

~News4You~

Last Chance for Flu Shots

Although site visits are over for flu shots, members on the medical plan still have time to make an appointment at one of the three wellness centers and get vaccinated. Currently flu shots are available at Pedro Menendez and O'Connell Health Centers. Nease has not received their full shipment to date. Members and their covered dependents age 18 and above are eligible for this free benefit. Please call to make an appointment to get your flu shot at any one of our Health Centers.

Last Call for Completion of Your Health Risk Assessment (HRA)

Time is running out to get your Health Risk Assessment (HRA) done and avoid a two-year surcharge for your medical insurance premiums. This must be completed by **November 15, 2019** for members born in an ODD year. It takes two easy steps:

Step 1: Complete the Health History and Risk Assessment (HHRA) at my.marathon-health.com

Step 2: Have a biometric screening done at one of the Marathon Health Wellness Centers. Call to schedule your appointment
O'Connell Wellness Center: 904.671.8333
Nease Wellness Center: 904.671.8329
Pedro Menendez Wellness Center: 904.671.8337

Be well... Stay well!

Benefits Website—sjcsd.mbaileygroup.com

Attention all New Employees

This is a gentle reminder to all of our new employees to log onto SunGard, Business Plus, [Employee Online](#) to make your insurance selections that you chose on your enrollment forms for Hospital, Dental, Vision and Flexible Spending Account. If you haven't provided family documents to cover your family on any insurance plan including the additional Life Insurance, please email them to

Christine.Hector@stjohns.k12.fl.us as soon as possible. There is nothing you need to do regarding short-term or long-term disability.

Attention Teachers: Lead Teacher Funds

Lead Teacher funds were dispersed in a separate check on September 30. Remember to upload your receipts totaling the amount of money you received in your check. The deadline for uploading receipts is April 30, 2020. Directions can be found in BusinessPLUS. Scroll to the bottom of the page.

***Who's Who in HR?
Human Resources
Contact List***

**Associate
Superintendent
for Human Resources*
Cathy Hutchins
547-7601

**Director for
Instructional Personnel*
Vacant

**Director for Non-
Instructional Personnel*
George Mastoridis
547-7532

**Asst. Director for Risk
Management*
Carol Thompson
547-7640

**Director for Salaries &
Benefits*
J Wynn
547-7604

**Director for
Applications &
Position Control*
Chris Williams-Ash
547-7596

**Director for
Professional
Development/Employee
Evaluations*
Melinda Bogart
547-7614

**Director of Leadership
Development*
Paula Steele
547-3982



Employee Assistance Plan Services

Did you know that part of the Wellness Programs for employees of the St. Johns County School District is an Employee Assistance Program (EAP). An EAP can provide the help you need to get through some tough times. It is a voluntary and confidential counseling service. Employees and family members may access the EAP to assist them in coping with the stress of everyday life. All services are designed to help maintain emotional well-being, as well as a productive role in the workplace and at home. Services include, but are not limited to help with the following issues:

- Abuse
- ADD/ADHD
- Adolescents
- Aging Parents
- Alcohol and Drugs Abuse
- Anxiety
- Child Rearing
- Children's Behavioral Disorders
- Depression
- Eating Disorders
- Grief
- Marital & Family Problems
- Men's Issues
- Pain Management
- School Problems
- Smoking Cessation
- Stress

If you or a family member have a problem, call 904-797-2705 (Dr. Townsend and Associates, 9 St. Johns Medical Park Drive, St. Augustine, FL 32086) to set an appointment. Your appointment will be with an experienced and caring professional who will help you assess your needs and suggest answers to address your issues. All services are private and confidential.

Teacher Substitutes

Human Resources recently did a presentation at the School Board Workshop on October 22 on teacher substitutes. Currently we have 644 active substitutes. We have hired already hired 148 new substitute teachers this year. We recently did another posting and conducted interviews with over 70 candidates. We strive to continue to add to our sub pool throughout the school year so ample substitutes are available when our teachers are out. Many of our subs go on to be hired in full-time instructional positions, thus creating constant movement and change within the sub pool. So far this year, we have had 72 substitutes move into full-time teaching positions.

