

North Metro GNETS Newsletter



December 2021

Director's Corner

Monthly North Metro GNETS Eggs and Issues Updates

Team North Metro GNETS,

Recently I read an interesting article, *"Can We All Agree to Give Teachers Grace, Not Grief Right Now?"* and the article truly hit home in so many ways. The article discussed how health care workers, grocery store workers, clerks, waitresses, and many other essential workers deserve our grace. In my opinion, teachers and all other educators should be in the front of the line for receiving an abundance of grace as newly designated "essential workers". Let's not forget the pandemic started in March 2020 and is still going on and it's now December 2021. My request for all North Metro GNETS educators this holiday season is....

Dear North Metro GNETS Stakeholders,

Please grant grace not grief to all of our North Metro GNETS teachers, paraprofessionals, school social workers, school psychologists, behavior specialists, curriculum specialists, administrative assistants, and leaders. Our staff work hard to take care of our students and families. Please grant them grace by providing them with gratitude before they leave for the holiday break. Some simple examples are:

- Send a text to your favorite teacher/educator and let them know why you appreciate them
- Let your favorite teacher/educator know how much you appreciate what they have done for your child
- Have your child make them a homemade thank you card
- Have your child make a homemade gift or homemade cookies
- Provide your favorite teacher/educator with an inexpensive care box

A simple gesture of grace and appreciation goes a long way to save a teacher/educator. Team North Metro GNETS...I truly appreciate you. I hope you all enjoy your friends and family over the Holiday Break. You deserve it.

<https://www.boredteachers.com/post/can-we-all-agree-to-give-teachers-grace-not-grief-right-now>

Cassandra Allen Holifield, PhD, RBT

Director, North Metro GNETS

<https://nmgnets.org/>

<https://twitter.com/nmgnets?lang=en>



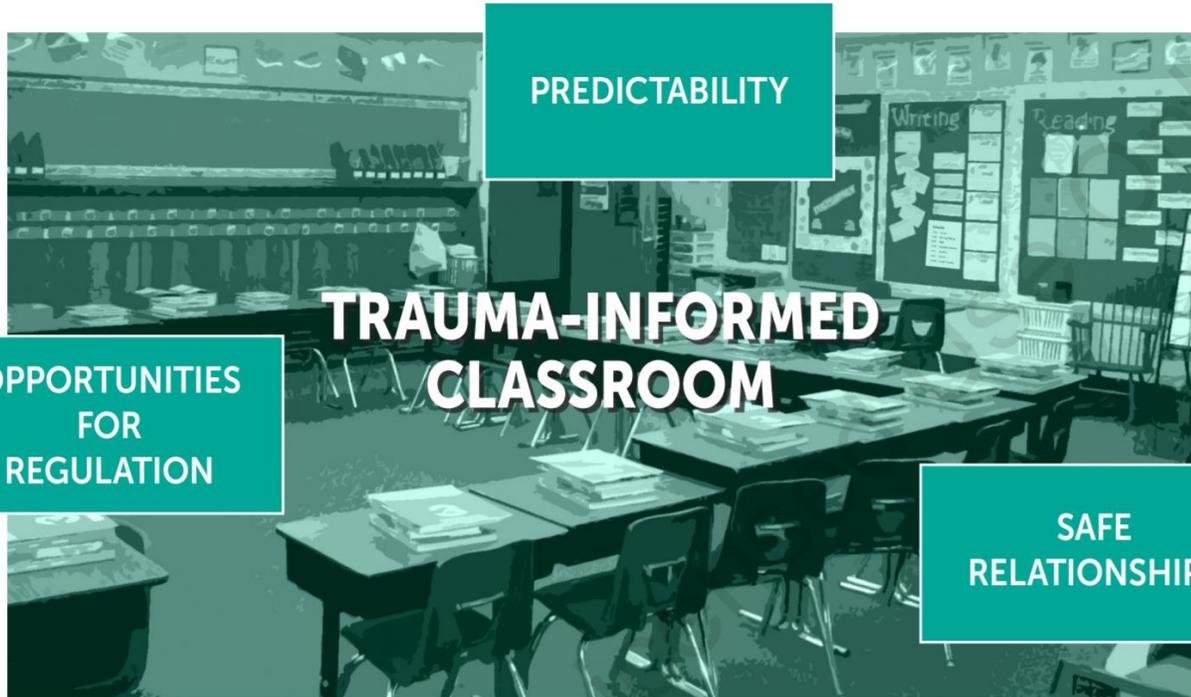
December 2021:

