

# CES NEWSLETTER

## APRIL 2022



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## Feature Article

### How to Use ESSER Funds Efficiently and Effectively

Imagine it's 2024, COVID-19 is now (hopefully) a distant memory, and ESSER funds have been allocated. Is your school better off and better prepared?

New Mexico Public Education was given over \$100 million to offset costs of the pandemic, and schools are spending it diligently. Supplemental budgets have always been crucial for schools to operate, and they open the door to new options that may not be affordable in other cases. Twenty percent of ESSER funds must be used to address learning loss, but the remaining eighty percent can be applied to other reasonable and necessary purchases to help schools move past the pandemic. We need to both embrace the change that has been put upon us with COVID-19 and take advantage of this opportunity to invest in long-term solutions.

So, how can you know that your school is using this money to provide maximum benefit?

Three points to consider when budgeting your ESSER funds:

1. Issue procurement contracts that ensure the outcomes you're looking for.

With extra funds around, new vendors arise, and it can be difficult to know if they can be trusted. Enforcing performance measures, in addition to conducting comprehensive research, will keep vendors accountable. Their products and services should do what they promise, so these practices ensure more favorable outcomes.



2. Make sure your district's community sees the value and impact of your investment.

School staff, parents, and other members of your community are aware of the extra government funding, so don't leave them wondering where all that money went, or if it was wasted. District leaders should be transparent and vocal with their community and clear about the benefits and reasons for their investments.

3. Keep your students in mind when using ESSER money.

It's all about the students! Make sure your purchases have real benefits for your school and everyone in them. ESSER funds were allocated with students in mind, so purchases should be made for them.

When schools like Los Lunas High School, Turquoise Trail Charter School, and St. Mary's Catholic School purchased Breezy One, they found long-term benefits. Disinfecting robots like Breezy One fall under ESSER funds, and they assist in keeping students in class every day. These schools and others are using these robots for the health of their students and staff today, and for the prevention of illness outbreaks in the future.

The US government is encouraging schools to try updated solutions for unforeseen issues in the future. The many consequences that came with the pandemic show that old methods are no longer effective, and changes must be made. Use this money efficiently – don't let this opportunity pass you by!

By Christian Slough and Tyanne Hawthorne

Build With Robots, 505-264-3990, [www.buildwithrobots.com](http://www.buildwithrobots.com), CES #2022-04-C101-AL



# Special News Item

## Ukraine Crisis Increases Supply Chain Cyber Risk

The current geopolitical climate and escalating crisis in Ukraine is amplifying concerns about the increased cyber threat to global supply chains that are already strained by the COVID-19 pandemic. This is perhaps the first time in history that the threat of cyber warfare is potentially just as devastating as the physical battle taking place on the ground. Government officials are cautioning organizations to be prepared for an increase in cyber-attacks on businesses and critical infrastructure. Last year, cyber threats on global supply chains were in the spotlight following the unprecedented cyber-attacks on Colonial Pipeline, JBS and SolarWinds, attacks that had far-reaching consequences for downstream businesses, customers, and individual consumers.

### Background

In May 2021, Colonial Pipeline was the victim of a ransomware attack that forced the company to abruptly shut down the pipeline and suspend all operations for the first time in its history. This led to an immediate disruption in the nation's fuel supply along the Eastern Seaboard, causing shortages and spikes in the price of gas. Later that month, a ransomware attack targeted JBS, one of the largest meat producers in the world, and forced the company to temporarily shutter its U.S. facilities, which supply 23 percent of the nation's beef.

According to various sources, both attacks were perpetrated by cybercriminals (REvil and DarkSide) with ties to Russia, although White House officials stopped short of declaring these attacks to be state-sponsored. In the case of JBS, law enforcement was successful in shutting down the bad actors and recovering \$2.3 million of the \$4.3 million ransom paid by JBS.

