

**Q5 During the first part of tonight's Forum, you were asked to propose talking points for discussing the RCSD Budget Crisis with new teachers. Please share any talking points that might be helpful to other mentors having these discussions. (See the relevant slides from today's Forum at [www.rcsdk12.org/Page/53265](http://www.rcsdk12.org/Page/53265)).**

Answered: 63 Skipped: 47

#	RESPONSES	DATE
1	All were covered... stress UNCERTAINTY, not a definite.	11/25/2019 1:46 PM
2	Keep in mind there are things in our control and things that are not- so focus on the things we do have control over and not those we don't.	11/24/2019 7:59 PM
3	*Providing interns with facts and nothing more *Reassuring interns that you will find out any info. they may need/want *Being sensitive to their concerns & showing compassion to them *Being the rock that they need *Being a good listener *Focusing on the positive things they do and reassuring that they are worthy of our students daily	11/22/2019 9:08 PM
4	n/a	11/22/2019 8:46 PM
5	Nothing is set in stone and we are short educators.	11/22/2019 8:45 PM
6	Have interns stay focused on their students Email RTA with seniority status	11/22/2019 8:15 PM
7	It is good to have guidance when dealing with our interns and the budget crisis so we know if we are saying the right things.	11/22/2019 7:26 PM
8	I don't have any interns at this time but push in to a former intern's room and I shared that in a discussion with her I told her to find out her seniority from RTA to try to give her some peace of mind. Other intervention teachers at my table were concerned about their positions and about not having interns now or in the future. So our conversations led us there.	11/22/2019 7:25 PM
9	Don't believe rumors, believe it when you see it.	11/22/2019 6:09 PM
10	Fortunately, our department is not have layoffs as we are under staff at this time.	11/22/2019 5:05 PM
11	Get your number from RTA	11/22/2019 4:54 PM
12	Don't tell them anything that is not true or spread any rumors.	11/22/2019 4:49 PM
13	My intern did not bring up the the budget crisis and neither did I. When the topic was announced during the forum, I instantly thought to myself," huh oh,I didn't talk to her about that." I was relieved to learn that my decision was the better one. I did learn from my colleagues at the table, that my intern is eligible to apply for unemployment benefits. This is information I can pass on if it becomes relevant.	11/22/2019 4:42 PM
14	Use of, Continue to focus on work, Communication with colleagues will only heighten your anxiety Wait for further discussion We all do not have any idea what and when things will surely happen Make sure to not make this the center of your daily conversations How do you feel you can prepare for what can happen? Are you open to new places, schools districts	11/22/2019 4:31 PM
15	Avoid social media posts and comments.	11/22/2019 4:25 PM
16	We understand that this is stressful, but don't panic. Try not to listen to gossip from fellow school staff. Until there is official word from the district or RTA, no one knows what will happen with cuts, etc.	11/22/2019 3:35 PM
17	i found the talk on the pd incentive to be at the bottom of my list - i am much more concerned about job loss and healthcare than i am about a pd stipend - my thoughts are that we, as professionals, should be partaking in pd regardless of the \$	11/22/2019 3:34 PM
18	No one know anything, it's all a guess.	11/22/2019 3:21 PM
19	I know you are concerned about the budget crisis- what rumors have you heard? You need to hear them all in order to debunk some of them. Starting off with the word rumors seems to help reduce tension upfront. The lack of news on what positions are being reduced is creating a vacuum for all kinds of rumors and panic. Some you can respond to using information in the contract on how seniority works. Then you get the following: in the last week current, and former, interns of mine have shared- "i heard a RTA rep said they plan to lay off all the district PE teachers and make the classroom teachers do PE" I also heard versions of this with art, music... "I heard they are going to close several schools and not wait until June" "I heard they cannot make payroll and we will not get paid" "i heard they are going to go bankrupt" etc....	11/22/2019 3:14 PM
20	As much as possible, maintain your focus on our kids and their families.....it's very easy to get off track but that's a huge distraction and takes away from our purpose.	11/22/2019 3:07 PM
21	stay calm and carry on...	11/22/2019 2:55 PM

