

# **Professional Development Institute**

# Flex Course Syllabus

# **Best Practices for a Successful Middle School Classroom (6-8)**

PDI Course Number: 17T02

**UCSD Course Number: EDUC41572** 

If you would like information about receiving post-baccalaureate (graduate) credit for completing this course, <u>please click here</u>.

## Course Timeline

Participants have one year to complete the course. Participants must spend a minimum of three weeks in this course.

# **Course Description**

Do you need help managing your middle school classroom? This online course is designed for teachers of grades six through eight who are interested in exploring best practices for developing and managing a successful junior high or middle school classroom. This course covers strategies for implementing the grade level standards and learning standards, while managing time so that all content is covered. Issues common in grades six through eight such as time management, organizational skills, and lack of motivation are covered along with overall classroom management techniques. Teachers learn how to maximize the resources which are available to them as well as find innovative ways to gain more resources at little-to-no cost. This course also explores successful strategies for gaining students' attention and interest, and truly engaging them in lessons. Teachers will also learn how to respond to a variety of teaching challenges, including how to effectively reach their most at-risk populations such as students with special needs and those living in poverty. Mainstreaming English language learners and techniques for differentiating instruction to meet the needs of all students is covered as well. Finally, tips for working with parents are also shared. By the end of this course, teachers will feel better prepared to successfully manage a middle school classroom.

## **Educational Outcomes**

- 1. Teachers will have a better understanding of the Common Core State Standards and learning targets.
- 2. Teachers will learn how to manage their time, organize priorities, and ensure deadlines are met.
- 3. Teachers will learn how to handle all types of behavioral issues and implement an effective plan for managing the classroom.
- 4. Teachers will learn how to combat bullying.
- 5. Teachers will understand how planning and being proactive will help them use their time more effectively and get the most out of their time with students.
- 6. Teachers will learn exciting ways to gain students' participation and interest in lessons.
- 7. Teachers will learn new ways to develop engaging lessons.
- 8. Teachers will understand how to analyze classroom and student needs and establish lesson plans accordingly.
- 9. Teachers will learn how to use curriculum mapping strategies to help ensure all content is covered in the school year.
- 10. Teachers will learn how to use resources, activities, and lesson plans that integrate the use of technology.
- 11. Teachers will learn how to make the most out of the resources they currently have, and how to find or create resources that cost little to nothing.
- 12. Teachers will learn how to understand the needs of each individual student and how they can best serve students based on the information they have collected.
- 13. Teachers will learn how to differentiate instruction in order to effectively teach students of all levels and abilities.
- 14. Teachers will learn how to deal with issues pertaining specifically to students of grades six through eight.
- 15. Teachers will better understand challenges facing students who live in poverty, and some of their unique needs.
- 16. Teachers will gain strategies for mainstreaming English language learners and students with special needs.
- 17. Teachers will learn how to utilize PLCs for formative assessment.
- 18. Teachers will gain strategies for working with students who require intervention.
- 19. Teachers will better understand the role and benefits of summative assessment.
- 20. Teachers will learn how to effectively communicate with parents and encourage their involvement in the classroom and their child's learning.

## **Instructional Media**

- Online Discussions
- Online Engagement
- Online Collaboration
- Instructor Feedback
- Instructor Interaction
- Online Resources and Websites

- Supplemental Instructional Materials
- Printable Classroom Resources

## **Evaluation**

- Test #1 (5% of final grade)
- Test #2 (5% of final grade)
- Test #3 (5% of final grade)
- Test #4 (5% of final grade)
- Test #5 (5% of final grade)
- Autobiography and Goals for the Course (10% of final grade)
- Article/Video Reflection (15% of final grade)
- Course Collaboration/Share Ideas with the Class (10% of final grade)
- Cumulative Assignment/Project: Develop a Plan to Use Strategies from the Course to Improve the Classroom or Classroom Practices (20% of final grade)
- Culminating Practicum (20% of final grade)

# **Topical Outline**

#### Unit One

- The Most Common Challenges in Middle School Classrooms
- The Perfect Junior High or Middle School Classroom
- The Teacher's Role in a Successful 6 8<sup>th</sup> Grade Classroom
- Assignment #1

Write an autobiography including information about yourself, your grade level and what you specifically hope to learn about the best middle school practices. Your autobiography should be a minimum of three paragraphs.