In April 2021, the New York Department of Financial Services (NY DFS) issued a Report on the SolarWinds cyber-attack.<sup>1</sup> According to NY DFS, the SolarWinds attack was attributed to a sophisticated cyber espionage campaign by Russian Foreign Intelligence Services actors. SolarWinds saw signs of hackers about eight months earlier than the disclosed timeline, and nearly two years before anyone discovered the breach.

SolarWinds is a software company with more than 320,000 customers including government, financial services, and telecommunications companies. Hackers gained access to a SolarWinds software product, known as Orion, designed to monitor an organization's network. Hackers inserted malicious code into Orion that was then installed on the systems of SolarWinds's customers. This enabled the hackers to gain access to customers' internal networks and information stored on these systems. NY DFS characterized the SolarWinds incident as a "wake-up call" for all organizations - not just the financial services industry - that highlights the "existential threat" and "vulnerability of supply chain attacks."

### Response

On January 11, 2022, the U.S. Cybersecurity and Infrastructure Security Agency (CISA), Federal Bureau of Investigation (FBI) and National Security Agency (NSA) issued a joint Cybersecurity Advisory warning organizations of the increased risk presented by cyber threats.<sup>2</sup> In particular, the Advisory provides an overview of commonly observed tactics and techniques used by Russian state-sponsored cyber operations and guidance on how to mitigate cyber risk posed by these and other threats. According to the Advisory, Russian-backed advanced persistent threat (APT) actors have demonstrated increasingly sophisticated capabilities designed to compromise third-party infrastructure and third-party software, in addition to developing and deploying custom malware that can gain access to computing environments without detection for long periods of time.



## *The Ukraine Factor*

Since the escalation of the Ukraine conflict, Ukrainian officials have lauded the efforts of the "IT Army of Ukraine" comprising 400,000 volunteers that are targeting the Russian government, taking down its banking websites, attacking its military systems and providing intelligence. This is perhaps the first time in history that a government has publicly recognized and recruited a cyber-espionage "army" to assist its defensive military operations. Meanwhile, a gang of cybercriminals known as "Conti" have publicly supported Russia in the cyber warfare. In a recent report by the U.S. Department of Health & Human Services (HHS), the agency noted that Conti has historically targeted U.S. health care organizations with ransomware attacks that both encrypt systems and steal information.<sup>3</sup>

## *U.S. Legislative Effort Awaits House Approval*

In recognition of the growing risk of cyber-attacks on U.S. critical infrastructure, supply chains and businesses, the Senate recently passed a bill known as the Strengthening American Cybersecurity Act. The Act, which has yet to pass the House, includes provisions that would require critical infrastructure organizations<sup>4</sup> to report "substantial" cyber-attacks to CISA within 72 hours.

Moreover, organizations that make ransom payments to cybercriminals would be required to report this fact to CISA within as little as 24 hours. The Act is designed to encourage (and mandate) public-private sector communication and cooperation regarding cyber threats that could have devastating consequences for the country.

All of these recent developments highlight the need for all organizations across all industry sectors to recognize that cyber threats pose significant risks and costs including supply chain disruption, economic costs, reputational harm, and safety concerns. As noted by NY DFS in its SolarWinds Report, organizations should adopt a "Zero Trust" approach and prepare for breaches in the supply chain.

## *Prepare for the Worst*

All organizations should take steps to mitigate cyber risk in part by focusing on critical vendors and third-party service providers. In fact, a number of existing and soon-to-be enacted cybersecurity laws and regulations legally require organizations to assess, manage and mitigate third-party cyber risk.

For instance, NY DFS Cybersecurity Regulations, 23 NYCRR 500,<sup>11</sup> require licensed organizations to implement written policies and procedures designed to ensure the security of Information Systems and Nonpublic Information that are accessible to or held by third-party service providers. The organizations' policies and procedures should address:

- The identification and risk assessment of third-party service providers
- The minimum cybersecurity practices that these providers must satisfy
- Due diligence processes used by an organization to evaluate the adequacy of a provider's cybersecurity practices
- Periodic assessments of providers based on the risk they present to the organization.

