

# THE GOLDEN NEWSLETTER

"YES, WE FOLLOW THE GOLDEN RULE"

News From the YES, Inc. Community

## YES, INC.

YES! WE FOLLOW THE GOLDEN RULE.

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3 Simple Leadership Tips from Business Made Simple

#### 3 Simple Things.

Here are 3 simple things leaders can do to keep their team focused on work that actually grows the business.

- 1 **Connect each person's work to the goals of the business.** Clearly explain to each team member how the work they do every day moves the business forward.
- 2 **Be clear on priorities.** Make sure each team member has a high value "top 5" priority list they focus on without fail.
- 3 **Commit to scheduled check-ins.** Implement a regular system of short meetings daily, weekly and quarterly to ensure everyone stays on track.

### Our Educators Teach Here District List

- Brooks Academy
- Charles CO. Public Schools
- Dothan City Schools
- George Gervin Academy
- Hallsville ISD
- IDEA San Antonio
- Jubilee ISD
- KIPP San Antonio
- Longview ISD
- Montgomery CO. ISD
- Por Vida Academy
- Positive Solutions
- Relay Graduate School
- Responsive ED
- Southwest Prep
- Texas Serenity Academy

## Celebrating Nelson Watson III



Nelson Watson, III

YES, Inc. regretfully announces that Mr. Nelson Watson, III has departed his post as a Human Capital Management Systems Specialist as of Friday, October 15, 2021. Nelson has been dedicated to helping educators become more effective for 2 years and 7 months.

Nelson will be joining Credit Human Credit Union supervising several teams consisting of 9 employees each. Everyone at YES, Inc. extends our best wishes to your future endeavors as he embarks on a new career. Mr. Watson has impacted many lives in his tenure here at YES, Inc. and he will be missed.

-I wasn't born to "just teach." I was born to inspire others, to change people, and to never give up; even when faced with challenges that seem impossible. -Unknown

I just wanted to thank all the awesome educators that I have met over the past two and a half years. It has been an honor to learn more in-depth about the struggles and triumphs of the educational system. I already had respect for educators but going behind the curtain with our partner districts and teacher participants gained me invaluable professional lessons. Did you notice I use the word "educator" instead of "teacher" because anybody can teach a person how to do a task? We teach ourselves new things all the time. However, an educator is one who educates not merely teaches, gives sure his students intellectual, moral, and social instructions. You are in one of the only professions that affect almost every American in some form or other. It is a huge responsibility, but you are up for the challenge. Some of you were gracious enough to allow me to facilitate sessions to share the knowledge that I have learned through my prior experiences. I can honestly say this experience with YES, Inc. and our educators assisted me in the opportunity. Now, I am assisting individuals to be more effective with the stewardship of their finances at a Credit Union headquartered in San Antonio. Please continue to be the light of the world that can not be extinguished, no matter what.

Do not give up! Do not give out! Do not give in!

Eternally grateful  
Nelson Watson III

## Making A Global Impact!

Job Updates-where are they now:

**Keshawn Thomas- Is now an Advisor for Freshman Services at Spartanburg Methodist College in S. Carolina!**

**Andrew Coldrick- Is working in Spain! He is teaching English and Cultural Literacy skills! Andrew has been placed in the city of Almeria, in the south of Spain, as an English language instructor/classroom assistant at a local school in the area!**

**Calvin Johnson- Is working in Africa!**

**Terryll Stewart- Is now teaching 5th grade Math at IDEA Monterey Park**

## How to Recognize and Overcome Teacher Bias

Educators who practice unconscious discrimination, or teacher bias, can hurt their students' chances of learning effectively.

Have you ever caught yourself cringing at how many boys are in your class when you receive your class list? Maybe you've secretly cheered when a certain student shares he'll be missing school for a vacation. Even teachers are human, so it's normal to feel this way from time to time, but it's essential to schedule time for personal reflection and evaluate whether you ever practice teacher bias.

