

13:01:33 Hi, the time is one o'clock.  
13:01:36 It's time to go ahead and begin.  
13:01:40 The caption is on. We are recording.  
13:01:42 We're good to go.  
13:01:45 First of all. Thank you all, everyone for joining us today.  
13:01:48 It's a very interesting and provocative topics.  
13:01:50 For administrators.  
13:01:54 A couple of things as we begin.  
13:01:59 First of all.  
13:02:03 We try to limit up to six people on the zoom screen.  
13:02:10 Keeps it a little bit easier for interpreters to keep up.  
13:02:12 So I would ask everyone to hit stop video.  
13:02:14 Unless you're called upon.  
13:02:15 If you have a question.  
13:02:16 You simply can click start video.  
13:02:19 Will appear to ask her a question.  
13:02:24 That the chatbox is also available to you to submit a question,  
13:02:28 Jessica.  
13:02:29 We'll keep tabs of that.  
13:02:30 As well, and.  
13:02:32 That way we can have an interactive discussion as we proceed.  
13:02:36 That's a pretty easy rule to follow.  
13:02:38 Second of all.  
13:02:45 People are asking about how long are sessions are lasting.  
13:02:48 They're averaging an hour and 15 minutes.  
13:02:55 That being said,  
13:02:56 I'm going to turn it over to Jessica to talk to us about mental  
13:02:59 health. She is a counselor at the Lexington school for the deaf.  
13:03:02 I have a lot of respect for her.  
13:03:03 I know her and many other faculty members there, the Lexington school.  
13:03:05 She's a graduate of Boston university.  
13:03:07 As well.  
13:03:09 The Lexington school.  
13:03:13 She also worked for the learning center and was.  
13:03:19 On staff there, she did her graduate.  
13:03:23 At Gallaudet university.  
13:03:25 And became a school counselor there.  
13:03:28 By receiving her masters degree.  
13:03:35 And she has been at the Lexington school since 2016 with no further  
13:03:38 ado. I would like to introduce her.  
13:03:40 She'll be talking about mental health as well as what's happening  
13:03:43 with.  
13:03:47 Coronavirus the impact on our students,  
13:03:49 as well as the protests that have currently come into the

news in our  
13:03:51 country.  
13:03:52 A lot to dialogue about today wants to discuss.  
13:03:57 I look forward to Jessica's comments and what she has to say.  
13:04:01 Thank you for joining us. Take it away.  
13:04:02 Thank you so much. I'm really thrilled to be with all of you today.  
13:04:09 I will open up with some comments that I will definitely save time for  
13:04:11 you all to have an opportunity to share as well.  
13:04:13 Obviously with the running.  
13:04:25 There is a significant impact on all of us.  
13:04:27 This is impacting staff students, our families,  
13:04:30 and it can be very emotional as well as having a toll mentally and on  
13:04:33 various levels.  
13:04:35 So I think it's important that we're mindful about what strategies  
13:04:37 we're using.  
13:04:38 All of our lives have been literally changed. And what happened?  
13:04:42 Overnight.  
13:04:43 No.  
13:04:45 That everyone is stuck working remotely.  
13:04:49 And that limits our ability to socialize with others.  
13:04:51 We're doing a lot more work on screen.  
13:04:53 Virtually zoom and very little.  
13:04:58 Our contact is direct face to face work and can be very isolating.  
13:05:03 Our image of our own reality has been shifted.  
13:05:08 And we are not living with a lot of unknowns.  
13:05:10 An increase of unpredictability.  
13:05:19 You're also living with new,  
13:05:21 additional fears that are unprecedented things we never expected to  
13:05:24 face in our lifetime.  
13:05:25 Most of us know people.  
13:05:27 People who have been impacted directly by the internet.  
13:05:30 And have experienced various types of loss as well.  
13:05:42 Imagine the tremendous amount of anxiety and stress and loneliness and  
13:05:47 grief and sadness that that is creating for all of us.  
13:05:53 Not only do we as administrators, teachers,  
13:05:56 and staff in the educational field need to be focused on our duty to  
13:06:00 take care of students.  
13:06:01 And take care of them academically and socially and emotionally as  
13:06:04 well.  
13:06:05 But while we are here in our era of distance learning.

13:06:11 We also need to be thinking about taking care of ourselves and taking  
13:06:14 care of our staff as well.  
13:06:16 We all need the support, not just the students.  
13:06:21 Supporting our students at this time can be emotionally exhausting.  
13:06:26 For us to maintain the ability to support our students.  
13:06:34 We really need to make sure that we are getting that emotional support  
13:06:36 ourselves for our own psychological wellbeing.  
13:06:39 Self care is more critical map.  
13:06:47 Although he wants to be super heroes in service to our students.  
13:06:52 We're also human.  
13:06:58 So that being said,  
13:06:59 I'd like to open it up to you and give you the floor for any of your  
13:07:02 initial thoughts, concerns.  
13:07:04 How have you been supporting your staff so far?  
13:07:06 If you have any tips to share with the group?  
13:07:08 Or any questions that you may have that you'd like to raise the floor  
13:07:11 is yours.  
13:07:12 Yeah.  
13:07:26 Hi there. My name is Jack Johnson.  
13:07:29 I come from the Tennessee school.  
13:07:37 I have several people on my team are here in the session today,  
13:07:41 which makes me very happy to see them.  
13:07:42 On the participant's list.  
13:07:48 Think that we probably are all interested in knowing some strategies  
13:07:51 that we can use.  
13:07:52 As we prepare for school.  
13:08:01 I think we as administrators, school counselors and the like,  
13:08:05 To be more prepared.  
13:08:06 To help our staff reenter.  
13:08:08 And to know what to do.  
13:08:11 Not only that, but we are dealing also with parents.  
13:08:13 So, if you can give some tips,  
13:08:16 Thank you. It's a good question.  
13:08:18 Would anyone else like to respond to that first?  
13:08:33 Volunteers.  
13:08:35 I'll go ahead and share some of my thoughts.  
13:08:40 I would say honestly, here at Lexington.  
13:08:43 We're still figuring a lot of that out.  
13:08:51 We are trying to figure out how to work with students.  
13:08:58 While we also,  
13:09:00 at least among my team continue our weekly meetings.  
13:09:04 And one of the issues that we see coming up is about how to

support

13:09:07 staff.