Test #1

#### **Unit Two**

- Effective Time Management and Organizational Strategies
- The Best Methods for Managing Behavior
- Motivation Matters!
- Anti-Bullying Strategies for  $6 8^{th}$  Grade Classrooms
- Assignment #2

As an educator, it is important to be aware of the research, studies, and professional work done in the field. In the course, you will find an article and video that are relevant to the specific course content. Read the article and then write an essay with your thoughts.

Test #2

#### **Unit Three**

- Differentiating Instruction to Meet the Needs of All Students
- Helping English Language Learners to Succeed
- Understanding and Helping Students with Special Needs
- Working with Students Who Live in Poverty
- Assignment # 3

Online Discussion Board Participation/Engagement: Please post a tip, strategy, or idea that specifically relates to effective practices for the middle school classroom and will make a difference to other teachers in their own classrooms. Your assignment should be a minimum of three paragraphs and detailed enough for another teacher to easily follow. This is a great opportunity to share and collaborate with other teachers at your grade level around the country. Take time to review and respond to other postings that are relevant to your classroom population in order to gain effective ideas to use immediately in your classroom.

Test #3

## **Unit Four**

- Essential Standards and Learning Targets
- Using PLC Formative Assessment with Intervention to Support Learning
- Strategies for Summative Assessment for Student Comprehension
- Test #4

## **Unit Five**

- Addressing a Lack of Classroom Resources
- Making the Most of Technology
- Test #5

#### **Unit Six**

- Working with Parents
- Maintaining the Classroom You've Created
- Resources for the Successful 6 8<sup>th</sup> Grade Classroom
- Assignment #4

Using at least two of the strategies provided in the course, begin by writing about your current classroom, or what your classroom (or a classroom you have been in) was like in the past, noting any specific challenges you had. After learning many valuable strategies, you should be able to answer two of the questions below with a minimum two-paragraph response each to explain how you will use the strategies to make changes to your classroom or classroom practices. Your final assignment should include a total of five paragraphs once complete. Keep in mind that this assignment is a cumulative project and therefore, you are expected to demonstrate the knowledge you gained from the course and your ability to apply what you have learned in a practical setting.

# • Assignment #5

The culminating practicum is a three-step process. (1) In the first assignment, you were asked what goals you had and what you hoped to learn from the course. Think back to your original goals for this course. Write a minimum two-paragraph reflection specifically describing how what you learned can be used to help you reach those goal(s). (2) Next, write a minimum three-paragraph plan that specifically describes the ways in which you intend to implement a particular strategy you learned in this course into your own teaching situation. (3) Last, write a minimum two-paragraph reflection describing a student you have or have had in the past. Then, discuss how the strategies you learned in this course will specifically benefit that student as you put your plan into action.

# **Bibliography**

American Psychological Association. (2017). "Education and Socioeconomic Status." Retrieved 02 June 2023 from

https://www.apa.org/pi/ses/resources/publications/education

Anderson, L. W., Krathwohl, D. R., Airasian, P. W., Cruikshank, K. A., Mayer, R. E., Pintrich, P. R., Raths, J., & Wittrock, M. C. (2000). *A Taxonomy for Learning, Teaching, and Assessing: A Revision of Bloom's Taxonomy of Educational Objectives. Complete Edition.* London, England, U.K.: Pearson. Available at:

https://web.citadel.edu/root/images/cti/blooms\_taxonomy\_chart.pdf

Annie E. Casey Foundation. (2022). "Parental Involvement in Your Child's Education." Retrieved 12 Sept. 2023 from <a href="https://www.aecf.org/blog/parental-involvement-is-key-to-student-success-research-">https://www.aecf.org/blog/parental-involvement-is-key-to-student-success-research-</a>

<u>shows#:~:text=Students%20whose%20parents%20stay%20involved,key%20to%20long</u>%2Dterm%20success.

ASCD Advocacy Guide. (2008). Retrieved 06 Sept. 2023 from <a href="http://www.ascd.org/ASCD/pdf/newsandissues/ascdadvocacyguide.pdf">http://www.ascd.org/ASCD/pdf/newsandissues/ascdadvocacyguide.pdf</a>

ASVAB Career Exploration Program. (2023) "S.M.A.R.T. Goal Setting for Students." Retrieved 02 June 2023 from <a href="https://www.asvabprogram.com/media-center-article/65">https://www.asvabprogram.com/media-center-article/65</a>

Beane, A. (n.d.). "Facts About Bullying in the Schools." Retrieved 14 Aug. 2023 from <a href="https://murrayky.gov/\_docs/BullyingStatistics.pdf">https://murrayky.gov/\_docs/BullyingStatistics.pdf</a>

Blaha, K. (2022). "Foundations of Culturally and Linguistically Responsive Teaching." *Edutopia*. Retrieved 28 Aug. 2023 from <a href="https://www.edutopia.org/article/foundations-culturally-and-linguistically-responsive-">https://www.edutopia.org/article/foundations-culturally-and-linguistically-responsive-</a>

teaching/#:~:text=What%20is%20culturally%20and%20linguistically,learn%20and%20demonstrate%20new%20learning.