A recent study by researchers at the Yale University Child Study Center discovered that preschool teachers have implicit biases based on the child's gender and race. According to the Washington Post, 130 teachers were asked to watch video clips of children in classrooms and look for signs of "challenging behavior." The study found that the teachers spent the most time watching black boys.

The first step to preventing teacher bias in your classroom is to recognize occasions where it may arise.

### Have you ever done one of these?

1. Assumed a student was "not getting it" because they were very introverted?
2. Punished a boy for something you would have let slide if it was a girl (or vice versa)?
3. Given a student a lower grade because of their behavior in the classroom?
4. Assumed a child was "bad" because another teacher said so?
5. Given up on a student who has a learning disability?
6. Believed boys are better at math and science than girls?
7. Only given examples that certain students can relate to?

### Follow these steps to help overcome it.

1. Be Honest with Yourself

Every teacher tries their best to be objective with their students, but everyone has biases.

2. Create a Classroom that Promotes Diversity

Are there boys and girls of all races represented in the artwork in your classroom? Do the stories and lessons you teach reflect different cultures? Make sure your students' learning space is a place where they feel comfortable, represented, and welcomed.

3. Encourage Students to Speak Out Against Bias and Injustice

Create an environment where everyone is responsible for respecting others and promoting respect. It sounds easier than it is, but every day is a new chance to keep trying.

## BUDGETING TIP FROM DAVE RAMSEY!

**Budget to zero before the month begins.**

**This means before the month even starts, you're making a plan and giving every dollar a name. It's called a zero-based budget. Now that doesn't mean you have zero dollars in your bank account. It just means your income minus all your expenses equals zero.**

VISIT OUR YES, INC. INC. BLOG PAGE TO READ AND SHARE IDEAS, TRENDS, AND INFORMATION TO HELP YOU BE EFFECTIVE!

[HTTPS://WWW.YESEEP.ORG/BLOG](https://www.yeseep.org/blog)

## Do You Still NEED A TEACHING POSTION?

## THREE DAYS OF GIVING BACK

### IDEA PUBLIC SCHOOLS IS HIRING!

## WE ARE HIRING!

We are looking for incredible Special Education & Special Education Inclusion (RISE) teachers in the San Antonio Region!

Apply today! 1st round of interviews will be virtual.



Candidates must complete an application online prior to interview.



## APPLY TO IDEA & CHANGE LIVES



- |   |  |
|---|--|
| <b>We:</b>  | <b>You:</b>  |
| <ul style="list-style-type: none"><li>• Give you competitive compensation</li><li>• Give you mentorship from award-winning leaders</li><li>• Give you</li><li>• Give you full medical health benefits</li></ul> | <ul style="list-style-type: none"><li>• Change the lives of children in the San Antonio Region</li><li>• Receive mentorship from award-winning leaders</li><li>• Create a proof point that all children can succeed, regardless of socio-economic status</li><li>• Access opportunities for growth</li></ul> |

For the last 14 years, 100% of our graduating scholars have received college acceptance.

Are you ready to bring joy into a classroom near you? We are hiring for mid-year vacancies.

Visit:

<https://ideapublicschools.org/careers/jobs>

#### Lead Teacher Positions

- Special Education Inclusion (RISE) Teachers
- Special Education Teachers
- Spanish Teacher
- 7th grade ELA Teacher
- 7th grade Pre-Algebra Teacher
- Interventionist Teacher
- AP/US History Teacher
- Algebra II Teacher
- Flex Teacher

#### Paraprofessional Positions

- Academy Co-Teacher
- College Prep Co-Teacher
- AR Zone Co-Teacher
- 1st grade Co-Teacher
- Special Education Co-Teacher



Scan to Apply

## YES, INC.

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We can't wait until you see what YES, Inc. has in store this year for our holiday give back happening on November 26, 27 & 28!

Stay tuned for more information coming out soon!