- Enter all December DOW data prior to December 31 2021
- Complete all Trauma Informed Care & Restorative Practices assignments prior to January 17, 2022 (EXTENDED DEADLINE)
- Complete all NM GNETS Leadership Paperwork Guide tasks prior to December 31, 2021
- Complete all student packets due this month
- GaPBS Virtual Conference December 8-9, 2021

Upcoming:

- NM GNETS Administrators Mid-Year GNETS Strategic Plan Rating Rubric & TIC Rubric January 19, 2022
- Complete all TKES, LKES, & Contributing Staff Walkthroughs, & Formative Assessment by January 31, 2022 (EXTENDED)
- Department of Justice NM GNETS Site Visit – Exact Date TBD

Trauma Informed Care Update



Complete the Checklist to see how Trauma-Informed your classroom is:

Predictability	
	Post and follow a regular schedule
	Consistently inform students of any upcoming changes to the schedule in advance
	Designate specific areas in the classroom for specific activities
	Post visuals that clarify the expectations for students in each activity area
	Create specific, consistent and developmentally appropriate procedures for each classroom activity
	Develop detailed, written descriptions of routines and procedures
	Be precise and consistent in following schedules, procedures and routines

Safe Relationships and Opportunities for Engagement

	Organize the physical environment so that staff are in close proximity to students
	Arrange seating so students face teacher during instruction
	Arrange seating so students can interact easily with others during partner work or cooperative learning tasks
	Organize the classroom so that other people's movement around the classroom causes minimal distractions
	Create and implement classroom traditions and celebrations
	Consistently provide morning meetings and afternoon "goodbyes"
	Compliment students when they are helpful and kind
	Develop a consistent method to welcome and orient new students
	Begin the school day with a morning meeting that has a consistent agenda

Opportunities for Regulation

	Implement planned regulation activities
	Provide a calming space
	Make calming tools available to students
	Take steps to ensure students do not feel a sense of shame or guilt about taking space
	Help students understand when and how to use calming space or take space
	Use well placed and concise visuals
	Prompt students to use adaptive regulation strategies

Curriculum, Instruction, and Compliance Reminders:

Welcome to December! Students should be continuing to meet their expected time of 45 minutes a week in both i-Ready Reading and i-Ready Math. Weekly incentives should be in place for all students who meet the time requirement. The 4th Data Binder Check should be completed by December 17th. Please ensure data binders are set up and data is being collected on all IEP goals and objectives as required. All objectives should be entered into Catalyst for all students on GAA. Please ensure that Catalyst data is being collected and entered into the data binder. i-Ready and Edgenuity trainings have been sent to the site coordinators and lead teachers. Please ensure these trainings have all been completed, and documentation of completion is provided to your CIBC Coordinator. Please make sure you are receiving, checking, and responding to any Smart Sheets emails regarding the IEP process. All draft IEP's should be completed and checked prior to sending them home to parents. All parents should receive a draft IEP 1 week prior to the scheduled IEP meeting.

Curriculum, Instruction, and Compliance Tip of the Month: Big Ideas in Special Education

<https://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Documents/Co-Teaching%20Models/Module%203/Mini-Modules%203/Big%20Ideas%20In%20Special%20Education%20-%20SDI%20HLPs.pdf>

Behavior Specialist Coordinators

- **Diverse December**

- As we enter the holiday season, please remain mindful of the diverse group of students we serve as well as the diverse group of teachers and support staff with whom we collaborate with.
- Additionally, not only are we diverse in our physical appearance and dis(ABILITIES), we are also diverse in culture and traditions. Let's keep that in mind this holiday season!



- **FBA/BIPs**

- **Understanding the Process**

- **Determine the Behavior's Function**



- Step 1: Identify and define problem and replacement behaviors
 - Step 2: Collect data
 - Step 3: Identify the function of the behavior

- **Direct Data Collection** (Consent must be obtained before data collection!)

- **Baseline Data**

- Baseline Data should be collected for at least 3 days
 - Collect the FREQUENCY of each target behavior
 - During this time, behavior interventions are typically not in place, unless the behavior poses a severe safety risk.

- **ABC Data**

- Data collection begins AFTER Baseline data has been collected
 - ABC Data should be collected for 5-10 days
 - Collect the Antecedent, Behavior, Consequence and Student Response for each incident of target behavior

- **Indirect Data Collection** (Consent must be obtained before data collection!)

