

Q5 During the first part of tonight's Forum, you were asked to discuss how you have (or how you might) instill hope in yourself, your interns, and those colleagues around you. Please share any insights from your conversation that you feel might benefit the group to hear (see the relevant slides from today's Forum at www.rcsdk12.org/Page/53353).

Answered: 81 Skipped: 29

#	RESPONSES	DATE
1	Keeping it positive and always thinking of the children.	2/14/2020 8:03 AM
2	I remind my interns the importance of self care, while also reminding them to focus on the things they have control over.	2/3/2020 2:50 PM
3	listen help Be positive Encourage	2/3/2020 12:43 PM
4	We talked about focusing on students and continuing to help interns see the positive work they are doing.	2/3/2020 6:57 AM
5	.	2/2/2020 6:24 PM
6	N/A	2/2/2020 5:48 PM
7	At my table are veteran teachers who've been here many many times before - we discussed why any new teacher would stick around this district and it's disfunction	2/1/2020 1:03 PM
8	People's interns are feeling a little hopeless with the news of our district being more in debt.	2/1/2020 8:35 AM
9	I have been under the impression that we cannot make mistakes as mentors - we cannot show our weak side to the interns!!!! But it was good to hear from other - more experienced mentors about how to handle this situations and to have wiser responses ... but at the end of the day remember that we are, but human!	1/31/2020 4:02 PM
10	We discussed putting the students first and acknowledging the growth students have made.	1/31/2020 3:12 PM
11	I really liked the way some mentors tried to get their interns and professional support to try and stay focused on the students and to take things one day at a time.	1/31/2020 1:37 PM
12	I would instill hope by staying as upbeat and positive as possible, but also be realistic, too.	1/31/2020 1:02 PM
13	Use positive language while speaking to interns Support colleagues who were displaced, teaching a new grade at a new school	1/31/2020 12:32 PM
14	I was not able to speak directly to hope, as my year is extremely rough. I have sunk into a slump and needed to hear reassurance from people.	1/31/2020 11:58 AM
15	Try to acknowledge all that is going well and practice self care	1/31/2020 11:58 AM
16	listen, listen, listen	1/31/2020 11:50 AM
17	I wasn't there. I arrived late	1/31/2020 11:13 AM
18	Continuing to share the layoff experiences of the interns	1/31/2020 11:12 AM
19	Remind my intern that math is still considered a position of need in RCSD, so not to automatically assume he will be unemployed come June...	1/31/2020 11:08 AM
20	I don't really have any insights. Honestly, its really hard to stay positive when things are so chaotic right now. Obviously I am positive when I am meeting with my interns, but internally my mind is racing.	1/31/2020 11:01 AM
21	Focus on the positive. Build for the future	1/31/2020 10:31 AM
22	Stay the course. Stay optimistic.	1/31/2020 10:18 AM
23	We discussed different ways to keep our interns hopeful and positive if they were displaced or laid off. Staying up to date on what's going on in the district, being available to talk or meet as often as needs, checking in to see how things are going and/or how they're feeling often!!	1/31/2020 10:14 AM
24	We're all in this together.	1/31/2020 10:09 AM
25	Keep it positive Focus on the small steps Remember a day at a time	1/31/2020 10:06 AM
26	It is hard to say because we talked mostly about how we are feeling similar to our interns, that feeling of hopelessness and despair for our district as a whole. We did talk about validating their feelings and guiding them to make sure they look out for themselves.	1/31/2020 10:03 AM
27	I count my blessings and not my problems!	1/31/2020 10:02 AM
28	Focus on the kids, task at hand	1/31/2020 10:02 AM

29	I am making sure to help put a positive spin on the perspective of my intern and myself.	1/31/2020 10:01 AM
30	I really liked this part. It was honest and gave me a way to think about things in a more positive manner.	1/31/2020 8:36 AM
31	*remaining positive for our students *fighting the good fight for our students *We have lost many great teachers who were very dedicated to urban education, so it's hard to find the positives, at times. Our district will suffer greatly from this loss.	1/31/2020 3:08 AM
32	mentors that are hired are professional and can figure out how to talk with their interns professionally all while still being helpful and supportive.	1/29/2020 11:08 AM
33	I can't remember.	1/29/2020 8:41 AM
34	We just talked about focusing on the kids and trying (hard as it might be) not to get caught up in the negativity and uncertainty they may be surrounded by in their buildings.	1/29/2020 3:45 AM
35	Hope is a really relevant issue for all students, so finding things to bring them hope and maintaining a positive outlook is especially important... they need reasons to keep persevering, daily smile or hug, to classroom celebrations and projects.	1/28/2020 10:14 PM
36	We attempted to discuss hope, but a table member who was personally affected was very vocal about it. This is still a bit raw for many.	1/28/2020 2:17 PM
37	easy to fall into the negative talk; stay positive and talk positive.	1/28/2020 2:17 PM
38	Positive talking!	1/28/2020 2:11 PM
39	I believe we have to be honest with what we know and not overreact to media reports. Stick the course!	1/28/2020 1:30 PM
40	We talked about cuts and discussed the possibility of very few changes (if any) for next year because of possible retirements and movement of teachers out of the district. This was a realization that the teachers we see with us today (our interns) might very likely be the teachers that are here next year as well. This was a shift in our minds which becomes 'business as always' and not some major shift. We focus on the work with our students.	1/28/2020 1:26 PM
41	Reminders that we all went into this profession because we want to teach and share knowledge with children. Things will get better!	1/28/2020 1:13 PM
42	Focusing on the kids	1/28/2020 12:49 PM
43	Focus on the mission-what you can do for students	1/28/2020 12:01 PM
44	Sharing positive stories, words of encouragement and a listening ear have been effective strategies as well as providing resources for colleagues who are unsure of which steps to take next (if laid off)- i.e., RTA services etc.	1/28/2020 12:01 PM
45	Our department was not affected so far but we felt the district and school administrators really shouldn't have hired so many new teachers this year. We discussed the fact that Dr. Urbanski had stated that if teachers retired last year then layoffs would be eliminated. There needs to be better planning of classroom sizes during the beginning of the year to avoid this calamity next year. I am concerned because district officials are cautious about meeting payroll for June.	1/28/2020 11:52 AM
46	We talked about the importance of putting the kids first and making that the primary focus, as it should be.	1/28/2020 11:42 AM
47	WE still have our students that we need to take care of.	1/28/2020 11:25 AM
48	Keeping the attitude of "Always forward" is a must. Ensuring that we stay on track with our students and make sure they feel cared for and know that everything is going to be ok. Same goes for our interns - things always work out and we must keep moving forward for the benefit of our students.	1/28/2020 11:21 AM
49	They were none.	1/28/2020 11:12 AM
50	Math interns were relatively safe in January.	1/28/2020 11:07 AM
51	Being mindful of the here and now, focusing not so much on the long term, but on day to day, week to week.	1/28/2020 10:51 AM