Our next substitute teacher posting will be in late November. We are actively seeking candidates with the flexibility to work regularly (4-5 days) in our schools. If you know of someone who is interested, please tell them to monitor the job postings advertised in our AppliTrack/Job Seekers tab on the district website. One focus for the November posting is to appeal to new December 2019 education graduates and any new teacher currently interested in working in SJCS.

Florida Tobacco Prevention Training for Educators

Topic: e-Cigarettes

Need 10 inservice points?

This highly interactive and multi-media online course is free to Florida educators with 24/7 online access.

Points awarded for completion of the course and can go toward certification renewal.

Course registration is now open at

www.tobaccopreventiontraining.org

The course remains open through June 4, 2020.

Registration closes: April 24, 2020.

Lesson plans are due by June 4, 2020. You are required to teach one lesson from the content you have learned.

Topics covered include:

- History
- ENDS Devices
- E-cigarettes in Schools
- Marketing ENDS to Kids
- The Chemicals in ENDS
- The Hazardous Effects of e-Cigarettes
- Review (Final) 10 Questions MC—80% required to pass.
- Lesson Plan



Thanking and honoring those that have served our country.



Staying well and being healthy is something we all want but often overlook between work, family commitments, and errands! So it is no surprise that staying healthy doesn't always make it to the top of the priority list. However, your health is important – to you, your family and **to us!**.

That is why SJCSD has decided to rebrand the wellness program to well-being. The well-being program will encompass five components of well-being:



You will still have the opportunity to participate in activities and earn wellness entries for a chance to win a one-time, bonus of \$100. Today kicks off the fall well-being program! Be sure to start tracking your participation now.

How do I participate?

There is no need to sign up, just participate in what interests you, and submit proof of activity completion to the fall program link. That link can be found in the 2019 ***District well-being*** program guide, page three, attached to this email.

What type of activities are included in the 2019 fall Well-Being Program?

You can earn entries by participating in activities such as group wellness challenges, getting an annual wellness exam, participating in a 5k, and more! See the attached 2019 fall activities list and program guide for more information.

What is *NEW* this year?

This year you have the opportunity to earn well-being entries for volunteering in the community! Studies have shown the beneficial link between happiness and volunteerism, and this year we want you to focus on your whole self – mental health included.

Please see attachments to this newsletter for more information.

Recruitment Fairs Announced for 2019-2020

The Recruitment Committee recently met and set dates for the 2019-20 Teacher recruitment Fairs being held this fall and in the spring. The purpose of the fairs is to meet and interview teachers interested in our district. Please share the Fair dates below with anyone who is interested in working in our school district.

Interested applicants should complete their application in Applitrack at <http://www.stjohns.k12.fl.us/jobs/> and register at <http://www.stjohns.k12.fl.us/recruitment/jobfairs/>

Fall Fairs

Teacher Recruitment Fair

Saturday, November 16, 2019

Location: Nease High School

8 to 11 AM

Recruiting Elementary and Secondary Teachers

Interns graduating in December

Spring Fairs

Teacher Recruitment Fair

for

Elementary and Secondary Teachers

Saturday, February 22, 2020

Location: Nease High School

Interview Sign Up

Time: 8 AM

Interviews - 8:30 AM – 2 PM

Invitational Teacher Recruitment Fair (PreK-12)

Saturday, March 28, 2020

Location: Nease High School

Interviews: 8 AM to 2 PM

Teacher Recruitment Fair (PreK-12)

June 17, 2020

Location: Nease High School

Time: 1 to 4 PM

Job Fair for all Positions

Instructional and Non-Instructional Fair

Open Interviews

Time: 1-4 PM

Location: Nease High School

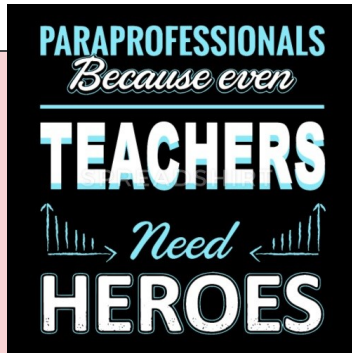


Daylight Savings
Time ends on
Sunday, November
3, 2019 at 2 AM,
which means it starts
to get darker earlier.
Here are a few tips
for driving after dark.

- Aim your headlights correctly and make sure they are clean. Dim your dashboard.
- Look away from on-coming lights.
- If you wear glasses, make sure they're anti-reflective.
- Clean the windshield to eliminate streaks.
- Slow down to compensate for limited visibility and reduced stopping time.