California Department of Education. (2023). "Culturally and Linguistically Responsive Teaching." Retrieved 28 Aug. 2023 from

https://www.cde.ca.gov/pd/ee/responsiveteaching.asp#:~:text=CREs%20are%20models%20for%20how,%2C%20cultural%2C%20and%20linguistic%20differences.&text=CREs%20work%20to%20break%20down,work%20schedules%2C%20language%20barriers).

Centers for Disease Control and Prevention. (CDC, 2022). "Signs and Symptoms of Autism Spectrum Disorder. Retrieved 06 Sept. 2023 from <a href="https://www.cdc.gov/ncbddd/autism/signs.html#:~:text=Autism%20spectrum%20disorder%20(ASD)%20is,%2C%20moving%2C%20or%20paying%20attention">https://www.cdc.gov/ncbddd/autism/signs.html#:~:text=Autism%20spectrum%20disorder%20(ASD)%20is,%2C%20moving%2C%20or%20paying%20attention</a>.

Centifanti, L. C. M., Fanti, K. A., Thomson, N. D., Demetriou, V., & Anastassiou-Hadjicharalambous, X. (2015). "Types of Relational Aggression in Girls Are Differentiated by Callous-Unemotional Traits, Peers and Parental Overcontrol." In *Behavioral Sciences*, *5*(4), 518-536. https://doi.org/10.3390/bs5040518

Cherry, K. (2022). "Maslow's Hierarchy of Needs." *Verywell Mind*. Retrieved 02 June 2023 from <a href="https://www.verywellmind.com/what-is-maslows-hierarchy-of-needs-4136760">https://www.verywellmind.com/what-is-maslows-hierarchy-of-needs-4136760</a>

Children's Defense Fund. (2023). "The State of America's Children: 2023 Child Poverty." Retrieved 07 Sept. from <a href="https://www.childrensdefense.org/the-state-of-americas-children/soac-2023-child-poverty/#:~:text=Among%20the%2074%20million%20children,11%20million%20live%20in%20poverty.">https://www.childrensdefense.org/the-state-of-americas-children/soac-2023-child-poverty/#:~:text=Among%20the%2074%20million%20children,11%20million%20live%20in%20poverty.</a>

Collins. J. (1995). "Building Companies to Last." Retrieved 06 Sept. 2023 from <a href="http://www.jimcollins.com/article\_topics/articles/building-companies.html">http://www.jimcollins.com/article\_topics/articles/building-companies.html</a>

Cushman, K., & Rogers, L. (2008). Fires in the Middle School Bathroom: Advice for Teachers from Middle Schoolers. New York, NY: New Press.

Durlak, J. A., Weissberg, R. P., Dymnicki, A. B., Taylor, R. D., & Schellinger, K. B. (2011). "The impact of enhancing students' social and emotional learning: A meta-analysis of school-based universal interventions." In *Child Development*, 82, pp.405-432.

EL Education. (2023*a*). "Leaders of Their Own Learning." Available at: <a href="https://eleducation.org/resources/chapter-1-learning-targets">https://eleducation.org/resources/chapter-1-learning-targets</a>

EL Education. (2023*b*). "Using Data: Engaging Students." Retrieved 15 Aug. 2023 from <a href="https://eleducation.org/resources/using-data-engaging-students">https://eleducation.org/resources/using-data-engaging-students</a>

Epstein, J. L. (1995). "School, family, and community partnerships: Caring for the children we share." In *Phi Delta Kappan*, *76*(9), pp. 701-712.

