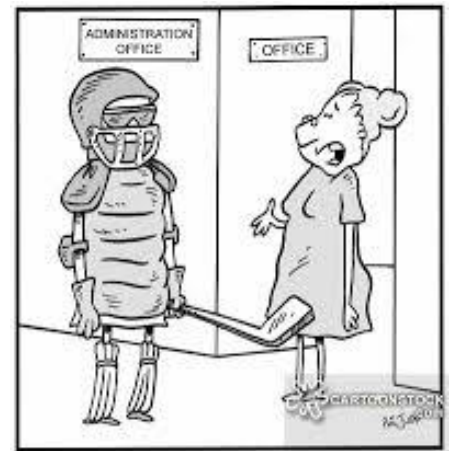




You know you're  
a substitute  
teacher when...  
You are happy that the  
phone rang at 6 a.m.

# Being a Professional at ALL Times

Substitute Teachers  
And the World Wide Web  
Roles, Responsibilities  
And  
Reminders



"I presume you're the substitute teacher?"

# Are you Social Networking?

## Others on staff Social Networking?

- Do you/they watch YouTube videos?
- Do you/they have a Facebook page?
- Do you/they have a Twitter Account?  
Do you/they have a Google+ page?
- Do you/they have a Flickr account?
- Do you/they Snapchat?
- Do you/they use any other  
form of social networking?





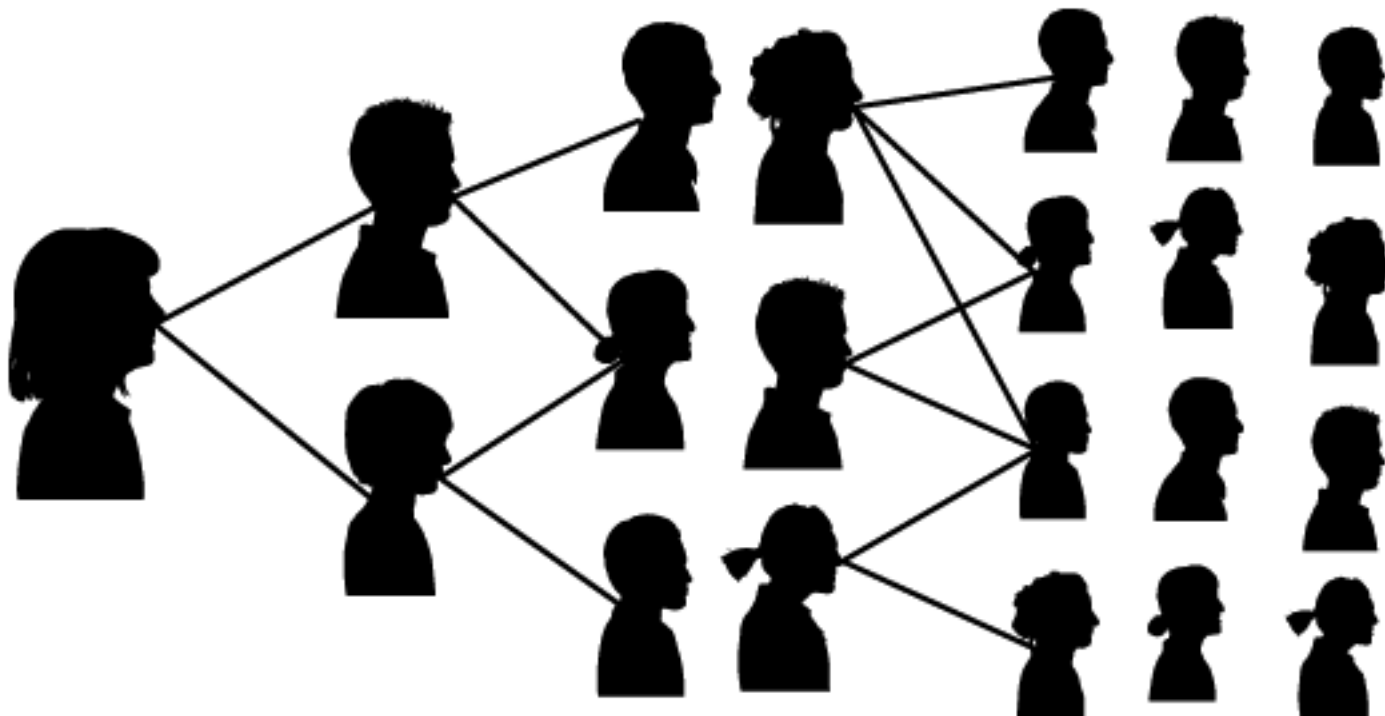
## **Why should you learn anything about Social Media when you don't want to use Social Networking?**

More than 95% of your students have a Facebook or other social media page. Therefore, education professionals must learn the basics of social media in order to keep up with the changing dynamics in how students relate to them as well as to each other.