In the event of a cyber-attack, the January 11, 2022, joint Cybersecurity Advisory by CISA, FBI and NSA recommends that organizations take the following steps:

- Containment. Immediately isolate affected systems.
- Secure backups. Ensure your backup data is offline and secure. If possible, scan your backup data with an antivirus program to ensure it is free of malware.
- Conduct an investigation. Collect and review relevant logs, data, and artifacts to analyze the nature and scope of the threat actor activity within the environment.
- Remediation. Consider soliciting support from a specialized cybersecurity firm to ensure that any bad actor is eradicated from the network, and avoid residual issues that could result in follow-on exploit attempts.



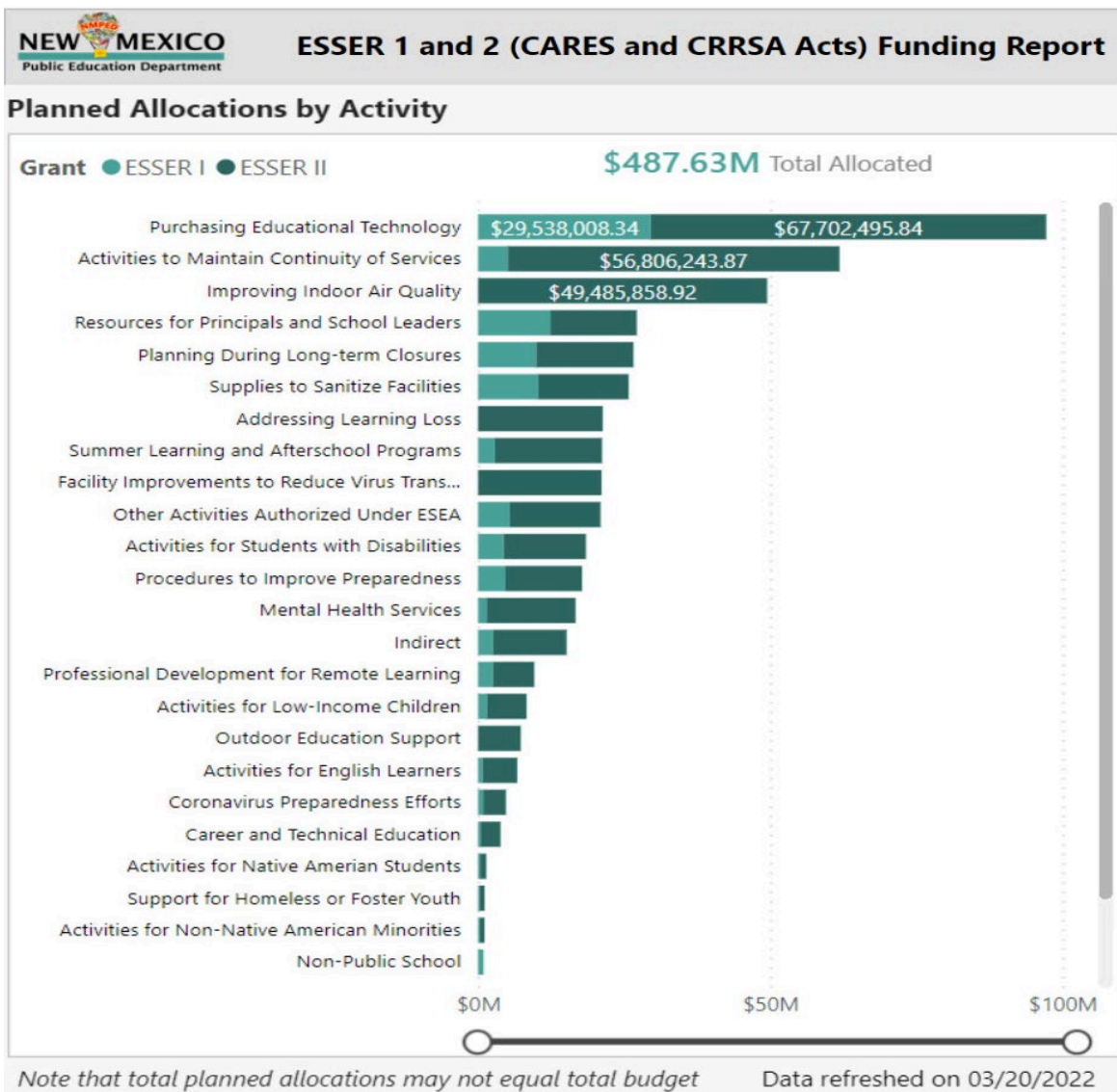
· Report incidents to applicable regulators and law enforcement.