Escuela Bilingüe Internacional. (2023). "DEIB in Schools: Why is Diversity, Equity, Inclusion, and Belonging Important?" Retrieved 07 Sept. 2023 from

https://www.ebinternacional.org/deib-in-schools-why-is-diversity-equity-inclusion-and-belonging-important/

Ferlazzo, L. (2023). "The Best Posts & Articles Explaining Why We Should Encourage Parent Engagement, But Not Parent Bullying." In *Larry Ferlazzo's Websites of the Day*. Retrieved 25 Aug. 2023 from <a href="https://larryferlazzo.edublogs.org/2023/04/06/the-best-posts-articles-explaining-why-we-should-encourage-parent-engagement-but-not-parent-bullying/">https://larryferlazzo.edublogs.org/2023/04/06/the-best-posts-articles-explaining-why-we-should-encourage-parent-engagement-but-not-parent-bullying/</a>

Fisher, D. & Frey, N. (2023). "A Range of Writing Across Content Areas." *Reading Rockets*. Retrieved 02 June 2023 from <a href="https://www.readingrockets.org/topics/writing/articles/range-writing-across-content-areas">https://www.readingrockets.org/topics/writing/articles/range-writing-across-content-areas</a>

Furman, R. (2014). "5 Things to Share with Your Teachers About Educational Technology." *Huffington Post.* Retrieved 06 Sept. 2023 from <a href="https://www.huffpost.com/entry/5-things-to-share-with-yo">https://www.huffpost.com/entry/5-things-to-share-with-yo</a> b 6218982

Gawande, A. (2011). *The Checklist Manifesto: How to Get Things Right*. London, England, U.K.: Picador.

Goldstein, D. (2019). "After 10 Years of Hopes and Setbacks, What Happened to the Common Core?" *The New York Times*. Retrieved 17 April 2023 from <a href="https://www.nytimes.com/2019/12/06/us/common-core.html">https://www.nytimes.com/2019/12/06/us/common-core.html</a>

Gordon, S. (2022). "Do Girls and Boys Bully Differently?" *Verywell Family*. Retrieved 07 Sept. 2023 from <a href="https://www.verywellfamily.com/do-girls-and-boys-bully-differently-460494">https://www.verywellfamily.com/do-girls-and-boys-bully-differently-460494</a>

Green, S. (2013). Race, community, and urban schools: Partnering with African American families. New York, NY: Teachers College Press.

Iossi Silva, M. A., Pereira, B., Mendonça, D., Nunes, B., & de Oliveira, W. A. (2013). "The Involvement of Girls and Boys with Bullying: An Analysis of Gender Differences." Retrieved 07 Sept. 2023 from <a href="https://www.mdpi.com/1660-4601/10/12/6820">https://www.mdpi.com/1660-4601/10/12/6820</a>

Kirch, C. (*Flipping with Kirch*, 2012, March 23). "Holding students accountable and monitoring progress." [Blog post]. Retrieved 06 Sept. 2023 from <a href="http://flippingwithkirch.blogspot.com/2012/03/holding-students-accountable-and.html">http://flippingwithkirch.blogspot.com/2012/03/holding-students-accountable-and.html</a>

Lane, K. L., Menzies, H. M., Ennis, R. P., & Oakes, W. P. (2015). Supporting Behavior for School Success: A Step-by-Step Guide to Key Strategies. New York, NY: The Guilford Press.

Lavoie, R. (2008). "Fighting the Good Fight: How to Advocate for Your Students Without Losing Your Job." Retrieved 06 Sept. 2023 from <a href="https://www.ldonline.org/ldtopics/teaching-instruction/fighting-good-fight-how-advocate-your-students-without-losing-your">https://www.ldonline.org/ldtopics/teaching-instruction/fighting-good-fight-how-advocate-your-students-without-losing-your</a>

Learning for Justice. (n.d.). "Bullying: Guidelines for Teachers." Retrieved 14 Aug. 2023 from <a href="https://www.learningforjustice.org/professional-development/bullying-guidelines-for-teachers">https://www.learningforjustice.org/professional-development/bullying-guidelines-for-teachers</a>

Lee, J. (2023). "37.9 Million Americans are Living in Poverty, According to the U.S. Census. But the Problem Could Be Far Worse." *CNBC*. Retrieved 02 June 2023 from <a href="https://www.cnbc.com/2023/03/07/why-poverty-might-be-far-worse-in-the-us-than-its-reported.html#:~:text=As%20of%20January%202021%2C%2037.9,world%20in%20terms%20of%20GDP.">https://www.cnbc.com/2023/03/07/why-poverty-might-be-far-worse-in-the-us-than-its-reported.html#:~:text=As%20of%20January%202021%2C%2037.9,world%20in%20terms%20of%20GDP.