13:09:09 When it's time to come back to school,

13:09:10 how are we supporting them then?

13:09:16 And even now, obviously we're not back at school yet.

13:09:19 So before we get to that phase,

13:09:20 we need to start putting things in place.

13:09:24 So one of the things that comes to mind for sure.

13:09:28 Is trying to take advantage of the time now to be talking through

13:09:31 these things.

13:09:35 I would definitely think about.

13:09:39 I don't know it all. You're respected schools. What you're doing.

13:09:44 But if you have department meetings doing those ahead of time.

13:09:51 Also thinking about whether you'll have one or two days.

13:09:59 Before selection starts or a week, depending on the schedules,

13:10:02 if your individual schools,

13:10:03 if it's a week in advance of the return to schools.

13:10:05 Taking that time for actually processing everything that is happening

13:10:08 related to the roundabout.

13:10:10 What about risks and the black lives matter? Isn't.

13:10:11 Thinking about that.

13:10:14 Just set up the appropriate support system.

13:10:21 Please when everyone returns to campus and give staff an opportunity

13:10:24 to really talk about how it's impacting them.

13:10:27 And having the ability to do that will allow them to move forward and

13:10:29 better support students.

13:10:34 Does anyone else want to add?

13:10:35 I don't want to take the floor on my own.

13:10:37 Happy to entertain other comments.

13:10:38 Sure. My name is Patricia Shaw.

13:10:43 I work with Jack that American school for the deaf I'm the HR director

13:10:45 there.

13:10:46 I also worked at Lexington.

13:10:48 Many years ago. So I'm familiar.

13:10:50 We've had to.

13:10:55 Things happening with us at the school.

13:10:57 We've had staff working remotely.

13:11:08 We've also had staff on campus because we are a residential program as

13:11:12 well.

13:11:13 So currently we have 31 students living on campus.

13:11:17 So we have staff that support those students.

13:11:19 So I think one of the main.  
13:11:21 One of the biggest factors in trying to.  
13:11:23 I make sure that staff are feeling connected and safe is  
13:11:27 communication.  
13:11:28 And I think that in our, on our school, Jeff does twice a  
week.  
13:11:32 He does communications.  
13:11:39 We have a very big we're very transparent.  
13:11:42 We update our staff on the guidelines on the state,  
13:11:45 on the executive orders.  
13:11:46 So we keep staff as informed as we are, as it changes every  
day.  
13:11:54 We we show appreciation. We show gratitude.  
13:11:57 We have open door policies, even, even via zoom. We have, you  
know,  
13:12:00 zoom meetings.  
13:12:02 Recently Jeff has been connecting with each department.  
13:12:05 How are we doing what's going on?  
13:12:08 Recently, we did a,  
13:12:09 an employment wellness check where we sent a survey out.  
13:12:11 To the staff saying, you know, do you feel safe?  
13:12:20 Or are you, do you feel you're being communicated?  
13:12:22 How was your leadership team doing? How are you doing?  
13:12:25 How are you personally doing.  
13:12:26 And with that information.  
13:12:28 We were able to.  
13:12:35 Jeff actually started the groups.  
13:12:36 And so we have these groups basically to give people a  
platform to  
13:12:40 express their concerns, their fears.  
13:12:43 How do we.  
13:12:44 No, we're in the same boat as everybody here.  
13:12:46 We're working on a recovery plan now.  
13:12:51 But that could change tomorrow,  
13:12:52 depending on what happens with the state.  
13:12:55 What happens with the virus itself?  
13:12:57 Are we going to see a second wave? Are we.  
13:13:04 Are we on the downswing? I mean, there are so many moving  
parts.  
13:13:07 So do we do, do we split classes? Do we bring kids?  
13:13:15 It changes.  
13:13:16 So as long as I think the staff knows that their leadership  
team is  
13:13:21 working toward that end goal, I think that gives them a sense  
of.  
13:13:25 You know, a little bit of security also to let them know, you  
know?  
13:13:27 Yeah.  
13:13:28 Where.  
13:13:29 I don't know, but we're working and we're going to let you

know.

13:13:31 So, I mean that, those are just a few of the things that we're doing.

13:13:33 ASD.

13:13:36 Yeah, thank you. Does anyone else want to add as well?

13:13:41 This is Tony you're robbing from Kentucky school for the deaf.

13:13:49 We are thinking about a process. I think during NTI,

13:13:53 we have our Waco.

13:13:54 Weekly mental health meetings.

13:13:56 And just trying to get through.

13:14:03 NTI in all the hours, each day, that kind of went to the wayside.

13:14:07 We didn't formally meet now.

13:14:08 Teachers still shared concern.

13:14:10 There's two, the mental health team.

13:14:12 For that fact of it meeting and assessing formally. So.

13:14:17 We are making sure moving forward in our schedule with NTI.

13:14:24 That those,

13:14:26 that mental health is a scheduled point in time.

13:14:32 We're just trying to think about our process to identify.

13:14:43 During NTI. We hope not to open up,

13:14:45 but like she was just saying,

13:14:48 we don't know what the state's going to do and how that could change.

13:14:50 If you all have any thoughts on kind of that process for

13:14:53 identification? I think what shocked us.

13:15:02 Is are kids who we thought that were extremely resilient.

13:15:05 And those kids who are, you know,

13:15:08 are going to blow out the act are our kids who went AWOL.

13:15:11 Not all of them,

13:15:12 but a significant number that just either refuse to work or.

13:15:21 One was on a suicide watch briefly and,

13:15:25 and did share with the teacher how she was feeling.

13:15:27 She did not want to share that with.

13:15:36 Her parents because she didn't want him to worry.

13:15:38 So I'm pleased that we had that relationship,

13:15:40 that the reaching out to us.

13:15:41 But I guess I would like more of a systematic process that we're

13:15:45 reaching out to our students during NTI.

13:15:48 And that we're reaching out to staff. I love that.

13:15:51 The fact of the wellness check.

13:15:54 We did a thing every day with staff. We did roll call twice a day.

13:15:57 And teachers checked in in the morning.

13:16:08 We did plus deltas at the end of the day.

13:16:10 And then we did kind of updates your questions and teachers

33rd

13:16:15 Delta's would say, you know, I'm not,

13:16:17 I'm not feeling really good about this. So we really tried to.