Footnotes

1. See NY DFS Report on the SolarWinds Cyber Espionage Attack and Institutions' Response (April 2021) found here.
2. See Alert (AA22-011A), "Understanding and Mitigating Russian State-Sponsored Cyber Threats to U.S. Critical Infrastructure found here.
3. See HHS Report 202203011700, "The Russia-Ukraine Cyber Conflict and Potential Threats to the U.S. Health Sector" (March 1, 2022) found here.
- 4 Critical infrastructure industries include chemicals, communications, critical manufacturing, dams, defense industrial bases, emergency services, energy, financial services, food and agriculture, government, health care, information technology, nuclear reactors, and transportation, among others.

by Anjali Das

[https://www.mondaq.com/unitedstates/security/1172030/ukraine-crisis-increases-supply-chain-cyber-risk?email\\_access=on](https://www.mondaq.com/unitedstates/security/1172030/ukraine-crisis-increases-supply-chain-cyber-risk?email_access=on)



You can view this and other ESSR I & II data at: <https://bit.ly/3No4FyF>



## Tip of the Month

For this month's Tip, we are borrowing ideas from [www.moneycrashers.com](http://www.moneycrashers.com) for a "restorative" post.

Spring is the perfect time of year for outdoor activities. Not too cold, not too hot, and in many cases not yet crowded with summer travelers. Whether you're looking for something to do solo, with your significant other, or with friends or family, there's something for everyone.

New Mexico lends itself to nearly all these activities:

Spring Camping	Fishing	Hiking
Biking	National or State Parks	Zoos
Court Sports	Race or Sporting Event Training	Kayaking or Canoeing
Beach Trips	Picnics	Gardening
Backyard Barbecues	Home Improvement Projects	Volunteering

Every spring, most of us can't wait to get outside for fresh air. But after an exceptionally restrained winter during the pandemic, getting outdoors feels even more urgent.

You don't have to spend a fortune to do it, either. Many spring outdoor activities are free or low-cost. Get outside, see friends and family members in a way that feels safe to you, and have fun.

## Procurement News

### 1) Contract Expirations:

AEPA 18-015: CDWG (see new contract below)  
MNJ Technologies (not awarded by AEPA)  
FSG (see new contract below) Bio Fit (not renewed by AEPA)  
National Business Furniture (see new contract below)  
School Specialty (see new contract below)  
Sisco America (not renewed by AEPA)

### 2) Contract Renewals: None

### 3) Acquisitions:

Dude Solutions rebranding as Brightly Software

### 4) Terminations: None



## 5) New Contract Awards:

AEPA's practice is to renew yearly (our contracts have one 4-year term)