- Rating Scales
 - Motivation Assessment Scale
 - Problem Behavior Questionnaire
 - FAST-2002
 - Interview Forms
 - Parent, Teacher, & Student Interview Forms

- Behavior Management

- Be sure to follow the referral process for psychiatric consultation.
- Your behavior specialist may be involved in the process and the data should reflect this. – BIP walkthroughs should be completed prior to a referral



North Metro GNETS Program

A member of the Georgia Network for Educational and Therapeutic Support



NORTH METRO GNETS PSYCHIATRIC CONSULTATION REFERRAL FORM

Submit the completed form to site Behavior Specialist for approval. Prior to a referral for psychiatric consultation, behavior specialists must be involved. Please select the appropriate box below for the service you are requesting.

- Psychiatric consultation only
- Behavior Services from NM GNETS and Psychiatric Consultation to follow

If North Metro Team requests Dr. Mattox to conduct an interview with a student, a PCE must be obtained prior to a referral. It is a standardized procedure to inform a parent/guardian that the North Metro Team is recommending a psychiatric consultation referral. Upon receipt of the psychiatric consultation report, the North Metro Team will file the report in the student's folder.

- MindSet

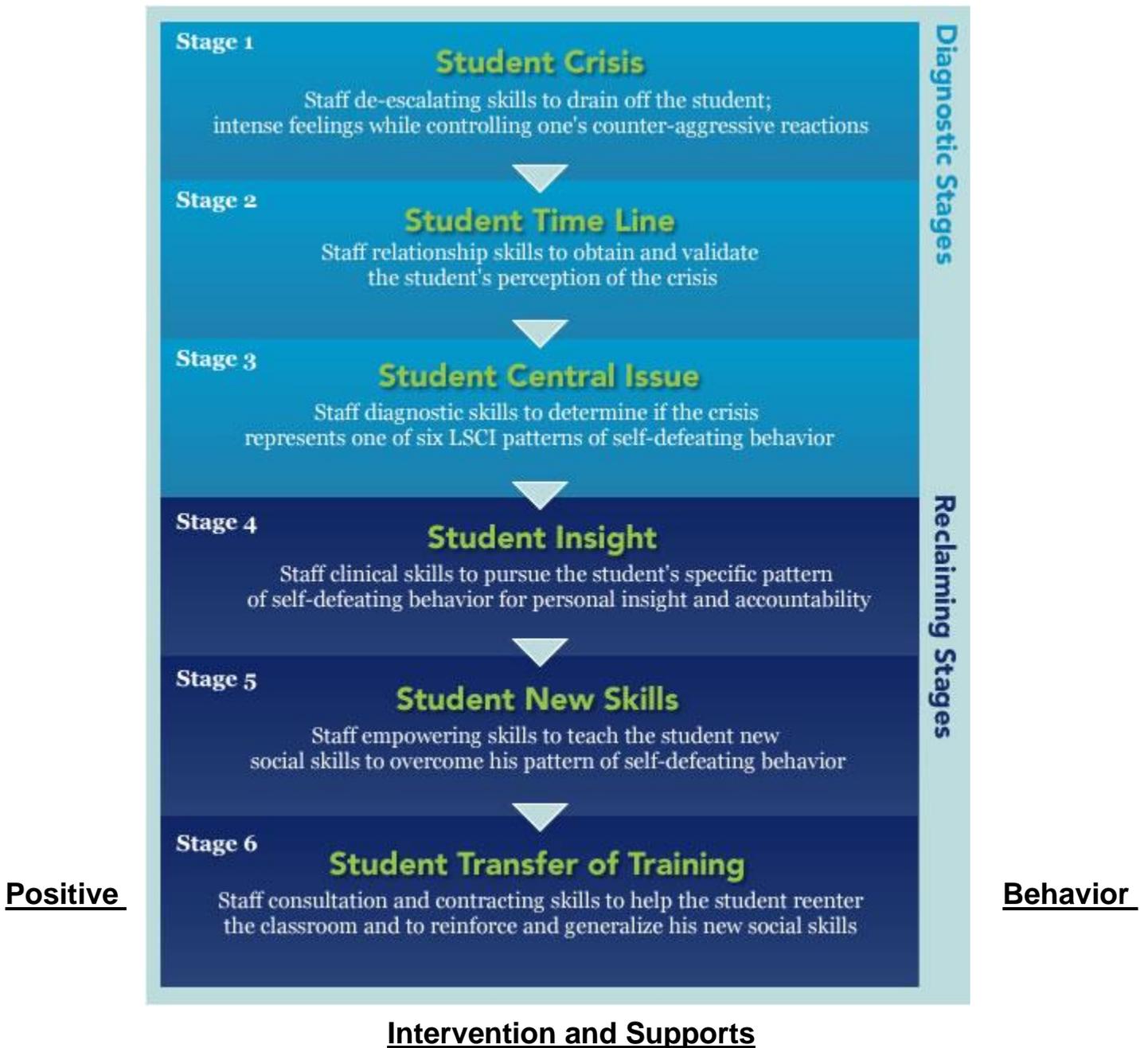
- Avoid Power Struggles

13 WAYS to avoid POWER STRUGGLES	
1	Develop a relationship early on.
2	Hide your frustrations.
3	Be kind and respectful.
4	Give the expectation and run.
5	Ignore what you can ignore.
6	Let the child get the last word.
7	Listen and validate.
8	Explain your reasoning
9	Give choice.
10	Be flexible.
11	Back out of a power struggle.
12	Compromise with a goal in mind.
13	Embrace the behaviors.

4 Step De-Escalation

- Step 1 – Say what you see and or hear