Lemov, D. (2021). Teach Like a Champion 3.0. Hoboken, NJ: Jossey-Bass.

Lovanhill, A., Kim, T., & Erwin, A. (2021, March 2). *A Holistic Approach to Social-Emotional Learning*. [Webinar]. EducationWeek. Retrieved 02 June 2023 from https://www.edweek.org/events/webinar/a-holistic-approach-to-social-emotional-learning

Love, A. (2020). "When Did We Add the 'Equity' to Diversity, Equity, and Inclusion?" Retrieved 07 Sept. 2023 from <a href="https://ideas.bkconnection.com/when-did-we-add-the-equity-to-diversity-equity-and-inclusion">https://ideas.bkconnection.com/when-did-we-add-the-equity-to-diversity-equity-and-inclusion</a>

Loveless, B. (2023). "Emotional and Behavioral Disorders in the Classroom." *Education Corner*. Retrieved 06 Sept. 2023 from <a href="https://www.educationcorner.com/behavioral-disorders-in-the-classroom.html">https://www.educationcorner.com/behavioral-disorders-in-the-classroom.html</a>

Lynch, M. (2019). "Types of Classroom Interventions." *The Edvocate*. Retrieved 18 July 2023 from <a href="https://www.theedadvocate.org/types-of-classroom-interventions/">https://www.theedadvocate.org/types-of-classroom-interventions/</a>

Madigan, S., Ly, A., Rash, C. L., Ouytsel, J., & Temple, J. R. (2018). "Prevalence of Multiple Forms of Sexting Behavior Among Youth." In *Jama Network*, 172(4), 327-335. doi:10.1001/jamapediatrics.2017.5314

McKibben, S. (2014). "The Two-Minute Relationship Builder." Retrieved 24 Aug. 2023 from https://www.ascd.org/el/articles/the-two-minute-relationship-builder

Menesini, E., & Salmivalli, C. (2017). "Bullying in schools: The state of knowledge and effective interventions." In *Psychology, Health & Medicine*, 22(1), pp. 240–253. <a href="https://doi.org/10.1080/13548506.2017.1279740">https://doi.org/10.1080/13548506.2017.1279740</a>

Miller, A. (2020). "Creating Effective Professional Learning Communities." *Edutopia*. Retrieved 02 June 2023 from <a href="https://www.edutopia.org/article/creating-effective-professional-learning-communities/">https://www.edutopia.org/article/creating-effective-professional-learning-communities/</a>

Moreno, A. (2020). "Building Community with a Classroom Brand." *iTeach*. Retrieved 02 June 2023 from <a href="https://www.ksuiteach.org/blog/classroom-brand">https://www.ksuiteach.org/blog/classroom-brand</a>

Nass & Yen. (2010). The Man Who Lied to His Laptop: What Machines Teach Us about Human Relationships. New York, NY: Current

National Center for Education Statistics. (NCES, 2023). "Students With Disabilities." *Condition of Education*. U.S. Department of Education, Institute of Education Sciences. Retrieved 07 Sept 2023 from https://nces.ed.gov/programs/coe/indicator/cgg.

The Office of Institutional Effectiveness and Quality Improvement. (n.d.). What is Assessment? Retrieved 25 July 2023 from <a href="https://www.radford.edu/content/institutional-effectiveness/home/resources/assessment.html">https://www.radford.edu/content/institutional-effectiveness/home/resources/assessment.html</a>

The Resilient Educator. (2013). "5 Time Management Tips for Teachers." Retrieved 14 Aug. 2023 from <a href="https://resilienteducator.com/classroom-resources/five-time-management-tips-for-teachers/">https://resilienteducator.com/classroom-resources/five-time-management-tips-for-teachers/</a>

Solution Tree. (n.d.) "Richard DuFour." Retrieved 18 July 2023 from https://www.solutiontree.com/richard-dufour.html

Stanford, L. (2023). "Does Parent Involvement Really Help Students? Here's What the Research Says." *Education Week*. Retrieved 12 Sept. 2023 from <a href="https://www.edweek.org/leadership/does-parent-involvement-really-help-students-heres-what-the-research-says/2023/07">https://www.edweek.org/leadership/does-parent-involvement-really-help-students-heres-what-the-research-says/2023/07</a>