# Understand the Basics



# How Postings Go Viral





Things To Keep  
in Mind

# Maintain Your **Privacy**

- ***Always*** set privacy controls and filters when you set up your profile.



- Check privacy settings monthly – Media Services will change them periodically.
- Avoid giving out personal information
  - Address
  - Phone Number

# Personal vs Professional



- *They will find out...Don't* write anything you don't want your mother, minister, co-worker or boss to read.
- *If you don't, who will...*Promote yourself or your personal causes w/in reason.
- *For every action, there is an equal and opposite reaction...*There is a protocol to follow for concerns related to work and it does NOT involve airing your frustrations in a public forum. ...one-on-one conference, formal complaint, grievance....etc. Don't post negative comments about students, parents, your work environment, the school, the school system, the other school employees,....etc.
- *The brick wall syndrome...*Don't get into arguments....you can't win through short messages.



# Posting Pictures

- DO NOT Use social media to post pictures of students. Before the school system can post anything, even a picture of a student, the parents must sign a release.





**Now the  
scary stuff...**

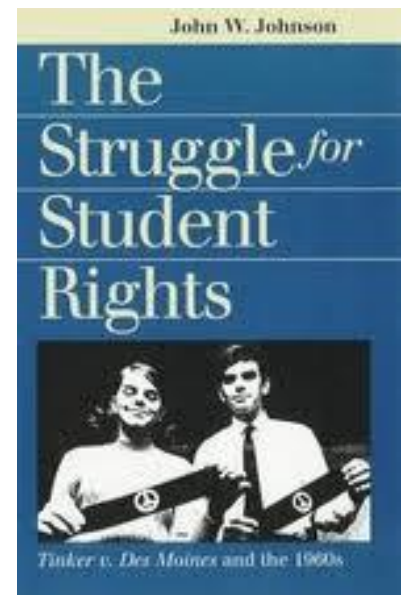
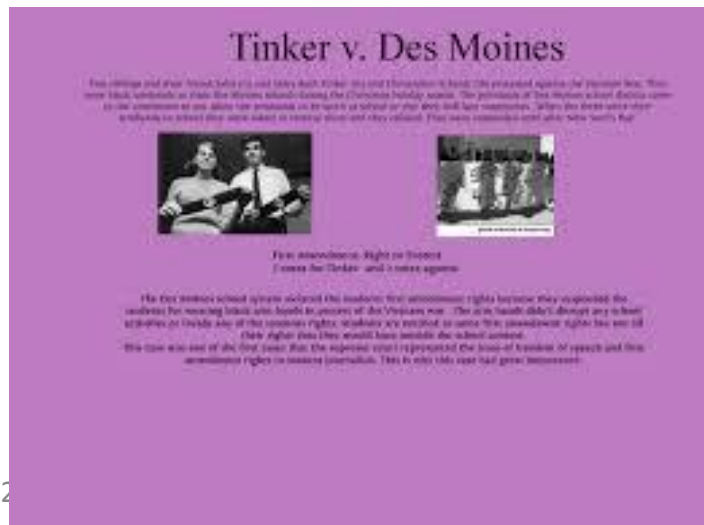
# Student/Parent posts & the First Amendment

- Congress shall make no law respecting an establishment of **religion**, or prohibiting the free exercise thereof; or abridging the freedom of **speech**, or of the **press**; or the right of the people peaceably to **assemble**, and to **petition** the Government for a redress of grievances.



# The *Tinker* Test

- “The prohibition of expression of one particular opinion, at least without evidence that it is necessary to avoid material and substantial interference with schoolwork or discipline, is not constitutionally permissible.”