13:16:20 Addressed some of that stuff through a row call,

13:16:22 even though the year has finished with our teachers,

13:16:25 we're going to still use that same platform.

13:16:27 They loved it. In fact, one day we're like, okay, no roll call today.

13:16:29 No, no, no. We gotta have roll call.

13:16:31 So it was kind of their connection to everybody.

13:16:42 And so we're gonna use that same format to update them weekly on any

13:16:47 changes to keep them informed so that I do a Sunday night email to all

13:16:50 staff every Sunday, but we'll keep that separate.

13:16:53 Just so teachers know that's where they go to and there are already

13:16:56 familiar in its you're comfortable with that.

13:16:58 So that's just kind of where we are.

13:17:00 That's great. Thank you so much for sharing that.

13:17:04 Are there other things you'd like to add onto this?

13:17:22 So I'm just reading something in the chat. This is from Barbara.

13:17:27 And it says.

13:17:33 I'm curious about whether schools are doing anything differently.

13:17:43 And like George Floyd's killing and the protests are schools offering

13:17:48 any supports in a new.

13:17:50 Or different way in regards to that.

13:17:54 Does anyone want to respond?

13:17:58 Yes. Hi.

13:18:00 My name is Bethany.

13:18:06 I'm from the Tennessee school.

13:18:07 I know that there were several others from my staff here.

13:18:12 With the riots and the protests black lives matter.

13:18:17 For me personally, I feel that this is a positive.

13:18:19 Action.

13:18:21 In our country.

13:18:22 I went to the Illinois.

13:18:23 School for the deaf myself.

13:18:24 And.

13:18:29 We as the deaf community and deaf culture community.

13:18:32 We love each other as close as brothers and sisters.

13:18:38 And that had nothing to do with race. We grew up together. I had a.

13:18:46 Black brothers and sisters, Indian brothers and sisters.

13:18:48 There was no division within our school.

13:18:51 Setting.

13:18:54 And we all adored one another and learn tolerance.

13:18:58 It wasn't expressly taught.

13:19:09 And we were not exposed to those types of name calling or divisions  
13:19:12 or, you know, racial divides in our community.  
13:19:15 So I want to see our students.  
13:19:18 Learn more about that because they may be seeing that they may be  
13:19:20 exposed to that now that they're in their own homes.  
13:19:22 So that's something that I wanted to put out there.  
13:19:24 Good point. Thank you.  
13:19:25 Any other perspectives.  
13:19:36 CNA right now. So.  
13:19:38 It's tough.  
13:19:40 Because.  
13:19:43 I can't speak for other schools.  
13:19:46 And it depends so much where you were all located.  
13:19:52 For Lexington, we are.  
13:19:57 In a very diverse community and that's reflected in our student body.  
13:20:00 You see that diversity among our students.  
13:20:08 And a lot of it depends on the perspective where you're coming from.  
13:20:11 So, if you're talking about the deaf community,  
13:20:14 And you see students.  
13:20:23 Interacting with their peers from different backgrounds.  
13:20:26 We also want to be mindful about STEM and be thinking about them too.  
13:20:29 And think about staff as a group.  
13:20:35 What are the staff's backgrounds?  
13:20:38 How is this impacting the staff?  
13:20:40 Maybe if they're a person of color.  
13:20:42 How can we be supportive of those stuff?  
13:20:45 Especially those who are most impacted.  
13:20:47 Thinking about people of color.  
13:21:00 Or maybe people who are white and have family members who are people  
13:21:04 of color,  
13:21:06 but there are some people who have those connections to communities of  
13:21:09 color and how are we supporting them?  
13:21:11 That's something important for us to look at.  
13:21:12 No, we may be talking about communities within the deaf community.  
13:21:15 And there may be a sense of more openness to diverse backgrounds.  
13:21:19 There's still the target population right now is.  
13:21:22 Use of color.  
13:21:23 Does anyone else want to add onto that?  
13:21:32 Yes. Hi there.  
13:21:37 I wanted to share a little bit about.  
13:21:44 Our department and what we have done for our school.



13:21:46 Last Thursday afternoon, one of my staff members reached out to me.

13:21:49 So because it.

13:21:52 Our school wants to address what's happening across the country.

13:21:54 It's in line with our values.

13:21:58 Lexington students.

13:22:00 We have a 94% percent of our students are students of color.

13:22:02 Very small percentage.

13:22:04 Or other, and so.

13:22:08 I'm sorry, 94% is white and we have a very small black population.

13:22:12 My mistake. And so they represent.

13:22:18 Families, they represent our community.

13:22:20 And so we had a meeting where we had an open discussion.

13:22:24 A discussion about administration, how the messaging goes out.

13:22:28 Our faculty and.

13:22:29 Administrators.

13:22:33 Perspective on what's going on with the killing,

13:22:35 the deaths that have occurred.

13:22:42 Also our counseling department discuss what we can provide for our

13:22:45 students.

13:22:47 Part of that was setting up small groups for class meetings or.

13:22:51 We have 18 high school classes. And so we grew up.

13:22:54 Group those into 13 groups.

13:22:57 So we have dedicated some time for discussion.

13:23:00 We have three guiding questions ready for those class meetings.

13:23:03 Thank you.

13:23:11 I believe, I feel like I'm forgetting something. I apologize.

13:23:18 No, I think that's pretty much it.

13:23:19 Just talking about what we're doing with staff and how we're

13:23:20 supporting staff. Do you want to talk about that?

13:23:22 Oh, thank you.

13:23:23 The letter from the administrators on their perspective.

13:23:29 Has gone out. It was emailed to the full staff and faculty.

13:23:32 Recognizing what is happening in our community.

13:23:42 And also identifying some resources for adults to consider.

13:23:46 For example, resource share a resource with shared that.

13:23:50 For, particularly for preschoolers and youngsters who are.

13:23:52 You may not have the ability to understand what's going on.

13:24:00 But how did you address that with them?

13:24:01 How to express that to them and how to have an age appropriate

13:24:05 conversation with youngsters.