22	I thought this was very helpful. Three of my interns were beginning to ask questions about the budget crisis that I didn't feel prepared to discuss with them.	11/22/2019 2:53 PM
23	I shared regarding the status report and mixed feelings because there were areas I saw were ineffective yet my mentee is trying. I had difficulty deciding if she was ineffective or developing. May be discussing the status report with our small group first before we hand it in is something helpful.	11/22/2019 5:15 AM
24	My group discussed how important it is to be realistic about the situation, but that things in RCSD change frequently. New teachers should stay informed but also focused on the students and their immediate job. It's not over until the fat lady sings.	11/21/2019 8:45 PM
25	I liked the staying focused on the students part. I think it is essential that we remember why we are here in the first place.	11/21/2019 6:22 PM
26	I enjoyed the suggestions offered and will use those; i.e., referring to Adam's update, the superintendent's statement, etc.	11/21/2019 5:33 PM
27	Don't bring it up with your mentor.	11/21/2019 2:17 PM
28	Address it only if they bring it up. Focus on the students. Admit the uncertainty	11/21/2019 12:39 AM
29	Being honest but reassuring. Encouraging interns to keep the focus on the children they are teaching. Think positive!	11/20/2019 9:59 PM
30	We have a strong union.	11/20/2019 7:47 PM
31	Please email RTA, don't call, for the most up to date list on seniority. RTA (at Rep assembly on 11/19) asked that only RTA members with 5 years of less contact RTA by email to find out seniority. Any officer such as Martha, Amie, Margaret will assist in this area.	11/20/2019 5:25 PM
32	just focus on making it through one day at a time. You cant stress what you cant control.	11/20/2019 5:04 PM
33	We discussed how the Union will be a resource, and that teachers should focus on their practices right now.	11/20/2019 4:08 PM
34	n/a	11/20/2019 2:59 PM
35	There are currently many unfilled teaching positions so if there are layoffs the number will be significantly lower than expected.	11/19/2019 8:44 PM
36	I have been framing discussions from a "proactive," "practical," and "positive" point of view."	11/19/2019 8:11 PM
37	Reassuring interns and keeping them focus and calm during this hardship	11/19/2019 7:47 PM
38	being supportive and calming their nerves	11/19/2019 6:56 PM
39	I think all helpful talking points revolve around domain 4 as it pertains to our professional responsibilities. I find that this is a good place to start, especially if teachers/staff are concerned about their positions. We want to shine and do our very best so we should work hard to stand out in a positive way.	11/19/2019 5:36 PM
40	--Health care benefits and PD stipends are contractual; no changes to these can be made without ratifying a new contract. --Lay-off threats are being discussed with the Union. More info on this soon. --We don't know where or who will exactly be targeted with layoffs. Many new teachers may actually not be in danger of losing their positions. Contract sub positions are another thing...	11/19/2019 4:20 PM
41	I think the most important talking point is to help interns understand the variability in the district and that there is no reason to overreact until there is a formal statement made. Let the big leagues work it out, before you panic. If one of my interns panics at all I will refer them to Adam's message(s), as the positive side.	11/19/2019 3:45 PM
42	Stay positive and continue to encourage	11/19/2019 3:04 PM
43	Vacant positions will be cut first, and there are many throughout the district. Cuts are made district wide, so there's no way to predict how they will impact each building. Stay calm and try to maintain day to day normalcy.	11/19/2019 2:51 PM
44	Was not present. School dismisses at 4:30	11/19/2019 2:50 PM
45	Just focus on the students	11/19/2019 2:49 PM
46	No additional input	11/19/2019 2:28 PM
47	n	11/19/2019 2:23 PM
48	The 'Stay calm and carry on' attitude was very helpful. I've had 4 former interns write to me worried about losing their jobs. I don't see that happening. People are really panicking and although I've been pretty chill about it, it's really nice to hear that Stefan and others recommend doing the same.	11/19/2019 2:20 PM
49	I especially appreciated the emphasis on the "wait and see" approach. We truly know nothing about exactly what will happen and will take place. Emphasizing that we've been here before and things do work out. Emphasizing not listening to the rumor mill and wait until you have credible information really helps. Presenting as a calming force is always appropriate.	11/19/2019 2:03 PM
50	I use the uncertainty line - because it is true	11/19/2019 1:55 PM

51	I keep telling my intern that it is important to trust the process and though it may be easier said than done, to not spend precious time and energy on worry about the things we cannot control. I also advised her to have a conversation with her schools parent liaison and see if there are parents that they reach out to so if there is a situation where she needs support they are already on board and ready.	11/19/2019 1:52 PM
52	My intern is very concerned about the budget situation and asked if she should be looking for another position. I told her that it's not going to hurt to know where there are openings in the area. I'm glad she's thinking about the issue proactively, however, I'm saddened that she is struggling with this news. She could have taken a job in another district and not had to deal with the uncertainty of losing her position mid-year. She felt passionate about working in the city school district; now she is feeling like she has placed herself in a vulnerable position.	11/19/2019 1:39 PM
53	Focus on the things we can control, that being our teaching and give the attention to our students.	11/19/2019 1:39 PM
54	-we just really just talked about that things have to be approved by the RTA and that although it is ok to feel upset and to worry, we do have a strong union who does support us and will advocate for our rights during these stressful times -focusing on the kids and the work does help, what is in front of us in the only thing we can control	11/19/2019 1:36 PM
55	that there are many variables that GO INTO THE DETERMINATION OF LAYOFFS	11/19/2019 1:25 PM
56	I missed this.	11/19/2019 12:43 PM
57	We felt that our reactions would have to vary based on what our interns were feeling.	11/19/2019 12:42 PM
58	Be patient	11/19/2019 12:38 PM
59	I have none lol. That's why that part of the forum was so valuable for me.	11/19/2019 12:23 PM
60	Things changes constantly. Don't worry until you have to!	11/19/2019 12:21 PM
61	Primarily that in a situation like this we validate their worries but then help them understand better safe than sorry in softer terms...because the uncertainty is great. By this I mean, when my intern asked and the two of us discussed the situation, she wondered if she should be looking for a job. I told her that while there is no way to tell what will actually happen and where it will occur, having feelers out as back up could never hurt. (ENL *can* be a saving grace in these times, due to being a mandated service, but I don't advise sitting back and having zero thoughts of plan B either!)	11/19/2019 12:13 PM
62	.	11/19/2019 12:00 PM
63	Explaining the term "bumped" and how/ why it can happen.	11/19/2019 11:11 AM