New Opportunities!



Interested in taking the Paraprofessional Assessment?

There are new opportunities available at FSCJ and SJRSC! Visit the PD Webpage for more information:

<http://www.stjohns.k12.fl.us/pd/>

Endorsement Courses are available through SJCSO in areas of ESOL, Reading, and *Gifted.

The schedule is posted on the PD webpage: <http://www.stjohns.k12.fl.us/pd/>

Current SJCSO teachers may register for one course per session for free!

Interested in taking more than one course at a time? Starting in October, there will be a new option to take multiple courses for a fee of \$75 per course. *Gifted is offered through NEFEC— look for the sessions for NEFEC/FDLRS ONLY to take for no charge.

Not a current SJCSO classroom teacher? Are you a substitute or paraprofessional who holds a current Florida Teaching Certificate? You will now have the ability to take the ESOL and Reading Endorsement courses for a fee of \$75 each.

Look for more information on the PD webpage: <http://www.stjohns.k12.fl.us/pd/>



You must register in BusinessPlus for any professional development opportunities before the start date to ensure attendance and that you receive pertinent information from the facilitator(s). You must also complete the evaluation in BusinessPlus after the session in order to receive credit.

Please visit the PD webpage at: <http://www.stjohns.k12.fl.us/pd/>

For current employees, the PD calendar is located at: <https://inside.stjohns.k12.fl.us/pd/>

How May We Serve you?

For any Professional Development Questions, Comments, Feedback, please contact:

Melinda Bogart or Valerie Etienne-Leveille

Melinda.Bogart@stjohns.k12.fl.us

904-547-7614

Valerie.Etienne-Leveille@stjohns.k12.fl.us

904-547-7700



Receiving Inservice Credit

Opportunities Offered through the District / School:

1. Register in Sungard/BusinessPlus PRIOR to the date of the event
2. Sign in at the event
3. Complete the Evaluation



Conferences, Workshops, or Webinars sanctioned by outside organizations:

**(1) Evidence of Registration, (2) Copy of the Agenda with times, (3) Official Certificate with participant's name and date(s) of the event.*

†Inservice points are earned for trainings. Points may not be earned for meetings nor for commissioned work. (e.g., AP Reading is commissioned work.)

1. Attend the event
2. Complete a Learning Log (see Forms on the PD webpage)
3. Attach all supporting documents*†
4. Submit Log and Documents to:

Valerie Etienne-Leveille

Professional Development and Evaluations
40 Orange Street, St. Augustine, FL 32084

Please visit the PD webpage at: <http://www.stjohns.k12.fl.us/pd/>

For current employees, the PD calendar is located at: <https://inside.stjohns.k12.fl.us/pd/>

How May We Serve you?

Please click the link to complete the 2019 Instructional PD Needs Assessment Survey.

<https://www.surveymonkey.com/r/DBQ7DTS>



This is your opportunity to provide input on what learning opportunities you would like to see offered throughout the year and on future Inservice Days.

For any Professional Development Questions, Comments, Feedback, please contact:

Melinda.Bogart@stjohns.k12.fl.us

904-547-7614

Valerie.Etienne-Leveille@stjohns.k12.fl.us

904-547-7700



Clinical Educator Training UPDATE

Clinical Educator Training in Florida has CHANGED!

The Florida Department of Education has updated the requirements for Clinical Educator and Mentor training as it relates to 1012.56(8)(a), F.S and 1004.04(5), F.S.

Starting in August 2021, any teacher wishing to be placed in a role of a school-based mentor or to mentor (supervise) a college practicum or intern student **must have completed the updated training**.

The new training is far more involved than the previous Clinical Educator Training and now covers training in:

- Skill One: Growth Mindset
- Skill Two: Content Planning Conferences
- Skill Three: Observers and Diagnosticians
- Skill Four: Targeted Feedback
- Skill Five: The Mentor

All five skills are introduced and assessed through a series of activities provided in two days of face-to-face training and the completion of five online modules.

There will be five opportunities to participate in this training prior to the deadline of August 2021:

February 8 and February 22, 2020, from 8 am-3:30pm @ Fullerwood Training Center
Summer 2020 @ TBD
Fall 2020 @ TBD
Winter 2021 @ TBD
Summer 2021 @ TBD

Interested teachers will complete an application for the session they wish to attend. Each session includes two days of face-to-face training. Applications will be live on the PD Webpage by November 1.

