

FROM THE OFFICE OF SCHOOL COMMUNITY ENGAGEMENT UPPER MERION AREA SCHOOL DISTRICT NOVEMBER 2025



STUDENT ENGAGEMENT

●●●●●●●●●●●●●●●● "Warm Demander"

You are familiar with the term "tough love". But, have you heard of "warm demander"? It is an approach to setting high expectations and holding students to high standards. Warm demanding is not about being strict. It is a gentle balance of tough love/no nonsense and emotional support that shows respect and care. Students are challenged in ways necessary for growth. This equity centered approach to teaching builds trust, leads to higher achievement, reduces classroom disruptions, and encourages effort by building the student's confidence to meet demanding goals. As a warm demander, you are encouraging students to grow into the version of themselves that thrives in a disciplined, structured environment.

"In particular, when the teacher and student are from different racial or cultural backgrounds, the warm demander teacher understands the cultural nuances of teacher-student relationships and is able to adjust pedagogical and relational approaches to create an environment where students are comfortable and relaxed enough to learn at their very best."
-[Jessica Wei Huang](#) (Edutopia)

THINGS THAT MAKE YOU GO HMM



Are you a warm demander? Do you see being the warm demander as an effective approach for your classroom?

READ: [4 Practices As Warm Demander Educators](#)

READ: [The Teacher As Warm Demander](#)

WATCH: [What Is Warm Demander In Teaching?](#)

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NOVEMBER AWARENESS



11/14 [Ruby Bridges Walk To School Day](#)



11/13- 11/19 [Transgender Awareness Week](#)



[Native American Heritage Month Presentation](#)



STUDENT VOICE



A few Middle School students attended the 2nd Annual Fall Middle School Leadership Summit in Downingtown hosted by the Coalition for Educational Excellence. During the morning session, students attended a keynote speaker session on understanding conflict. Afternoon sessions consisted of team building activities and student led group discussions around dignity and leadership.

Here is what our students had to say about the experience:

"Even though we may not see ourselves as leaders yet, the conference motivated us to take on leadership roles in our school. The activities helped us to reflect on how seeing the best in people is a good quality to have as a leader."

This reflects a growth mindset and the power of "YET".