2022-01-AEPA IFB 022-A Furniture	AmTab Manufacturing Demco Inc Lakeshore Equipment MeTEOR Education National Business Furniture School Specialty	2022-01-AA01-ALL 2022-01-AA02-ALL 2022-01-AA03-ALL 2022-01-AA04-ALL 2022-01-AA05-ALL 2022-01-AA06-ALL
2022-01-AEPA IFB 022-B Health & Wellness	Medicalshop Inc School Health Corp TinyEye Therapy Services	2022-01-AB01-ALL 2022-01-AB02-ALL 2022-01-AB03-ALL
2022-01-AEPA IFB 022-E LED Lighting	FSG Lighting	2022-01-AE01-ALL
2022-01-AEPA IFB 022-E Event Seating & Staging Solutions	Trex Commercial Products, Inc. dba Staging Concepts	2022-01-AF01-ALL
2022-01-AEPA IFB 022-G Technology Catalog	CDW-G	2022-01-AG01-ALL

## 6) Current & Upcoming Solicitations

RFP #	RFP Description	Release	Due	Awards
2022-05 New Category	<i>Apple Branded Devices and Related Products and Services</i>	01/24/22	02/25/22	03/18/22 ✓
2022-06 New Category	<i>Vehicle Electric Charging Stations Equipment, Installation, and Parts</i>	01/24/22	03/11/22	04/07/22
2022-07 New Category	Automotive Parts, Lubricants, Supplies, Equipment and Related	01/24/22	02/21/22	<i>No Proposals Received!</i>
2022-14 New Category	<i>IT and Business Program and Project Management, Process Development, and related Professional Consulting Services</i>	03/1r/22	04/08/22	04/22/22
2022-09	<i>Fuel – Gasoline, E85, Diesel, Biodiesel, and Related</i>	04/02/22	04/29/22	05/18/22
2022-10	<i>2022-10 Heavy Equipment, Parts, Accessories, Leasing and Related</i>	04/02/22	04/29/22	05/18/22
2022-11	<i>Material Handling Equipment, Parts, Accessories, Leasing and Related</i>	04/02/22	04/29/22	05/18/22



## Calendar of Events

- 4/1 April Fools' Day
- 4/6 CES Executive Committee Meeting
- 4/6-8 NMASBO Spring Budget Workshop
- 4/7-9 NMABE Conference
- 4/12 National Library Workers' Day
- 4/12 TAP: Section 504
- 4/13 TAP: Transition Planning and Program Development
- 4/15 Good Friday
- 4/17 Easter
- 4/18 Federal Tax Filing Deadline
- 4/19 TAP: Teaching Calm All Day Long with Self-Regulation, Social & Prosocial Strategies Part II
- 4/20 TAP: From School-Wide to the Individual Student: Implementing Positive Behavior Interventions & Supports in Any Setting
- 4/21 TAP: Educators Resources for Individuals with Autism Spectrum Disorders & Other Disabilities: Challenging Behaviors Toolkit – Back by Popular Demand!
- 4/26 TAP: Wrapping Up the School Year: Considerations for Retention, Extended School Year (ESY) and / or Recovery Services
- 4/26 NMML Grant Writing Webinar
- 4/27 Administrative Professionals Day
- 4/27 TAP: The Importance of Teaching Orthography and Vocabulary Strategies to Your Students
- 4/28 TAP: The IEP from A-Z: A Deeper Dive

<b>APRIL 2022</b>						
<b>SUN</b>	<b>MON</b>	<b>TUE</b>	<b>WED</b>	<b>THU</b>	<b>FRI</b>	<b>SAT</b>
					<b>1</b>	<b>2</b>
<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>
<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>
<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>





## The Order Corner

Do you find it confusing as to which PO is made out to whom? How is each type of PO submitted? Etc.? Here's the quick breakdown:

- Direct Purchase orders (company has 'Submit PO Via Direct Purchase' button when you are logged into the Bluebook): Make the PO to the Vendor and submit PO & quote via the button.
- Traditional orders (for any company whose services include construction; their Bluebook information lacks the submission button): Make the PO to CES and email PO & quote to [po@ces.org](mailto:po@ces.org).
- Vendor Website orders: 1) Make sure vendor knows you expect CES contract pricing before you order. 2) Log into vendor's website and place your order. 3) PO is made out to Vendor, but there is no requirement to upload/send anything to CES. These are the relevant vendors:
  - o CDWG LLC
  - o Labatt Food Service
  - o Lakeshore Learning Materials
  - o Quill Corporation
  - o School Outfitters
  - o School Specialty
  - o Sewco, Inc. dba Officewise Furniture & Supply
  - o Staples Business Advantage
- Contact the Vendor orders: These vendors offer personnel benefits. In order to place an order with them, call them and ask how to proceed. These are the relevant vendors:
  - o Aflac Group
  - o Competitive Benefits Administrators
  - o First Financial Group of America
  - o LegalEASE
  - o Trusted Capital Group



## New Staff



I am Nancy Roy, a new Purchasing Specialist here at CES. I grew up in Ohio, moved to New Mexico in 2005. All my background is in the medical field. I was an EMT in Ohio for 12 years. I worked for New Mexico Heart Institute for over 15 years. I did the purchasing for multiple buildings, the old fashion way (paperwork). I also did purchasing for Lovelace Medical Center. I am glad to be here at CES.



Hi, I am Gino Evans. I have just begun as a Purchasing Specialist with CES. I was born and raised in Albuquerque. Formerly, I worked as an EMT for the PresNow Emergency Rooms, as well as Supply Chain and Logistics for Presbyterian Medical Services. I love being outdoors and active. This coming July, my wife Alex and I will celebrate our first wedding anniversary. I look forward to serving your organizations.

## Compliance Corner

April 2022

Cindy Soo Hoo, TAP Consultant

**What's Your Excuse? Are You Following IDEA Regulations When a Required Member is Not Able to Attend an IEP, in Whole or in Part?**

In the previous edition, we discussed the regulations regarding the required members of an IEP Team. Let's review who those required members are:

- 1) Not less than one regular education teacher of the child (if the child is, or may be, participating in the regular education environment);
- 2) Not less than one special education teacher of the child or, where appropriate, one special education provider of the child;
- 3) A representative of the public agency who:
  - a) is qualified to provide or supervise the provision of specially-designed instruction to meet the unique needs of children with disabilities;
  - b) is knowledgeable about the general education curriculum; and
  - c) is knowledgeable about the availability of resources of the public agency; and



4) An individual who can interpret the instructional implications of evaluations results.

The person referenced above who is able to interpret the instructional implications of the evaluation results could be any one of the preceding required members or any other person who may be invited to the meeting by the parent or the public agency. This might include an evaluator who conducted the educational evaluation or some other person with knowledge about the child or the evaluation of the child.

*34 CFR §300.321(a)*

However, we acknowledged there may be times when a required member cannot attend an IEP, in part or in its entirety. It is important to note this should be the exception and not the rule. The purpose of the required members being present is to provide the opportunity for the IEP Team to hold a comprehensive and pertinent dialogue about the unique needs of the student and develop an IEP that meets those unique needs. Should a required member not be able to attend the IEP in part or in its entirety, the following must occur depending on whether that member's area is intended to be discussed:

If a required member's area is not intended to be discussed, the parent of the child and the public agency would agree, in writing, that the attendance of the member is not necessary.

An example of this scenario might be: The occupational therapist is seeking to revisit the occupational therapy goals for the student, but the regular education teacher is unable to attend. In this case, the regular education curriculum or the progress of the student in the regular education setting are likely not going to be discussed. What is likely to be discussed are the goals for which the occupational therapist is responsible. In this situation, parent and district agreement would suffice. It is recommended to document this agreement on the signature page of the IEP as well as in the Prior Written Notice.

However, in cases where the member's area will be discussed, the parent and the public agency must consent in writing to the excusal AND the member submits in writing, to the parent and the IEP Team, input into the development of the IEP prior to the meeting.