13:24:11 There was an infographic that was included that showed stages of

13:24:14 awareness as children develop cognitively.  
13:24:17 In their understanding of people with racial differences.  
13:24:20 Thank you so much for sharing that. I think it's really helpful.  
13:24:22 Does anyone else have anything to add?  
13:24:31 Does anyone have other ideas or things that you have already been  
13:24:35 rolling?  
13:24:36 As it could help with the process of preparing to.  
13:24:39 To get back to campus.  
13:24:44 Providing support, especially considering black lives matter,  
13:24:47 the recent killings. Have you heard things from your staff?  
13:24:50 Any issues that have already come up or onto your attention?  
13:24:57 Hi, everyone.  
13:25:03 Hi,  
13:25:04 my name is Brian and I am from the Tennessee school for the deaf.  
13:25:07 I am the HR director here at our school.  
13:25:12 I had a meeting with one of our deaf staff members.  
13:25:15 And I, as part of that meeting,  
13:25:20 I wanted them to know about our employee assistance program.  
13:25:22 That's available to them.  
13:25:24 They said that they were uninterested. And when I questioned them,  
13:25:33 That they said they felt as a deaf person.  
13:25:37 That's confidentiality was not kept,  
13:25:38 particularly when bringing in an interpreter and a counselor.  
13:25:41 As a re response to that, I reached out.  
13:25:45 To try to address what kinds of supports might be available through  
13:25:49 our EAP.  
13:25:50 Resources.  
13:25:53 So that I could sort of describe those resources to our deaf staff  
13:25:57 members.  
13:25:59 Includes counselors and we do have.  
13:26:05 The ability to sign with those counselors.  
13:26:06 So those are options here in Tennessee.  
13:26:10 So our staff does have access to those counselors.  
13:26:13 Hopefully they'll feel more comfortable.  
13:26:16 In using EAP as a service available to them as an employee of the  
13:26:19 state.  
13:26:28 Okay. Yeah.  
13:26:29 I'm going to share a little bit more information about what we've been  
13:26:31 doing at Lexington.  
13:26:34 And some of the things we're doing,  
13:26:36 one of which is providing mental health resources.  
13:26:39 It's important that.

13:26:40 That information be.  
13:26:43 Coming from us mental health care providers.  
13:26:48 And including information about available telehealth services.  
13:26:54 That is the way that's being provided to staff.  
13:27:01 That allows for a video phone conversation.  
13:27:11 If it is medically related than it would be with a board certified  
13:27:15 doctor or alternatively, if it is mental health related.  
13:27:18 Than it would be.  
13:27:19 Talking to someone who is a licensed practitioner.  
13:27:21 And we are sharing information about that with staff.  
13:27:30 I also wanted to share a bit about some of the different supports that  
13:27:33 you're providing to Lexington.  
13:27:34 And then I'll turn it back over to you.  
13:27:37 Some of the information.  
13:27:40 Is coming in the form of communication from administrators.  
13:27:43 Updates messages. We are sending those out regularly.  
13:27:46 Some of you have mentioned as well.  
13:27:50 Every week, we also have the PBS team.  
13:27:53 Which is positive behavior interventions and support team.  
13:27:59 They are sending information out by email edit includes.  
13:28:02 Other information, a mindfulness to it.  
13:28:08 There's an exercise or activity that they can do on their own.  
13:28:11 This is intended for staff to practice mindfulness.  
13:28:21 Those are going out weekly and staff also have access to a number of  
13:28:23 other physical exercise videos. They are provided by our gym teacher.  
13:28:28 They include different types of activity,  
13:28:29 including dance from our dance instructor.  
13:28:31 And those videos are posted almost daily.  
13:28:33 And so staff have access to that.  
13:28:36 We are also providing.  
13:28:39 All staffed with a gift.  
13:28:47 Have a self care day, a day.  
13:28:49 They can take off for purposes of self care and use,  
13:28:52 however they need to.  
13:28:53 Between now and the end of the school year.  
13:28:54 We also.  
13:28:59 Had a staff appreciation week that recently happened.  
13:29:04 And during that we hosted something called a sip and see.  
13:29:07 That was a time for people to be together on.  
13:29:13 Zoom. And it was an opportunity for boosting staff morale.  
13:29:19 Jaynie Smith,  
13:29:20 the energy and about how we're connecting and that's what we have done  
13:29:24 at Lexington.

13:29:25 Those are the kinds of supports we've been providing so far.  
13:29:27 I want to turn it back over to you.  
13:29:28 Anyone else wants to add onto that.  
13:29:47 Sure.  
13:29:56 Hi there.  
13:29:57 My name is Russell and I am the superintendent of the  
Lexington school  
13:29:59 for the deaf.  
13:30:11 One thing that I would like to add is working closely with  
the HR  
13:30:14 department and the HR director.  
13:30:15 HR has so much access to information and resources for your  
employees.  
13:30:19 I touch base with them weekly to see that we are doing enough  
for our  
13:30:22 staff members.  
13:30:23 To see that we're doing too much or too little.  
13:30:26 And to review the steps that we've taken.  
13:30:27 So I get that information also.  
13:30:29 Emails are sent out. School wide communications are sent out.  
13:30:31 They can also staff that are also invited to reach out to me  
with any  
13:30:34 followups.  
13:30:36 Questions that they have for me to carry to HR.  
13:30:44 In the last three months,  
13:30:45 we know that there's no template for what it is that we're  
going  
13:30:48 through.  
13:30:49 There's no guideline for dealing with the Corona virus and  
its  
13:30:52 implications to our employees.  
13:30:54 And so.  
13:30:55 Leaderships of all different types.  
13:30:57 Have given some tips and.  
13:30:58 You know, some things that are said may stain, they may  
offend.  
13:31:01 But I have to keep in mind as a leader. It is not about me.  
13:31:04 It was about what are our staff needs,  
13:31:05 what my faculty needs and what the student as.  
13:31:07 At the end of the day.  
13:31:09 We are making our way day by day.  
13:31:14 I believe that that is key working closely with your HR  
department and  
13:31:17 also our PDI yes. Coordinator.  
13:31:27 They are on the, on the ground with students.  
13:31:30 And I hear information and feedback from them and I make  
changes  
13:31:32 accordingly when resolution is needed.  
13:31:34 I address that in order to raise morale.  
13:31:36 Morale high amongst our people.