- Step 2- Establish the feeling
- Step 3 – Connect the feeling to the source
- Step 4 – Plan of Action

○ LSCI



PBIS at North Metro GNETS



Seasons Greetings North Metro GNETS!! Congratulations on getting through the first half of the school year!!!! Kudos for all districts completing their necessary PBIS assessments and monthly meetings. Coaches we greatly appreciate all that you do for our North Metro GNETS students and staff. As we approach the anticipated holiday break, remember what went well the first part of the year, PBIS wise, for your students and staff. It is ok if you had challenges certain strategies may not have went the you planned. Let's focus on the positives that PBIS has brought to all of us! Let's continue to reinforce the interventions that were successful: maybe ask your students and staff about how PBIS was effective. By asking, we will not only gain student knowledge of the initiative, but it will continue to boost student and staff buy in 😊!!

Lastly, we hope to see all our PBIS Coaches at the annual GA PBS Virtual conference December 8-9, 2021.

Special Announcements & KUDOS!

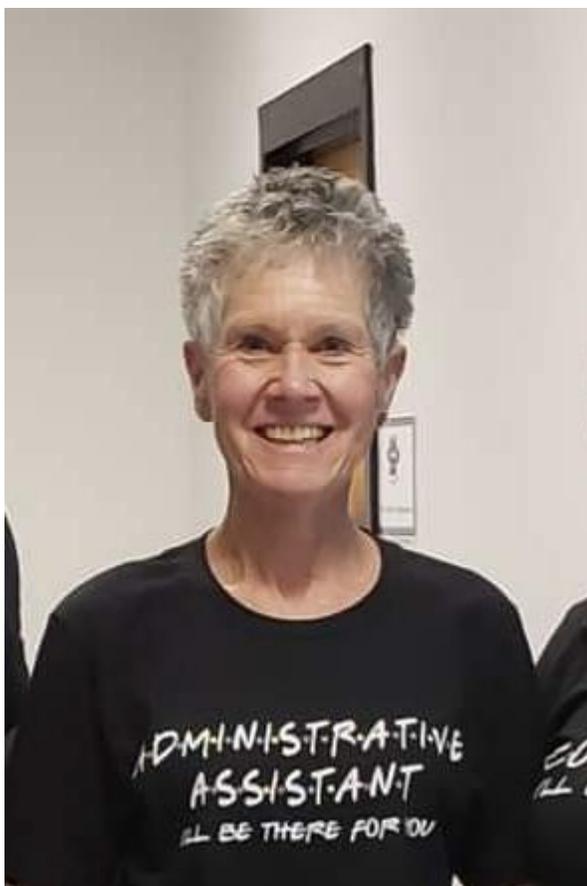
**CONGRATULATIONS TO SAM BELFIGLIO
NORTH METRO GNETS FULTON LEAD TEACHER EXTRAORDINAIRE
FOR HIS OUTSTANDING LEADERSHIP SKILLS, TENACITY, AND TEAMWORK!**

We Appreciate You!



**CONGRATULATIONS TO CLAUDIA BALOG ON HER MUCH EARNED RETIREMENT!!!!
CLAUDIA WE'LL MISS YOU!!!**

You'll always be a valuable member of our North Metro GNETS Family!!!



***Thank you both for your demonstrated excellence, leadership, and dependability.
YOU ROCK!!!***

TRAUMA INFORMED CARE ACTIVITY OF THE MONTH....

December is a month in which we celebrate giving. This month practice self-care by giving yourself permission to take a break!

