



CK Sub Hub

News for our substitute employees

Notes from the Substitute Office

Welcome to the first edition of *Sub Hub*! We are excited to roll out a quarterly newsletter just for our substitutes. Each issue will include information and resources tailored for you.

Your email address has also been added to our substitute communication list. In the event of an emergency or inclement weather, you will receive a district announcement via email regarding school delays and/or closures.

Featured Training Topic

Cultural Competency: *The Will and Skill to Create Authentic and Effective Relationships Across Differences*

What is cultural competence? According to the [National Education Association](#), "Cultural competence is having an awareness of one's own cultural identity and views about difference, and the ability to learn and build on the varying cultural and community norms of students and their families." Sign up below for a paid, two-hour training on Thursday, October 3, to develop the will and skill to create authentic and effective relationships across differences.



Online Resources

Coming soon! Check out the new [Substitute Hub](#) webpage for links to online training and resources in the following areas:

- ▶ Social Emotional Learning
- ▶ Cultural Competency
- ▶ Behavior Management
- ▶ Safety: You and Your Students
- ▶ Self-Care



Upcoming Trainings

In-person, optional, training opportunities:

October 3, 2019 (Paid)

2:30-4:30 p.m.

TLC Pine

- **Cultural Competency** with district trainers JD Sweet and Elizabeth Blandin.
- Clock hours are available.
- Space is limited to 40 people; [sign up now](#).



Announcements

Remember to update your availability on your Substitute Online calendar.

Questions? We're here to help! Please contact Jenica Schieb, substitute facilitator, at 360-662-1690.

- ▶ Practical Tips
- ▶ Technology

October 24, 2019

8:00 a.m.-12:00 p.m.

TLC Pine

- Behavior management
- Technology training
- Frontline (replaces Sub Online in January)
- Space is limited to 40 people; [sign up now](#).

Principal's Corner

A note from Jeanne Beckon, assistant superintendent of human resources and former CKSD principal

Thank you for being here for our students! Your service to them while their teacher is away makes a difference. We know that our students (and even adults) may not show you how much we appreciate you while you are with us. But WE DO!

Please let a principal know when your day has gone well so that we can congratulate our students for making you feel welcomed and productive. Also, let a principal know when you need support. That's why we're here! A few tips:

- Strive to know each student by name, strength, and need
- Share a little bit about yourself with them so that they get to know *you*
- Positively reinforce students over and over for the right things
- Redirect them privately
- Communicate clearly (clear is kind)
- Always treat students with dignity and respect (especially when you find it the most difficult)

"Two educators work in a school. One is on a "job." The other is on a "mission." Their results will be dramatically different." *Principal Baruti Kafele*

Thank you, again, and best wishes as you join our mission!