# *Evans v. Bayer*

- "It was an opinion of a student about a teacher, that was published off-campus, did not cause any disruption on-campus, and was not lewd, vulgar, threatening, or advocating illegal or dangerous behavior."
- BTW, the school system got sued, even though this kid went to a **charter school** and the principal who suspended the kid did not answer to the superintendent.





Students are also using cell phones to show videos of school situations including fights or even you at work!



*13, 2014 YouTube search returned more than*

*7 pages for student fighting teacher....*



Teacher tries to fight student... **WOMES FIGHTING**  
by SkaterNotHater1 • 1 year ago • 76,697 views  
Teacher getting mad and almost tries to **fight**!



**Bradford Student SNAPS!! on RACIST teacher**  
by kingmack324 • 1 year ago • 22,018 views  
RACISM STILL SURVIVES... Bradford student SNAPS!!!! racist teacher call him and his friends the academic ghetto and when boy ...  
HD



**BEST April Fools Prank at School to my Class FIGHT: Student vs Teacher, ALL PLANNED**  
by Logan Spencer • 2 years ago • 319,412 views  
Pre-planned a fake fight with our substitute teacher, everything said was improv and the idea was planned. Our sub and I planned ...  
HD



**Palm Beach Lakes High School Teacher, Student Fight Caught On Camera**  
by ThePrincessHira • 1 year ago • 176,832 views  
The teacher was caught on camera fighting the student. #PalmBeachLakes



*Every student  
has a cell  
phone...*

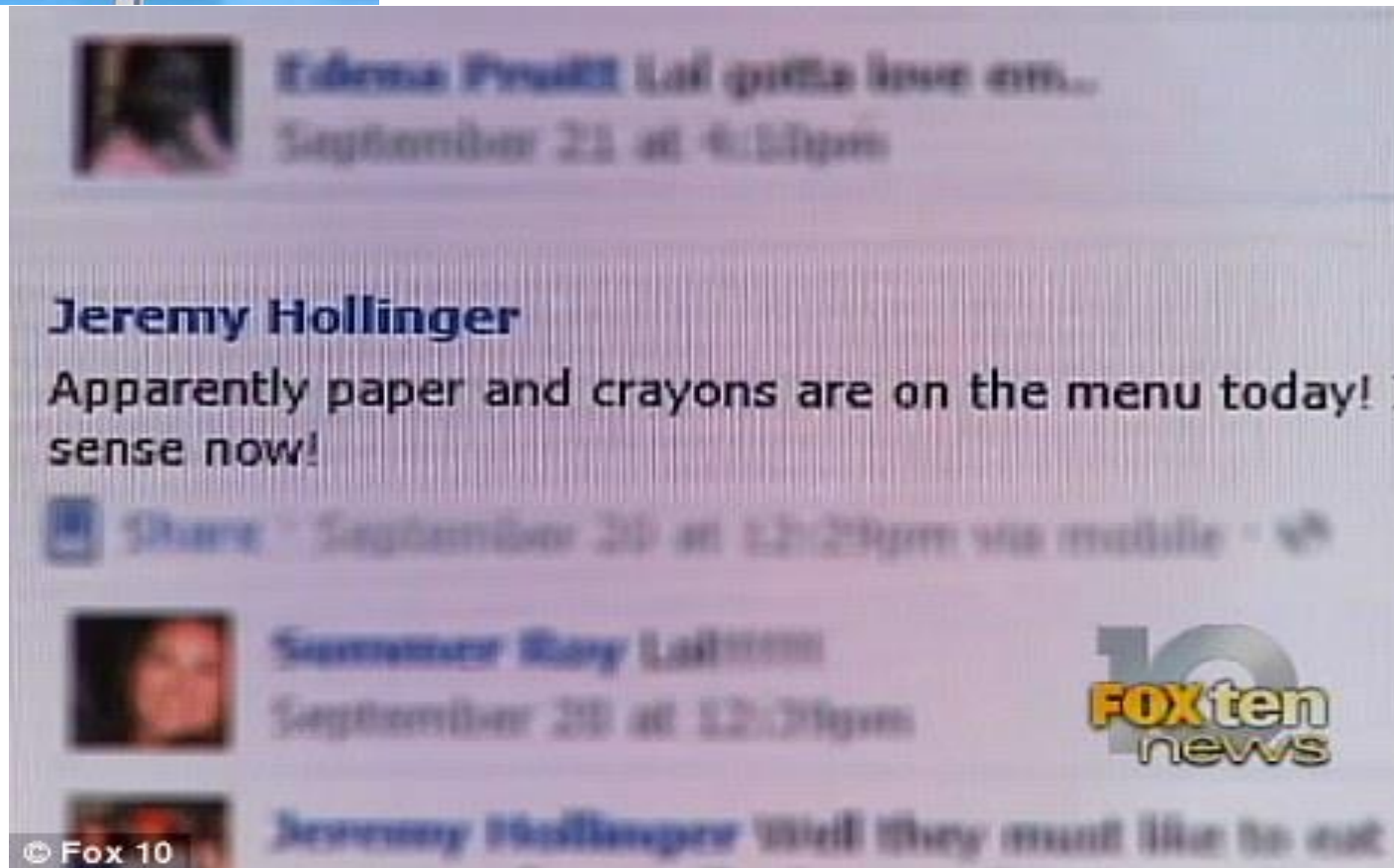
# Legal Issues Facing Educators Right Now From the Use of the Following:

- Facebook
  - Student facebook pages
  - **Moral turpitude**
- Snapchat
- Emails
- Texting/Sexting
- Twitter
- Cell phones





**Surely,  
People have common sense?  
You think?**



***A teacher posted this about her Ex. Ed. Student....***



Happened in California? New York maybe....  
No, try Blount County, Alabama

Some things should be obvious  
don'ts when it comes to using technology.



By Carol Robinson | [crobinson@al.com](mailto:crobinson@al.com)

[Email the author](#) | [Follow on Twitter](#)

on November 13, 2014 at 4:02 PM, updated November 13, 2014 at 6:33 PM



Alabama teacher [REDACTED] accused of  
sex acts, sexting with 3 high school students

is the latest in a **string of teachers charged in similar cases**. About one-



She also used Snapchat to set  
up the meeting and carried on  
conversations with the victim  
that were sexually explicit,



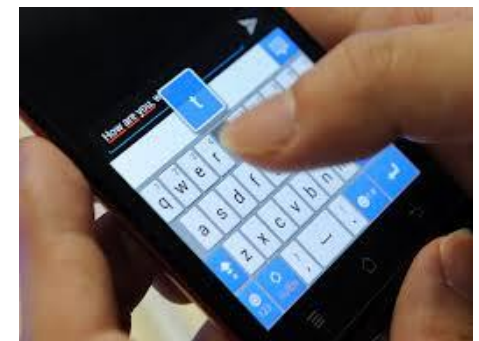
By Carol Robinson | [crobinson@al.com](mailto:crobinson@al.com)

[Email the author](#) | [Follow on Twitter](#)

on March 03, 2014 at 4:36 PM, updated June 09, 2014 at 5:37 PM



**Blount County teacher pleads guilty to sexting 15-  
year-old student**



# Another Example of what NOT to post on Social Media...

Believe it or not, that's what [REDACTED], a Mobile (Ala.) County Public School teacher who handles a second grade special education class at the Eichold-Mertz Elementary School did on his Facebook page.



Found on YouTube 11.20.2014




## Alabama Schools teaching Ni \_\_\_\_\_ Behavior



DaUntoldRNOD

 **Subscribe** 11

900 views

 Add to  Share  More

 2  3

**Published on Mar 1, 2013**

Crazy just speechless a few rants but please watch and share to make people aware of the ignorance being taught in all black schools in alabama

**You**  



# This comes under the category...

What were they  
thinking?



- These folks were enjoying their beverages in special attire and thought sharing the joyous occasion was the proper thing to do at school...
- But wait...there's more...



**Bumper sticker “You’re a retard, but I love you.”  
-Erin W., Special Education Dept.**



**Suzanne Hutton**

55 minutes ago near Torrance, CA 🌐

Well I have an annual IEP this morning with lawyers and crazy parents. The student is a hot mess but so sweet! So after work I'm hitting happy hour at least I have something to look forward too!!!! Deep breath.....I'm going in!

The meeting began at 9 a.m. By 9:15 a.m., parents of another child in the class had screen-grabbed the post and emailed it to Jacqueline Williams, the district's director of special education. By the time the meeting ended at 10:30 a.m., an attorney who represents the school district had seen the email and forwarded it to human resources, according to one of the parents who'd been monitoring the teacher's posts. The next morning, Hutton was removed from the classroom.