13:31:37 You know,  
13:31:39 It's been exhausting, all the things that we've been going through.  
13:31:41 And so.  
13:31:44 Support continuously can be exhausting as,  
13:31:47 as well as Jesse mentioned, sip and see.  
13:31:49 Many people joined our conversation.  
13:31:51 Went on for two hours, some were drinking coffee, somewhere,  
13:31:53 drinking other things.  
13:32:05 And we'll be doing that again on Friday. So again,  
13:32:07 there is no template. There's no guidebook for what it is.  
13:32:09 There is that we're going through my tip to everyone is to keep your  
13:32:13 eyes, ears and minds open to whatever is needed.  
13:32:15 Thank you so much, Russell? Yes, there are a lot of unknowns.  
13:32:18 And it's true. It's a date of time, day by day.  
13:32:21 Were you still living with some.  
13:32:25 Planning ability, some order predictions. And we just can't do that.  
13:32:27 Even, for example,  
13:32:28 for birthday parties and things that we've really taken for granted.  
13:32:31 Do we know about that's going to look like.  
13:32:32 And how are we going to figure out the appropriate supports for staff  
13:32:35 and for students?  
13:32:36 And you're right. It's day by day.  
13:32:39 That's really where we are all in this together and where we all come  
13:32:42 in.  
13:32:43 Supporting each other.  
13:32:56 It's really a collaborative effort. That's going to get us through.  
13:32:58 There may be some people that have ideas because you've already tried.  
13:33:01 And our ability to really share those as resources will only better  
13:33:05 allow us to support our staff.  
13:33:06 Hi there.  
13:33:09 This is Jeff I'm from the American school for the.  
13:33:12 For the deaf.  
13:33:17 HR director, Patricia,  
13:33:18 I spoke a little bit about what we have done here,  
13:33:20 but I think it's important to emphasize a couple of things.  
13:33:22 Wow.  
13:33:23 Perhaps three things.  
13:33:24 Sending out what we call the employee wellness survey.  
13:33:33 It was very simple. It was 10 questions, easy to respond.  
13:33:36 And it was a very important check in on our staff to see that everyone

13:33:38 was doing okay.  
13:33:39 If there were getting the support that they needed.  
13:33:41 Or if they needed to make a call for more support.  
13:33:43 We were able to open that up to a text box so people can make  
comments  
13:33:46 and give us feedback.  
13:33:47 Many of our staff like that.  
13:33:50 Just asking, how are you doing?  
13:33:51 We're not talking about your student and your family.  
13:34:01 We're talking about you as an individual,  
13:34:02 how you doing and people did express their thoughts and  
feelings that  
13:34:05 wellness check with an easy way to briefly check in and it  
showed  
13:34:09 great support for our staff.  
13:34:10 90%. So they're doing great, but there were those 10% who.  
13:34:13 Really needed something and you're always gonna have someone  
who's  
13:34:16 going to find an opportunity to complain,  
13:34:17 but it was an opportunity for us.  
13:34:19 And I was really happy with the survey.  
13:34:20 Valuable.  
13:34:21 I was able to see some ideas come in.  
13:34:23 From the comments.  
13:34:24 And I think that that was one thing that any school could do.  
13:34:26 Another idea.  
13:34:32 Monday and Thursday,  
13:34:33 we have a blog for our staff and it has been fantastic.  
13:34:37 We also have hosted meetings.  
13:34:39 With the teacher groups.  
13:34:47 The, we also have residential dorm counselors, those types of  
things.  
13:34:50 Cause again, it's been mentioned, we do have students on  
campus.  
13:34:52 So we have people that are actively serving students.  
13:34:54 We have them in a group.  
13:34:55 Also, we have five shifts throughout the day.  
13:34:58 Serving those students.  
13:34:59 And so our HR department has been invaluable and giving them  
support,  
13:35:02 asking people how they're doing touching base with them.  
13:35:03 We've done that a couple of times since school closed.  
13:35:05 We also have what we call our school.  
13:35:12 That's where we're able to check in with all of the  
administrative  
13:35:14 level of people.  
13:35:15 Just get a pulse check of how people are doing any concerns  
that they  
13:35:18 want to bring to the table.  
13:35:19 And I can be aware and provide support as much as I can.

13:35:22 The bottom line again.  
13:35:27 It's about communicating with people.  
13:35:28 It's about reaching out and being open to their responses.  
13:35:30 It's about letting people know that we are, you know,  
13:35:34 That love prevails and.  
13:35:40 You know,  
13:35:41 one person start to comment and then a conversation starts  
and then  
13:35:44 it's,  
13:35:45 sometimes things can be twisted and it turns to a different  
story.  
13:35:47 And so.  
13:35:48 I want to be a part of those conversations, but I can sort of  
squelch.  
13:35:52 Any rumors or myths that are out there and be open to  
communicating,  
13:35:55 you know, how.  
13:35:56 If you don't do anything to stop them.  
13:35:57 Yeah.  
13:35:58 It's really hard to.  
13:36:00 No, it can cause some real damage. And so I tried it.  
13:36:02 Nip it in the bud is as often as I can.  
13:36:04 Thank you. Yes.  
13:36:20 And you're making an important point about communication.  
13:36:22 That really is key right now.  
13:36:23 Anything that anyone can do to maintain regular communication  
with  
13:36:26 staff so that they are aware because we know that there are  
going to  
13:36:30 be dealing with their own stuff, but if we're communicating  
with them,  
13:36:32 And then there will be a number of impacts on how they're  
handling  
13:36:35 things. And you've already talked about how.  
13:36:38 That check-in is really critical.  
13:36:42 Just knowing how they're doing that.  
13:36:44 There we're checking in on students, they're providing those  
services,  
13:36:46 but really realizing that the staff,  
13:36:48 how are they doing individually is so important.  
13:36:50 They're supporting each other.  
13:36:51 I do have a question to ask the group as well.  
13:36:54 This is something connected with staff.  
13:37:01 Have you noticed anything change with staff behavior?  
13:37:03 Have you noticed any changes in work performance?  
13:37:08 Any change in their demeanor? Are they appearing differently?  
13:37:11 Are there levels of involvement changing? What.  
13:37:13 Are you noticing?  
13:37:15 I hate to take the floor back, but I did want to say.  
13:37:17 Sorry.