An example of this scenario might be: It is an annual review IEP in which the Least Restrictive Environment (LRE) would be a required component of the IEP to address. In this situation, the regular education teacher cannot attend the IEP in part or in its entirety. As a result, the parent and the public agency would need to provide consent indicating the IEP meeting may continue without the regular education teacher in attendance. This would likely be a form to be signed and kept with the student's educational records. In addition, the member who is unable to attend must provide, prior to the IEP meeting, their input to the parent and other members of the IEP Team. Again, in addition to a signed form, I would indicate the regular education teacher's non-attendance on the signature page of the IEP as well as in the Prior Written Notice.

Should a parent refuse to excuse a required member, the IEP must be rescheduled at a time in which the required member can be in attendance. At any time and in either scenario, the IEP Team finds it unexpectedly necessary to discuss that's teacher's area of curriculum or the parent revokes consent for the excusal, the IEP must be suspended and reconvened with the required member in attendance. Barring any emergencies, school personnel should provide parents with as much notice as possible to request that a required IEP Team member be excused.



Should your district not have an excusal form in place, I would recommend a document be created and vetted to ensure it meets with the regulations under the IDEA. In addition, while IDEA does not include other personnel such as related service staff as required members of an IEP Team, it would be important to check with your school district to determine if additional requirements have been put in place.

*34 CFR §300.321(e)*

Stay tuned for the next Compliance Corner which will be a Question and Answer session. Feel free to submit questions to either Loretta Garcia, TAP Coordinator, at [lgarcia@ces.org](mailto:lgarcia@ces.org) or Lianne Pierce, Director of Ancillary Services, at [lianne@ces.org](mailto:lianne@ces.org) respectively.

We hope you'll join us on April 28, 2022, for "IEP From A-Z: A Deeper Dive" when we will dig deeper into some of the required components of an IEP. Leigh Adams-Emanuel, TAP Consultant, and I will provide participants with opportunities to further their knowledge through hands-on activities of IEP components such as the Present Levels of Academic Achievement and Functional Performance (PLAAFP), Goals, Least Restrictive Environment (LRE) and Prior Written Notice (PWN). This presentation, provided virtually only, will be available both in a morning or afternoon session. Participants will only need to attend once, either 8:30-11:30 or 12:30-3:30. Look for the flier on the CES website. We hope to see you there!

## Job Opportunities at CES

### Ancillary Opportunities at CES

Adaptive Physical Educator – Region 2  
Adaptive Physical Educator/ RT – none currently  
Audiologist – Region 2  
Certified Occupational Therapist Assistant – Region 4  
Certified Orientation Mobility Specialist – Regions 2, 4  
Certified Orientation Mobility Specialist/tyi – Regions 1, 2  
Educational Diagnostician – Regions 4, 6, 8  
Occupational Therapist – Regions 2, 4, 8  
Physical Therapist – Regions 2, 3, 4  
Physical Therapist w/Doctorate – none currently  
Psychiatrist – none currently  
Psychologist – Regions 2,3  
Recreational Therapist – Region 4  
Registered Nurse – Regions 1, 2, 4, 8  
Rehabilitation Counselor – none currently  
School Psychologist – Regions 1, 2, 3, 4, 6, 7  
Social Worker – Regions 2, 4  
Speech/Language Pathologist – Regions 1, 2, 4, 7, 8  
Teacher for the Visually-Impaired – Region 4

### Other Opportunities at CES

Professional Services Staff positions (e.g.s., consultants, interims)



## Bulletin Board



### Spring Budget Workshop

#### 2022 Spring Budget Workshop

When: April 6 - 8, 2022

Where: Hotel Albuquerque at Old Town  
800 Rio Grande Blvd NW, Albuquerque, NM 87104