See the attached flyer for more information or Contact:

For any Professional Development Questions, Comments, Feedback, please contact:	
Melinda Bogart or Valerie Etienne-Leveille	
Melinda.Bogart@stjohns.k12.fl.us	Valerie.Etienne-Leveille@stjohns.k12.fl.us
904-547-7614	904-547-7700

Please visit the PD webpage at: <http://www.stjohns.k12.fl.us/pd/>

For current employees, the PD calendar is located at: <https://inside.stjohns.k12.fl.us/pd/>



Monday	Tuesday	Wednesday	Thursday	Friday
	<p>First round of observations in all classrooms should be wrapping up in October.</p>			<p>October 11</p> <p>First reflections should be entered in iObservation for Deliberate Practice Growth Plans</p>
	<p>All Category 1 teachers should be actively receiving support through their school's Mentoring /Cat 1 Cohort Program.</p>			
	<p>All Evaluators have been participating in Instructional Rounds in order to practice the teacher observation process. Through this practice, evaluators are able to calibrate to the EEE Framework, work toward inter-rater reliability, and work towards inter-rater accuracy. THANK YOU to the classroom teachers at each school who have volunteered to allow us to visit for this purpose!</p>			
	<p>Check the PD Calendar regularly for upcoming learning opportunities related to EEE.</p> <p>We will have a mix of face-to-face and virtual offerings throughout the school year, as well as ongoing opportunities for new employees to learn the basics of the Marzano Focused Evaluation Model through a blended webinar / Schoology model.</p> <p>PD Calendar: https://inside.stjohns.k12.fl.us/pd/</p>			

Don't forget, you may access EEE resources and information on the website @

<https://inside.stjohns.k12.fl.us/triple-e/>

**Use your windows login credentials*

Should you have any questions regarding EEE, or if you would like to coordinate a training at your school, please contact:

Melinda Bogart

Director for Professional Development and Evaluations

904-547-7614

Melinda.Bogart@stjohns.k12.fl.us



Element of the Month: *Planning to Close the Achievement Gap Using Data*

Every teacher interacts with data. It may come in various types and from myriad sources, but we ALL collect data that provides valuable information pertaining to how our students are performing. The key is—what do you do with the data once you have it?

The element titled “ Planning to Close the Achievement Gap Using Data in Domain 1: Standards-Based Planning within the Marzano FOCUSED Teacher Evaluation Framework” focuses on the importance of teachers gathering learning data for all students and using that information to determine specific instructional strategies, student groupings, and lesson activities that will provide content access, meaningful collaborative interactions, and opportunities for students to track and explain their own progress in relation to the standards-based learning targets.

The intent of this teaching strategy is truly to hone in on the specific needs of each student in your classroom and plan intentionally to meet those needs. This may include adapting a lesson to formally integrate accommodations for students with an IEP, or simply differentiating resources and / or final products for assignments in order to adjust for readiness level or interest without losing the integrity of the rigor (expectation of the standards). The idea is to continue with different strategies until you find what works. This may shift from year-to-year, or even from class period-to-class period. The true focus is on student-centered instruction in which the teacher takes the time to think and plan critically based upon the evidences collected from the students.

This element works in tandem with all 10 elements within Standards-Based Instruction as this where you collect the data and the first two elements within Conditions for Learning which is how you set up a system for tracking progress toward learning targets and celebrating those specific academic successes. This is the data you use to intentionally plan the next phases of instruction.

Why focus on the data? Research supports that differentiating instruction based upon actual student ability/readiness, interest, culture, behavioral triggers, etc. has a significant impact on student achievement. John Hattie’s work shows an effect size greater than one entire grade leap:

*from Hattie's table of effect sizes
(2017 Update)*

Influence	Effect Size	Source of Influence
<u>Response to Intervention</u>	1.29	Teacher

Want more information on effectively closing the achievement gap? Check out these resources:

*<https://www.learningsciences.com/wp/wp-content/uploads/2017/06/Kingsley-Case-Study-2016.pdf>
 *<https://inside.stjohns.k12.fl.us/triple-e/eee-training-modules/>
 *<https://bbullis.edublogs.org/2016/03/11/john-hatties-top-ten-visible-learning-takeaways-number-three-response-to-intervention/>
 *Book: *Using Data to Close the Achievement Gap: How to Measure Equity in Our Schools* by Ruth S. Johnson

Want more? Have a Request?
 Contact **Melinda Bogart**, Director
 for Professional Development and
 Evaluations

SJCSD Annuity Providers

You can call or email with any questions you may have. Annuity providers can only come to meet you at your school after contract hours.