13:37:20 Some of our staff.  
13:37:23 Have increased their performance.  
13:37:30 It seems that they are more in line with working remotely.  
13:37:34 Other staff.  
13:37:35 Simply just can't do it. And I'm not really talking about teachers,  
13:37:38 teachers in general.  
13:37:39 I'm doing okay.  
13:37:40 It really just, you know,  
13:37:41 I'm really talking about the administrative staff.  
13:37:44 People in the business office, in HR, I've noticed that.  
13:37:46 They're different.  
13:37:49 I tell you, it's almost unreal.  
13:37:53 Like someone who's extremely productive. I have to say,  
13:37:56 where have you been? All my life?  
13:38:01 And then others that are struggling in an online environment,  
13:38:03 they really need the personal connection with others and the  
13:38:06 interaction.  
13:38:07 Video meetings.  
13:38:11 You know,  
13:38:12 I sometimes have staff members that are more responsive and prefer  
13:38:15 that method rather than emailing others do not.  
13:38:17 And so.  
13:38:18 I just check in with them based on video from time to time.  
So.  
13:38:20 I know exactly what you're talking about, Jesse.  
13:38:28 And you just said something really important that I want to highlight.  
13:38:30 We need to be able to match and meet people where they're at.  
13:38:32 So it's not the same for all staff.  
13:38:34 Or even within the same department or team really need to meet people  
13:38:37 individually where they are.  
13:38:44 We are all human.  
13:38:45 And what does that look like in terms of our empathy?  
13:38:48 And at times like this, we need to show even more empathy than usual.  
13:38:52 We need to be empathetic. We need to be mindful.  
13:38:54 We may not really know the full situation what's going on in the lives  
13:38:57 of our staff.  
13:38:58 What's going on.  
13:38:59 On their own personal life.  
13:39:00 Maybe showing up on.  
13:39:01 But we don't know.  
13:39:04 So that's why it's even more important to do those.  
13:39:06 Check-ins not to assume anything.  
13:39:09 And you can't assume that everyone's experienced right now is the  
the



13:39:12 same.  
13:39:14 Everyone's experience is their own,  
13:39:15 and it really goes back to being able to take care of each other.  
13:39:17 Yes. Thank you.  
13:39:29 Does anyone else want to add onto that is something that Jeff has  
13:39:31 said, or in response to my question,  
13:39:33 anything that you're noticing among staff, any changes.  
13:39:36 So I'm going to piggy back on Jeff.  
13:39:37 Considering we work together.  
13:39:38 We've seen a.  
13:39:41 An enormous amount of staff, you know,  
13:39:43 really step up and do a great job.  
13:39:45 And I think what we're looking at all of us is.  
13:39:47 Is a new kind of normal, you know,  
13:39:48 things are not going to go back to the way they were.  
13:39:50 So we have to now go forward.  
13:39:53 We have staff who loves to zoom meetings because they're more  
13:39:55 accessible.  
13:40:01 We have staff who prefer in person,  
13:40:03 we're going to have to find a happy medium going forward.  
13:40:06 How are we going to.  
13:40:07 You know, support all staff and how are we going to do this? Because.  
13:40:12 This new law, this new world we're in right now.  
13:40:15 It's not going to go back to what it was in January.  
13:40:17 You know, we may get some normalcy back.  
13:40:19 We're not going to get it all back. And so.  
13:40:28 So it's really important that we see and evaluate and assess what our  
13:40:31 staff needs now and how they are, and try working toward that.  
13:40:35 When we do go into recovery.  
13:40:36 Because we do have a lot of stuff.  
13:40:39 I had a meeting this morning and normally it would be so hard to pull  
13:40:42 somebody in and I texted her and I said,  
13:40:44 can you jump into the zoom for a minute?  
13:40:45 Damn, they were there.  
13:40:47 Yeah, and we were able to solve the issue. So,  
13:40:48 so there's a lot of positive that comes out of something like this as  
13:40:51 well.  
13:40:52 So, you know, it's all a matter of, you know,  
13:40:54 trying to find out like you're right, Jesse.  
13:40:59 We have to see what our staff, you know,  
13:41:01 who are the ones who like that, who needs contact, stuff like that.  
13:41:04 It's going to be a very interesting few months.

13:41:10 Yeah.  
13:41:11 Absolutely.  
13:41:18 Zoom has been helpful in a number of ways in terms of.  
13:41:21 Reframing.  
13:41:23 Giving us an opportunity to reframe.  
13:41:28 Zoom allows us to really connect more quickly.  
13:41:31 It's much more easy.  
13:41:49 So it's good to have that,  
13:41:50 but there are other sides to zoom.  
13:41:52 It leads to a kind of fatigue at the end of the day,  
13:41:54 after being on zoom for hours and hours,  
13:41:57 that is very different than the workload of being in touch in person.  
13:42:01 It's good to think about the many different ways of looking at zoom.  
13:42:03 Anything else to add?  
13:42:06 Does anyone want to add anything else onto the discussion?  
13:42:09 If not, then I'd like to go back to the question.  
13:42:12 I supposed in terms of changes in staff behavior.  
13:42:17 Go ahead.  
13:42:18 Who's going to train example, but go ahead.  
13:42:21 I'm sorry, go ahead.  
13:42:40 I was just going to say that our staff behavior,  
13:42:43 then we get closer is that we've talked about,  
13:42:45 we did the roll call twice a day. So I said,  
13:42:48 it looked like Bryce horses when everybody was swear on the Google doc  
13:42:51 and everybody's on there at the same time.  
13:42:52 And you can see everybody typing star protocol.  
13:42:54 I would have some kind of funny cartoon at the top.  
13:42:56 But highlighted my color and then just start off with our goals for  
13:42:59 the day or anything that was pertinent.  
13:43:02 And then everybody would check in with good morning.  
13:43:05 And then some days I would say, you know, behind your name,  
13:43:08 what has been a challenge that we have overcome as a team?  
13:43:11 Or something that would kind of unite them of what has been your best  
13:43:14 day so far.  
13:43:16 And then during the plus Delta,  
13:43:29 They would share, you know,  
13:43:31 I feel like we can openly share our feelings with each other without  
13:43:34 being judged. So if anything, our behavior,  
13:43:38 I think our staff started trusting.  
13:43:40 More with each other and with, with leadership.  
13:43:43 Yeah, absolutely.  
13:43:45 It is really helpful to have those opportunities to script connection.  
13:43:50 I'm wondering what that will look like once we're back in