## STEM SCHOLARSHIP AVAILABLE

- The New Mexico Out-of-School Time Network (NMOST) is offering the Advancing Young Women in STEM Scholarship
- Available to young women (25 or younger) interested in pursuing a STEM education and/or career
- Requirements: Must be high school junior or senior applying for a program in a STEM discipline, must be a New Mexico resident, and must have a minimum GPA of 2.5
- Deadline: May 28, 2022
- Apply at <https://tinyurl.com/2w4zu25n>



# MARCH LEAP TEACHER OF THE MONTH LEAP PILLAR - ENGAGEMENT

"BECOMING A TEACHER WAS SOMETHING I WANTED TO DO WHEN I WAS A CHILD. BEING YOUNG, YOU DON'T REALIZE WHAT'S IMPORTANT LIKE YOU DO WHEN YOU GET OLDER."

LIFE EXPERIENCE TAUGHT APRIL-HOPE THAT SHE NEEDS TO BE DOING SOMETHING THAT SHE WILL BE PASSIONATE ABOUT. HER HEART TOLD HER SHE NEEDED TO DO SOMETHING THAT WOULD MAKE A DIFFERENCE.

APRIL-HOPE CHOSE ALAMEDA BECAUSE SHE FELT "THOSE KIDS WOULD NEED ME MORE". HER DAD WENT TO SCHOOL AT ALAMEDA, AND SHE KNEW WHAT SHE WOULD BE GETTING INTO. ALAMEDA WAS MY ONLY CHOICE, AND THEY FELT THE SAME BECAUSE SHE WAS HIRED ON AS A 2ND GRADE TEACHER.

I WALKED INTO TEACHING WITH THE GOAL OF ADVOCATING AND HELPING THE KIDS THAT NEEDED THE MOST HELP. LITTLE DID I KNOW THAT THOSE LITTLE 2ND GRADERS HELPED ME INSTEAD. HER CLASS BECAME THE KINDNESS AND "HUG" CLASS. THEY NEEDED ME RIGHT BACK. IN DECEMBER 2021 APRIL-HOPE WAS FEATURED IN THE JANUARY EDITION OF "ENGAGING IN TEACHING AND LEARNING NEWSLETTER" WHERE SHE SHARED HER REFLECTION ON THE POSITIVE EXPERIENCE, SHE HAD WITH HEGGERTY PHONEMIC AWARENESS PD AND IMPLEMENTATION OF THE CURRICULUM IN HER CLASSROOM. INSTEAD OF JUST WRITING WHAT SHE THOUGHT, IN TRUE MS. JOHNSON FASHION, SHE ASKED HER STUDENTS WHAT THEY THOUGHT. HER STUDENTS MADE COMMENTS SUCH AS "IT'S A FASTER WAY TO LEARN", "WE LOVE IT", "IT'S FUN TO DO", AND "I LIKE THE RHYMING, ITS FAST AND FUNNY". SHE WANTS TO HEAR WHAT HER STUDENTS HAVE TO SAY. I WANT TO KNOW WHAT THEY LIKE AND WHAT THEY DON'T LIKE. IF THEY AREN'T ENJOYING IT, THEY AREN'T GOING TO WANT TO PARTICIPATE AND IF THEY DO NOT PARTICIPATE, THEY ARE NOT GOING TO LEARN. LISTENING, LOVING AND SUPPORTING HER STUDENTS IS WHAT REALLY MAKES A DIFFERENCE. EVEN ON THE ROUGH DAYS SHE SAYS, "I LOVE MY STUDENTS EVERY DAY, BUT ON ROUGH DAYS, I HUG THEM TIGHTER AND LOVE THEM MORE, BECAUSE THEY MAY GIVE UP ON THEMSELVES, BUT I LET THEM KNOW DAILY THAT I WILL NEVER GIVE UP ON THEM BECAUSE ON THEIR WORST DAYS, I LOVE THEM MORE."



*April-Hope Johnson*



It's spring fever. That is what the name of it is. And when you've got it, you want to — oh, you don't quite know what it is you do want, but it just fairly makes your heart ache, you want it so!

- Mark Twain



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