framework of Healing Centered Engagement (HCE) that supports Positive Childhood Experiences (PCEs).

If your students (and educators) are struggling, you can allocate your ES-SER funds for FEA's HCE program, which empowers staff to identify and address the systemic issues hindering students and teachers from attaining their highest educational and personal goals.

**Contact Donna McInerney today at [dmcinerney@njpsa.org](mailto:dmcinerney@njpsa.org) or (609) 860-1200 to develop an action plan to help your students and staff through Healing Centered Engagement.**

# How Can You Become a More Active NJPSA Member?



## Lead

- Join one of our many [committees](#) to dive deeply into the important education topics.
- Apply to join the NJPSA Council, NJPSA Board of Directors, FEA Board of Trustees, or become a field representative.
- **Contact Mike Vinella, Membership** [mvinella@njpsa.org](mailto:mvinella@njpsa.org)

## Present or Coach

- Present a virtual or in-person workshop at FEA.
- Facilitate a session at our Fall Conference.
- Become a school/district coach in one of our grant-based or pilot programs.
- **Contact Donna McInerney, FEA Professional Learning** [dmcinerney@njpsa.org](mailto:dmcinerney@njpsa.org)

## Teach or Mentor the Next Generation

- Teach a course or become a mentor in NJEXCEL or NJTLC.
- Encourage your colleagues to join NJEXCEL or NJTLC for the certifications they may need or want.
- Become an NJL2L mentor for new administrators.
- **Contact Angelina Martino Finnegan, School Leadership Programs** [afinnegan@njpsa.org](mailto:afinnegan@njpsa.org) or **James Sarto, NJL2L** [jsarto@njpsa.org](mailto:jsarto@njpsa.org)

## Recognize and Reward Excellence

- Nominate yourself or a colleague for the Visionary Leadership Awards.
- **Contact Mary Reece, FEA Special Projects** [mreece@njpsa.org](mailto:mreece@njpsa.org)

## Advocate

- Learn more about passed or pending legislation.

- Lobby legislators to make your voice heard (in-person or via email or media).
- Inform us about what is important to you and what we should advocate for on your behalf.
- **Contact Debra Bradley, Government Relations** [dbradley@njpsa.org](mailto:dbradley@njpsa.org)

## Write, Post, or Share

- Write an article for *Educational Viewpoints*.
- Post on the members-only social media Leadership Connection.
- Follow and tag us on Twitter @NJPSA.
- Subscribe to our YouTube channel [NJPSA/FEA](#).
- **Contact Dan Higgins, Communications** [dhiggins@njpsa.org](mailto:dhiggins@njpsa.org)

## Connect

- Tell us how NJPSA can better support you.
- Discuss any topics on your mind.
- Be reminded about just how good you are at the wonderful work you do in support of New Jersey's students, educators, and schools!
- **Contact Karen Bingert, Executive Director** [kbingert@njpsa.org](mailto:kbingert@njpsa.org)