person.  
13:43:52 Well,  
13:43:53 Whenever that is that we are back together.  
13:43:59 Well, people feel more connected or will there be a sense of.  
13:44:02 Disconnecting us in some ways and the change.  
13:44:07 We're really intrigued about that. And we did.  
13:44:15 A leadership or a survey with satisfaction of leadership.  
13:44:20 And then what do you need for NTI?  
13:44:23 Training PD,  
13:44:24 just kind of an end of the year pulse check.  
13:44:32 We're staff is moving forward to make sure that we're we're meeting  
13:44:35 their needs.  
13:44:36 Cause we definitely got to have their feedback and in partnership.  
13:44:40 Yeah, you're right.  
13:44:43 I'm definitely wondering about that. What's going to happen.  
13:44:50 I'm wondering if any of you have noticed again, in terms of staff,  
13:44:53 anything maybe that you've heard.  
13:44:54 Our staff feeling more low.  
13:44:57 Emotionally or lonely isolated.  
13:45:05 Live alone.  
13:45:06 Do you know of any stats that your schools that have been feeling any  
13:45:10 depression?  
13:45:11 Or low mood, any support, you know, it's been given in terms of that.  
13:45:27 Yeah, Marcel. Hi again, I'm Russell.  
13:45:33 I want to say it was two or three weeks ago that I received a report  
13:45:36 from a faculty member.  
13:45:38 One concern.  
13:45:39 Is concerned about another staff person who was at home alone.  
13:45:41 Reaching out, not really connecting on zoom.  
13:45:44 And months and months went by and.  
13:45:54 We were wondering about the toll on mental health.  
13:45:56 And I heard about that and I immediately reached out to our HR  
13:45:58 director and said, what is appropriate? What is,  
13:46:00 what can be done to reach out to them?  
13:46:02 Wellness check with that individual.  
13:46:04 What resources could come from our HR department as well.  
13:46:10 You know, healthcare types of offerings. And so it doesn't, you know,  
13:46:14 of course that person said everything's fine,  
13:46:15 but others knew that they were not doing well.  
13:46:17 With the isolation. And so checking in with a person, you know,

13:46:21 a couple of times a week just saying, Hey, how you doing?  
13:46:23 Laying eyes on them making the phone call and chatting with them.  
13:46:26 Hopefully that will suffice until the end of the week.  
13:46:29 Until we get to the end of this, there is no quick fix.  
13:46:31 And I think it's about the rep.  
13:46:33 Repetition of check-ins.  
13:46:36 I also keep notes.  
13:46:46 You know, I have notes where I check in with my people, you know, day,  
13:46:49 one, day two,  
13:46:50 just to keep track of who's been checked in with a new hazard.  
13:46:53 When a person gets to the point where they feel so disconnected and  
13:46:55 isolated and, you know,  
13:46:56 In the shelter in place as this is now.  
13:47:00 We have some plans for opening this coming Monday, but.  
13:47:05 This is unprecedented.  
13:47:06 This is something that we'd never been through before.  
13:47:08 So keeping in touch.  
13:47:13 Making phone calls check-ins with those employees that has been my  
13:47:16 method so far and it has worked well,  
13:47:18 but I think that Jessica you're right.  
13:47:19 What is this going to look like when we're all back in the same  
13:47:21 building?  
13:47:27 That's a lot to think about.  
13:47:28 That's a lot to carry and that's a lot to discuss with our peers,  
13:47:31 making a strong plan, making a strong plan and having that in place.  
13:47:34 I think that's key. I had a meeting.  
13:47:35 Where we talked about having staff in the building for a few days.  
13:47:39 So that we can have group chats again.  
13:47:42 Possibly having staff.  
13:47:59 So that they aren't so overwhelmed so that they can be back together.  
13:48:02 And so I think that that's going to be our approach and going back to  
13:48:04 work.  
13:48:05 And that's something that we'll be working on in the next few weeks.  
13:48:07 I wonder if you have any input about helping one another.  
13:48:10 The staff members and as faculties.  
13:48:11 Yeah. Thank you, Russel. I do think that's important.  
13:48:14 Especially in terms of maintaining that level of awareness of staff,

13:48:17 how they're doing, not assuming that everyone's okay.  
13:48:19 That they are, but not assuming that they are.  
13:48:22 And making sure that.  
13:48:30 Whatever you've been doing that you continue doing that.  
13:48:32 If it is successful by doing check-in,  
13:48:34 then something like that. Otherwise,  
13:48:37 the wellness survey that was mentioned.  
13:48:38 Whatever you were doing to maintain communication and updates  
with  
13:48:41 staffs, having regular department meetings.  
13:48:44 And having a check and be a part of that.  
13:48:45 Also the roll call that was mentioned.  
13:48:52 All of those are ways to make sure that staff, if they need,  
13:48:55 you can be connected with the appropriate services.  
13:48:57 Patricia.  
13:48:58 I also think.  
13:48:59 We were talking before.  
13:49:00 When we use the.  
13:49:01 Wellness survey.  
13:49:05 That Jeff has been meeting with the departments himself.  
13:49:08 And I think that goes a long way.  
13:49:12 Toward opening up communication with staff to see how they're  
doing.  
13:49:17 And I've noticed that a lot of our departments are.  
13:49:22 Having zoom get together and not just work related.  
13:49:31 Pretty much in the evenings and getting together and spending  
a little  
13:49:33 more time together. So I hear that just through the  
grapevine.  
13:49:36 And I think that that goes a long way.  
13:49:39 And for Jeff to, or any, you.  
13:49:50 I'm an executive director to open up some meetings is really  
13:49:54 important. It really, I think it,  
13:49:56 it helps the staff connect to what's going on and.  
13:49:59 To hear from Jeff himself is, is really nice.  
13:50:01 And from custodial straight up to the administrative team.  
13:50:07 And I think that that was really important.  
13:50:09 And this is the second round that we've done.  
13:50:11 And I think it's been really helpful.  
13:50:14 As far as opening up, you know,  
13:50:16 we're working on a plan and I know Jeff is going to be  
leaving a  
13:50:18 recovery discussion, then a couple of days.  
13:50:19 Our departments, our administrative departments right now.  
13:50:22 Like for executives, HR, as an example.  
13:50:24 I go in twice a week.  
13:50:28 In my office, but there's not a lot of people there. And.  
13:50:35 The people who work with me come in once a week on different  
days.  
13:50:38 So nobody's there at the same time.