***Akron, Ohio middle school math teacher Melissa Cairns could see her career come to a grinding halt next Monday when the Akron Public Schools Board of Education meets to decide whether to fire her over a controversial photo posted to her Facebook.***



***The 33-year-old seventh and eighth grade teacher at Buchtel Community Learning Center was placed on paid leave Oct. 19 upon discovery of a Facebook photo depicting eight or nine of Cairns' 16 students with duct tape over their mouths and a caption reading, "Finally found a way to get them to be quiet!!!" Cairns has been teaching in the district since 2007, the Akron Beacon Journal reports.***

***Cairns told WEWS the post was meant to be a joke, but she regrets posting it to Facebook. One student was using the duct tape to fix a binder and jokingly placed a piece over her own mouth. The student's peers quickly joined in, and the class encouraged Cairns to take a photo. The image has since been removed from Facebook.***

# Personal Vacation photos...

"What happens in Vegas; well you know the rest..."



I am sure you see what I see...  
While on vacation, this **Principal** took time to assist a grad student working his way through college by...uh....

"Oh yeah"...

performing a chemistry experiment involving colloidal mixtures (made from Cocoa, sugar, corn syrup and water= chocolate syrup) and their specific density at body temperature....





# Student records Jefferson Davis H.S. teacher's rant

Posted: May 21, 2014 7:22 PM CDT

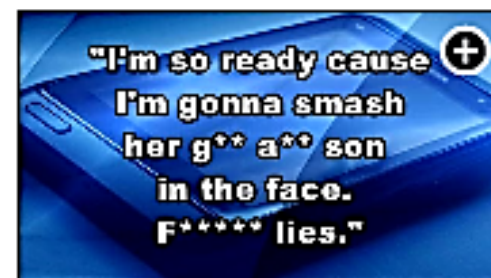
Updated: Aug 13, 2014 9:05 PM CDT

By Hannah Lane

CONNECT

MONTGOMERY, AL (WSFA) - The mother of a Montgomery high school student says she's angry and heartbroken about the way a teacher treated her son at school. She says her son's math teacher not only gave her son an unfair grade, but also publicly berated him in front of a classroom of other students.

12 News Defenders investigated the claims and went to school administrators for answers.



# Same Song—2<sup>nd</sup> Verse

**Do not** “friend” students on your personal social media sites, create a “professional” venue if you want to communicate with your students in this way.

**Do not** post on social media during the day from your cell phone – not even at lunch or on breaks.

**Do not** allow inappropriate content (pictures, postings, etc.) to be posted on your Facebook wall.

**Do not** post anything on social media you wouldn't want your mother to see. If you wouldn't want your mother to see it – then you don't want your boss to see it.

**Do not** neglect your privacy settings. Check every few weeks to make sure nothing has changed.



# Don'ts of Social Media

**Do not** post nasty, ugly, or unprofessional comments about the school, the system, any employees, students, etc. on social media. They will find out.

**Do not** forget that school systems and companies are now reviewing social networking sites as part of the hiring process.

**Do not** forget to log out...ever!

**Beware** of games and applications!





# You should know...

**Postings can be screen captured and saved as a pdf.**

Just because you aren't on Social Media, doesn't mean you aren't ON Social Media. Google your name once a month.

**You may not want to have a social media link/page, but you need to understand social media... it's the way students are now communicating.**

Problems will arise at school between students surrounding something someone put on Social Media... be prepared. Have a policy about cyber-bullying in the handbook.

**What happens on the web stays on the web.**  
**FOREVER**

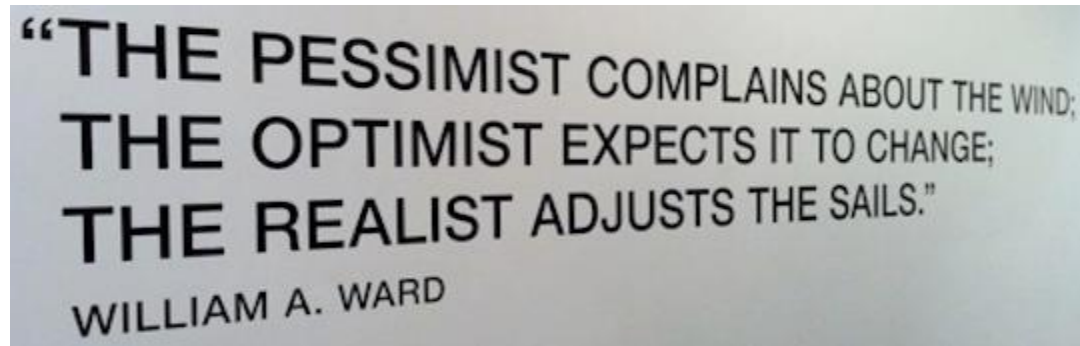


Just a Few **More** Things....