Starke, K. (2021). "The Importance of Background Knowledge." *Teach Hub*. Retrieved 06 Sept. 2023 from <a href="https://www.teachhub.com/teaching-strategies/2021/08/the-importance-of-background-knowledge-in-understanding-text/">https://www.teachhub.com/teaching-strategies/2021/08/the-importance-of-background-knowledge-in-understanding-text/</a>

Stoops, T. (2022). "How Much Do Teachers Spend on School Supplies in 2022?" *John Loke Foundation*. Retrieved 02 June 2023 from <a href="https://www.johnlocke.org/how-much-do-teachers-spend-on-school-supplies-in-2022/#:~:text=Estimates%20of%20teacher%20expenditures%20vary,%24500%20to%20%20teacher%20expenditures%20vary,%24500%20to%20%20to%20%21%2C000%20per%20year.

Stop Street Harassment. (2019). "National Studies." Retrieved 14 Aug. 2023 from <a href="https://stopstreetharassment.org/our-work/nationalstudy/">https://stopstreetharassment.org/our-work/nationalstudy/</a>

Strobel Education. (2021). "General Stats About Educational Standards and Teaching." Available at: <a href="https://strobeleducation.com/stats-about-educational-standards-and-teaching/">https://strobeleducation.com/stats-about-educational-standards-and-teaching/</a>

Stopbullying.gov. (2018). "Bystanders to Bullying." Retrieved 15 Aug. 2023 from https://www.stopbullying.gov/prevention/bystanders-to-bullying

Substance Abuse and Mental Health Services Administration. (SAMHSA, 2014). "SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach."

Retrieved 24 Aug. 2023 from https://ncsacw.acf.hhs.gov/userfiles/files/SAMHSA Trauma.pdf

United Nations. (n.d.). "Addressing Poverty." Retrieved 07 Sept. 2023 from <a href="https://www.un.org/en/academic-impact/addressing-poverty#:~:text=Nearly%20half%20of%20the%20world's,than%20US%20%241.25%20a%20day.">https://www.un.org/en/academic-impact/addressing-poverty#:~:text=Nearly%20half%20of%20the%20world's,than%20US%20%241.25%20a%20day.</a>

United States Census Bureau. (2023). "National Poverty in America Awareness Month: January 2023." Retrieved 07 Sept. 2023 from <a href="https://www.census.gov/newsroom/stories/poverty-awareness-month.html#:~:text=The%20official%20poverty%20rate%20in,37.9%20million%20peop">https://www.census.gov/newsroom/stories/poverty-awareness-month.html#:~:text=The%20official%20poverty%20rate%20in,37.9%20million%20peop">https://www.census.gov/newsroom/stories/poverty-awareness-month.html#:~:text=The%20official%20poverty%20rate%20in,37.9%20million%20peop">https://www.census.gov/newsroom/stories/poverty-awareness-month.html#:~:text=The%20official%20poverty%20rate%20in,37.9%20million%20peop">https://www.census.gov/newsroom/stories/poverty-awareness-month.html#:~:text=The%20official%20poverty%20rate%20in,37.9%20million%20peop">https://www.census.gov/newsroom/stories/poverty-awareness-month.html#:~:text=The%20official%20poverty%20rate%20in,37.9%20million%20peop">https://www.census.gov/newsroom/stories/poverty-awareness-month.html#:~:text=The%20official%20poverty%20rate%20in,37.9%20million%20peop">https://www.census.gov/newsroom/stories/poverty%20rate%20in,37.9%20million%20peop">https://www.census.gov/newsroom/stories/poverty%20rate%20in,37.9%20million%20peop">https://www.census.gov/newsroom/stories/poverty%20rate%20in,37.9%20million%20peop</a>

le%20in%20poverty.

Verlinden. N. (2022). "Diversity, Equity, Inclusion and Belonging (DEIB): A 2022 Overview. *Academy to Innovate HR*. Retrieved 07 Sept. 2023 from <a href="https://www.aihr.com/blog/diversity-equity-inclusion-belonging-deib/">https://www.aihr.com/blog/diversity-equity-inclusion-belonging-deib/</a>

Weissberg, R. (2016). "Why Social and Emotional Learning is Essential for Students." *Edutopia*. Retrieved 02 June 2023 from <a href="https://www.edutopia.org/blog/why-sel-essential-for-students-weissberg-durlak-domitrovich-gullotta">https://www.edutopia.org/blog/why-sel-essential-for-students-weissberg-durlak-domitrovich-gullotta</a>