13:50:42 We've done a lot of work from home in the business office.  
13:50:43 It really has done an amazing job setting up remotely.  
13:50:46 So.  
13:50:57 Because we have staff on campus right now.  
13:50:59 I think it's important for HR to be there occasionally to let  
the  
13:51:03 staff know, Hey, we're here. You need to pop in. Please come  
in.  
13:51:06 And I think that's gone a long way to helping to,  
13:51:08 to know that there's somebody there.  
13:51:09 So again, it's transparency, communication,  
13:51:12 letting staff know that we're hearing you.  
13:51:14 We're listening and we're asking for feedback.  
13:51:17 And when we get the feedback, we act on it.  
13:51:31 Yeah, I, in relation to what you just shared,  
13:51:33 I always think about mental health.  
13:51:36 And how powerful it is to acknowledge mental health.  
13:51:39 Just having that knowledge, that.  
13:51:43 You're open. We're open.  
13:51:50 It will provide support,  
13:51:52 whatever kind of mental health issues our staff are facing.  
13:51:55 Having the awareness that it can be addressed.  
13:51:59 And that HR will work with them. As some of you have already  
said,  
13:52:02 Also.  
13:52:08 Also knowing that they can always reach out to each other.  
13:52:13 Figuring out how to best put those supports in place for  
staff.  
13:52:18 Does anyone else want to add anything?  
13:52:20 Before we wrap up.  
13:52:21 We do have a little bit of time left.  
13:52:25 Just checking the clock, but anyone else want to chime in  
here?  
13:52:32 Okay.  
13:52:34 I'm not seeing anyone.  
13:52:39 So  
13:52:40 for those of you.  
13:52:43 Who are administrators or school leadership?  
13:52:46 In any capacity.  
13:52:57 Where in the new territory now,  
13:52:59 and you were all dealing with these new, new norms.  
13:53:02 President at time.  
13:53:08 We've talked about the coronavirus outbreak we've talked  
about.  
13:53:12 What's been going on.  
13:53:13 With the death of George Floyd.  
13:53:19 There will always be significant events that will impact us.  
13:53:23 And that won't change going forward.  
13:53:25 But the discussion we're having now is a good opportunity to  
build a

13:53:29 foundation.  
13:53:32 To know that we have that collaboration in place,  
13:53:35 that there is a system.  
13:53:37 That we are thinking about how best to support each other.  
13:53:44 So that whatever plans you're putting in place now,  
13:53:47 whatever you've already put in place.  
13:53:48 That that is something that can be sustained going forward.  
13:53:52 Of course things will change.  
13:53:54 And you'll always find better approaches.  
13:53:57 But what we're doing now is a great start.  
13:54:04 Does anyone want to take a turn at, in anything?  
13:54:14 Yeah.  
13:54:17 All right.  
13:54:30 Very few people are commenting.  
13:54:31 I just wanted to check in with you to see if there are any  
other  
13:54:34 issues or things that you would like to have discussion about  
related  
13:54:38 to mental health.  
13:54:39 As participants.  
13:54:40 These are new times that we're going through. This is new  
territory.  
13:54:42 In light of that, we're still collecting information from  
you.  
13:54:44 For example.  
13:54:45 I reached out to a few schools.  
13:54:53 That are in large cities,  
13:54:55 urban areas and the impact on their students and staff  
because of the  
13:54:58 fear around what's happening in the vicinity.  
13:55:06 Much more in a rural area, outside of a larger urban  
population.  
13:55:10 So my concerns are less around that.  
13:55:11 Of course I do have concerns for my students that live in  
various  
13:55:14 cities around the state. So.  
13:55:15 I'm wondering if any of you.  
13:55:16 Urban areas. For example, Atlantic that comes to mind.  
13:55:18 LA New York city. I know Lexington.  
13:55:21 We're in a hotspot.  
13:55:22 I'm wondering about any other areas, urban areas like that.  
13:55:25 If you're saying the large impacts.  
13:55:26 I'm just curious about that. And if any.  
13:55:31 Then, and if not, if no one else has anything to say,  
13:55:32 I'm okay with that too.  
13:55:44 Yeah. I'd like to add onto that.  
13:55:45 I also know that there are some differences,  
13:55:48 depending on where the schools are.  
13:55:49 Some of us have a smaller school campus or population and  
others.

13:55:53 And smaller schools tend to be a little bit more easy to do that kind  
13:55:55 of outreach and contact with staff as schools get bigger.  
13:55:58 It can be more challenging in terms of how you're approaching some of  
13:56:01 this.  
13:56:06 Does anyone else have other thoughts?  
13:56:08 Anything you want to share on anything we've talked about?  
13:56:09 Just a general opportunity for you to take the floor.  
13:56:16 All right, this is Jeff, you know, that's okay.  
13:56:20 I know we've all had.  
13:56:25 A lot on our minds and a lot to talk about with the CASB.  
13:56:32 I want to thank you, Jessica, for your wonderful presentation,  
13:56:34 your thoughts and your resources today.  
13:56:36 I know that the participants were very enthusiastic about hearing from  
13:56:38 you.  
13:56:39 This Thursday will be a bit of a different CA.  
13:56:43 We will have four.  
13:56:49 Moderators this Thursday, our topic is about recovery planning.  
13:56:54 What's happening this fall, what's happening this summer.  
13:56:56 What will this fall look like?  
13:57:01 Making those plans to return to the campus and starting school.  
13:57:04 So that's the topic we're looking forward to for Thursday.  
13:57:06 That actually will be our last.  
13:57:08 Of our web seminars. This Thursday is the last one.  
13:57:11 Until June.  
13:57:14 18, sorry, 28th. We will no 18th.  
13:57:19 June 18th, we will have a town hall in which,  
13:57:21 in which everyone is invited to.  
13:57:22 Check in exchange information.  
13:57:26 Talk about how you're doing after that on the 24th.  
13:57:30 The CSD board.  
13:57:31 We'll have a meeting.  
13:57:34 A private meeting to talk about developing some other sessions for  
13:57:37 the summer.  
13:57:40 We don't want them as often as we have been doing,  
13:57:42 because it is summer. It's a break. So.  
13:57:44 We are playing with the idea of money.  
13:57:46 Weekly sessions.  
13:57:47 So we hope to see you there.  
13:57:53 We hope to see you often. We hope that you are well and safe.  
13:57:55 Thank you so much to our wonderful interpreters. Everyone take care.