 <p>American Century Investments®</p>	<p>American Century Investment Contacts:</p> <p>Jesseca_Mayhew@americancentury.com Bill_Filer@americancentury.com</p>
 <p>AXA ADVISORS</p> <p>redefining / standards®</p>	<p>AXA Equitable Life Contacts:</p> <p>Ryan Goodwin Ryan.Goodwin2@axa-advisors.com 904-705-6968</p> <p>Alberto Crespo Alberto.Crespo@axa-advisors.com 904-806-5900</p> <p>Nick Kokolias Nicholas.Kokolias@axa-advisors.com</p>
 <p>Dragon Financial Services</p>	<p>Dragon-Financial- National Life Group Contacts:</p> <p>b.bragg@dragon-financial.com d.larsen@dragon-financial.com Jmarley@nationallifegroup.com</p>
 <p>Horace Mann® <i>Founded by Educators for Educators</i></p> <p>Auto Insurance • Life Insurance • Property Insurance • Flood Insurance 403(b) Annuities & 457 Mutual Funds IRAs • FRS/ DROP • Student Loan Forgiveness Heritage Educators Insurance, Co. ~ Shannon Millican & Associates (904) 810-5636 • 2807 N 10th St, St. Augustine shannon.millican@horacemann.com</p>	<p>Horace Mann Contacts:</p> <p>Shannon Millican 350 Paseo Reyes Dr. Saint Augustine, FL 32095 Office: (904) 810-5636 Fax: (904) 677-7893</p> <p>Shannon.Millican@horacemann.com</p>
 <p>Security Benefit™</p> <p>TO AND THROUGH RETIREMENT</p>	<p>Security Benefit Group Contacts:</p> <p>Kaydi.Hooker@securitybenefit.com</p> <p>Local contact: Catherine (Cate) Underwood Catherine@stjohnsasset.com</p>
 <p>ValuTeachers™</p>	<p>ValuTeachers—National Life Group Contacts:</p> <p>Jake Ferry Office 904-543-6400 Cell 410- 937-0387 Email: jake@valuteachers.com</p> <p>Jacob Robison Office 904-543-6409 Cell 406-300-2929 Email: jacob@valuteachers.com</p> <p>Bentley Christopher Office 904-543-6400 Email: bentleychristopher@valuteachers.com</p>

SJCSD Annuity Providers continued....

403 (b) and 457 (b)

You can call or email any representative with any questions.



PlanMember Services

Contact:

Scott Jacobs—904-474-7747

Scott@benefitsmanagers.com



Reliastar Life Ins subsidiary of VOYA Financial

Contact:

Scott Jacobs—904-472-7747

Scott@benefitsmanagers.com



AIG Retirement Services (AIGRS) formally called VALIC

Contact: Christina Charbonneau –

904-448-7208

Christina.charbonneau@valic.com

Providers can only come to meet with employees at your school after contract hours.

Barnes and Noble

BARNES & NOBLE
BOOKSELLERS

Barnes & Noble St. Augustine invites customers to give the gift of reading to children in need during the company's annual Holiday Book Drive, taking place November 1, through December 31. This year they will be collecting books for the neediest students in St. Johns County's Title I schools.

St. Johns County's Title I Schools are on a mission to improve the academic achievement of economically disadvantaged youth at the following schools: Crookshank Elementary, The Webster School, South Woos, Otis A. Mason, Ketterlinus, Gaines/Transitions School, Murray Middle, Gamble Rogers Middle, Sebastian Middle and St. Johns Technical High School.

Donations of books during the holidays can have a profound impact on the lives of these student and inspire them to become readers and learners.

To find out how to participate in the Holiday Book Drive, contact Kathy Policicchio, Manager of the St. Augustine Barnes & Noble at 904 826-0848.