52	Loved the video clip. We can meet every challenge.	1/28/2020 10:31 AM
53	It reminded me to try and just stay focused on the students. They are ultimately why we are all here.s	1/28/2020 10:01 AM
54	I found the table conversation was good, but rushed. Could've used more time.	1/28/2020 9:51 AM
55	One way to instill hope in yourself, your interns, and other colleagues around you is to be there for them and just be an active listener and try to assist them in any way necessary. We need to just lean on each other for emotional support and use positive affirmations.	1/28/2020 9:46 AM
56	Remind them that we supported them fully and actively before this process, will continue during the process...and, God forbid, after the process.	1/28/2020 9:32 AM
57	I think staying positive and focusing on solutions instead of problems is one way to spread hope.	1/28/2020 9:27 AM
58	I felt being able to speak with others allowed for me to give and gain support with a difficult situation.	1/28/2020 8:56 AM
59	self care is important	1/28/2020 8:31 AM
60	We talked about being hopeful but also realistic with our interns and helping them possibly look for other opportunities outside of the RCSD.	1/28/2020 8:27 AM
61	My group struggled with this and most of the members maintained negative focus. While I was relieved that time was short and we didn't have to stay in that negative moment, I also feel they needed more time to discuss and (hopefully) move past the negativity.	1/28/2020 8:23 AM
62	keep in mind the individuals that you see daily	1/28/2020 8:21 AM
63	Merely giving interns the opportunity to discuss their fears is invaluable, I also appreciated the slides from Annamaria about fostering compassion and the cartoon about Pollyanna in Hell.	1/28/2020 8:18 AM
64	Mentors sharing how they have handled talking with interns about how they are coping. Being honest about the impact the cuts have made on everyone keeping our students our primary focus.	1/28/2020 8:16 AM
65	n/a	1/28/2020 8:15 AM
66	To remember that the reason we went into teaching was for the kids. Even though our district is in such disarray, we have to remember that we're doing it all for the kids.	1/28/2020 8:11 AM
67	I just try to have my interns understand that the issues are way bigger than either of us. I just encourage them to continue to learn and grow as a teacher and learn from this experience.	1/28/2020 7:52 AM
68	(an intern's perspective on being displaced) "At the end of the day, I'm still making a difference in the lives of students, and that's what I signed on for."	1/28/2020 7:37 AM
69	focus on a positive teaching situation when you are felling down/hopeless/defeated. remember why you originally began teaching.	1/28/2020 7:33 AM
70	Keep in mind all of the successes you've had this year; focus on your own growth (not just the students) and celebrate that; keep in mind the big picture - sometimes you'll have a rough month or even a rough year, but they are not all like that (almost like a marriage!).	1/28/2020 7:29 AM
71	Remember we are here for the kids--that makes all of this worth it even on the worst days.	1/28/2020 6:43 AM
72	This was tough for our group as certain teachers have been struggling with challenging students. This gave them a forum to vent and share.	1/27/2020 9:04 PM
73	Pour ourselves into the important work of our student learning and planning for it. Stay away from negativity.	1/27/2020 8:44 PM
74	My intern generally has a positive attitude over all. We simple looked up where he was on the ranking and waited to see what would happen.	1/27/2020 8:25 PM
75	Would have been nice to have more time to talk within our group maybe have someone report out their sharings- it's always so important and understand there's a lot of info you needed to get out -	1/27/2020 8:15 PM
76	I offered that I am encouraging my interns to focus on all the skills they are learning and	1/27/2020 8:06 PM

experiences they are having. I encouraged them to start a list/ journal/ jar of positive things that happened- no matter how small to keep for later. They will have something to look back on no matter what happens with their position in the RCSD. We talk about being present in the moment with students and taking away as many experiences as possible with them!

77	Discussion at our table was mixed.....some mentors are feeling additional strain as new teachers in their buildings need support but is occurring informally.....some are feeling remaining hopeful may be difficult with thoughts of what is to come	1/27/2020 8:05 PM
78	-retire! -overall it is about keeping kids first and in the front of our minds. -doing our best for our kids	1/27/2020 8:01 PM
79	It was comforting to be in a room of understanding souls experiencing similar hurdles	1/27/2020 7:59 PM
80	Just move forward. Some things you can't control.	1/27/2020 7:56 PM
81	Remember why you went into this career! Kids first!	1/27/2020 7:53 PM