# Your duty to students...

- **Safety first...** it is your responsibility to provide a safe learning environment for student learning. Anticipate risks and then take precautions accordingly. Train students on proper use of equipment...practice safety routines/procedures; students should never be unattended



“THE PESSIMIST COMPLAINS ABOUT THE WIND;  
THE OPTIMIST EXPECTS IT TO CHANGE;  
THE REALIST ADJUSTS THE SAILS.”  
WILLIAM A. WARD

- **Be prepared....** Well organized and planned activities will prevent many discipline problems. Plan extra; students learn at different paces and “idle hands” result in discipline issues. Use praise/reward to reinforce desired behavior; Vary pace & technique and make your *physical presence* known....walk amongst the students—if you are stationery, be at the back of the students; can’t tell what area is specifically monitored; call on every student to ensure participation/attention. If possible, review the assignment at beginning and end of each class to reinforce retention.





# Be on time....



if you are late, someone else is having to do double duty to cover...or worse, students may be unattended and this results in liability issues.

**If you CANNOT  
be on Time,**



**Then  
Be EARLY**

COMPONENTS OF LEASING NEWS, INC.

# Set the Example...model behavior you expect from students.

- **It's all about respect....**Address students in a manner with which you expect to be addressed. Respect personal space and maintain those boundaries with your own personal affects (desk, purse, computer, etc.) Modulate tone and maintain control of a situation...Encourage student's to question re. assignment but not your authority as that day's instructor in the classroom.
- **You can be friendly, caring, helpful, compassionate...but YOU CANNOT BE a STUDENT'S FRIEND....**refer sensitive situations/student's to the appropriate administrator...this might also apply to parents. Friends expect you to "act" like their friend...they expect special treatment in certain circumstances.





# Role Models...



- Attire...Appearance matters

(if it looks like a duck; first impressions will be that it also quacks.)

- Dress professionally for your subject
- Do not wear revealing attire (crevices should be seen in rocks not on those who serve public education. It's called underwear for a reason...it should not be visible.)
- Jeans (casual) should be worn on Friday unless you have special permission
- T-shirts are not professional attire
- Old Navy flip-flops are not professional attire.
- Shorts should be limited to gym or Field Day

# Role Models...

- Do not curse in front of students
- Monitor students in and out of the classroom
- Prepare for emergencies...BoE protocol & drills; permission slips/documents, special conditions/medical restrictions; emergency kits/equipment/procedure; be familiar with classroom drills....(student altercations; medical emergencies; etc)
- **If you can't say something nice....**avoid being critical of students & all associated with your profession
- Follow directions
  - Read the daily/weekly messages
  - Follow the lesson plans; note any discrepancies...  
ex: Johnny B. need more time for the assignment
  - Attend school system trainings/meetings



# FERPA



- Provides privacy protection for students
- Applies to schools receiving federal funding
- Allows rights for students to view files and protects files from being viewed by a third party
- Use common sense with student information

# Common Sense Suggestions (FERPA style...)

- Do not disclose personal information about students
- Protect information in your possession (grades, records, logs). Be sure they're kept in a secure location.
- Protect employee information
- Do not disclose students' personal lives with others...community members (divorce, custody, etc.)



# A Few Reminders...

- Do not bring medications into your classroom or worksite. If necessary, store them securely in the nurse's office or locked location.

- School Time = School Business

Personal Time = Personal Business

Attend to personal matters on your time.

This includes personal cell phone calls.

Get permission or notify your supervisor/administrator if there is a situation in which the cell phone is needed during the work day.

- Remember that students now have cell phones- with video capabilities. You do not want to be a YouTube sensation.



*I LOVE asking  
kids what they  
want to be when  
they grow up...  
...Because I'm still  
looking for ideas.*



# Questions?



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