

“The important thing is not so much that every child should be taught, as that every child should be given the wish to learn.”
John Lubbock

F.O.N.T.

Focus on New Teachers

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MOTIVATION

INSIDE THIS ISSUE:

Motivation	Front
Did you Know?	Front
Flu Season...Watch Out	Front
FYI & Coming in June	Back
Posting on Social Media	Back

Our focus this month is on motivating students to think for themselves. We all have that student who seems completely unmotivated, a student that may be very bright, but just puts no effort into his or her work. You may think that there is no chance of improvement for this student, but it is important for you not to ever completely give up on a student.

Advise your students that success requires goal setting. Certainly, students need some intelligence, knowledge base, study skills, and time management skills, but, without motivation, you will not get very far. Having students realize where they are and where they can be if they put in extra study time is very important. They need to reflect upon the amount of effort they exercise and the results they achieve from that effort. Remind them that even the best athletes must practice their skills.

Also, try to keep your students interested in the lesson. Interest and the desire to learn are important motivators for students. When you combine these two factors, you can create success. Vary your activities and lessons, have them watch instructional videos on YouTube at home, take notes, and then discuss the material in class. Try something new-flip your classroom, rearrange the desks-shake things up! Your creativity is limitless.

DID YOU KNOW?

- The Farmingdale Community Summit Expo, Health Fair and Voter Registration will take place on Tuesday, March 26 from 6:00 pm until 8:30 pm.
- There will be food tasting, health and wellness information distribution, and an opportunity for community members to register to vote.
- The FFT will sponsor a table, so stop by and say hello!

It's Flu Season...Watch Out!

Are many of your students sick? It's flu season and you should be concerned, so here are some helpful ideas to control the spread of illness.

- Cough into your shoulder or the crook of your arm rather than your hand. The virus is less likely to come into contact with others.
- Wash your hands with soap and hot water. Wash them often. Use hand sanitizer.
- Practice good nutrition, get adequate sleep and drink plenty of water. The flu attacks unhealthy people first. Take your vitamins.
- Go home if you are ill and stay home. Do not come to work and infect others.
- Have tissues, antibacterial wipes and hand sanitizer in your room.
- Remember to share these tips with your students.



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Teaching is a work of heart.

We're on the web:
[http://
www.farmingdaleteachers.org](http://www.farmingdaleteachers.org)

FYI...

NYSUT will be sponsoring an Early Career Member Conference on Saturday, March 16 from 8:15 am until 3:50 pm. This conference is an opportunity for new or nearly new teachers with less than five years experience to learn about a variety of topics that apply uniquely to them. There will also be time for new members to voice their concerns about issues. There will be tables set up to display information about the variety of services that NYSUT provides. Breakfast and lunch will be served and there will be a cocktail reception to follow the conference at 3:50 pm. Please log on to the NYSUT website to register for this important event.

Coming in June...

Save the date! Monday, June 10 is the NYSUT Tenure workshop from 4:00 pm to 6:00 pm at the Nassau NYSUT Office in Woodbury. This workshop is designed to inform newly tenured or soon to be tenured teachers and teaching assistants about the rights conferred by tenure, as well as the limitations of tenure rights. Recent developments regarding the tenure process will be addressed, as well as disciplinary procedures against teachers when they are charged by their employer. How NYSUT offers assistance to employees facing disciplinary action will be discussed. Register for the conference at <http://www.event.com/d/lbqflf>. Registration deadline is Friday, June 7.

Posting on Social Media

A situation about posting on social media was heard at an arbitration conference in Los Angeles last year. The conference procedure was that a case is presented to a panel of arbitrators and they explained to the conference attendees how they would rule if the case were presented to them during arbitration. The situation was as follows:

An employee is a frequent social media user. She writes about her supervisor in derogatory terms, but does not identify her supervisor or employer by name. Her co-workers know who she is referring to. Her supervisor reported the posts to HR and HR ordered her to stop posting about her employment. She did not, so HR issued a written warning for insubordination. The union argues that the conduct is off-duty and off-premises.

Five arbitrators listened to the scenario and three out of the five said they would overturn the discipline. However, most stated that they did not have all the facts; they did not see the posts to determine just how derogatory they were, nor did they not see HR's written cessation order. Therefore, depending on the arbitrator hearing the case, a decision could go either way.

It is best to refrain from posting about the school district where you are employed, your director or principal, and colleagues. The comments can be seen as defamation and could lead to termination for an untenured teacher or disciplinary action for a teacher with tenure. Once a post is out there on social media, even if you delete is, it is never truly gone, especially if it has been shared by others. It is better to be safe than sorry!



Linda McCoskey

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