



# Flash Webinar

May 1, 2020 at 12:00 pm EDT

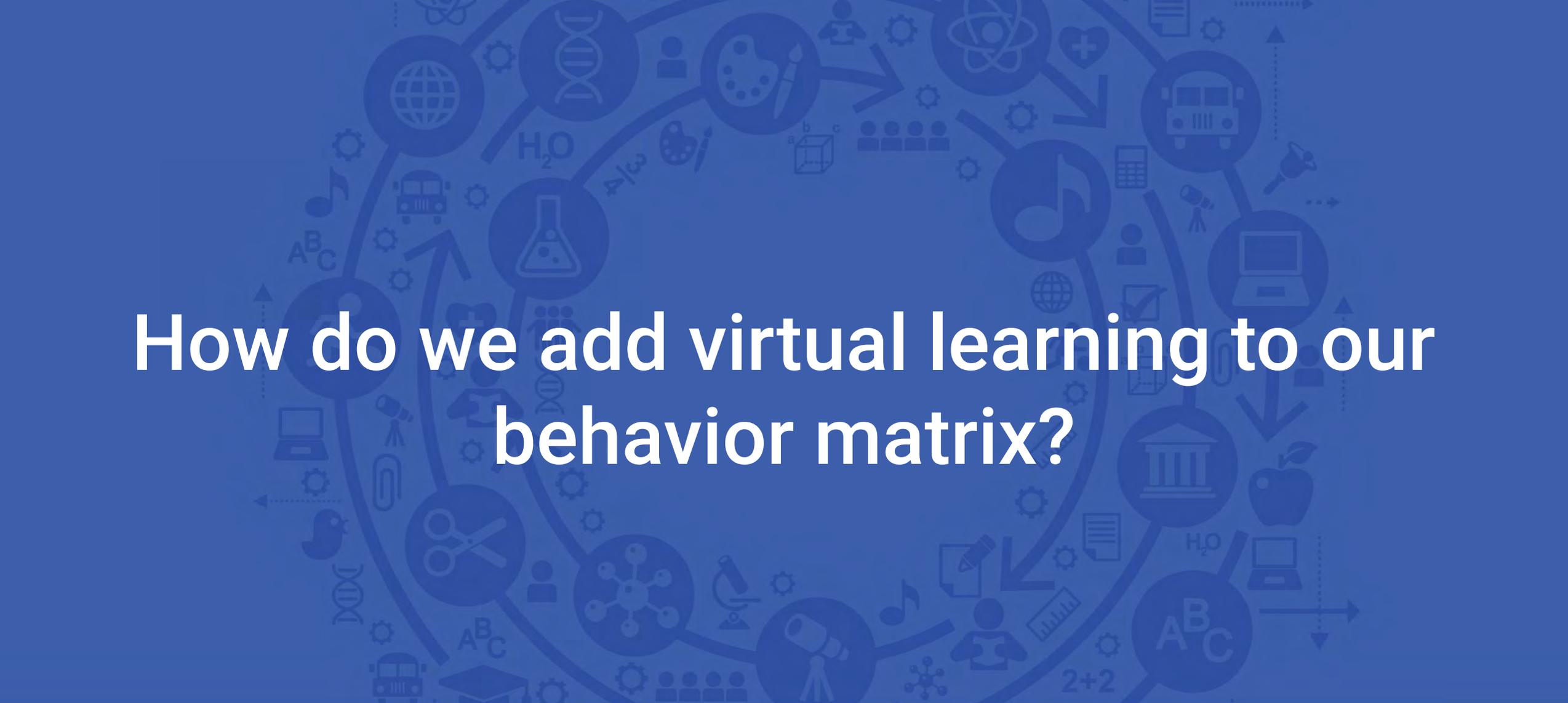
 **PBIS Rewards**<sup>®</sup>



Dr. Jessica Hannigan



Dr. John Hannigan

The background is a dark blue field filled with a complex, interconnected network of light blue icons. These icons represent various educational fields: science (DNA, microscope, globe, H<sub>2</sub>O), mathematics (2+2, ABC, geometric shapes), arts (musical notes, paint palette), and general education (school bus, laptop, graduation cap, people icons). The icons are arranged in a circular pattern with arrows indicating flow and connection.

How do we add virtual learning to our  
behavior matrix?

 **PBIS Rewards**®

# ABOUT US



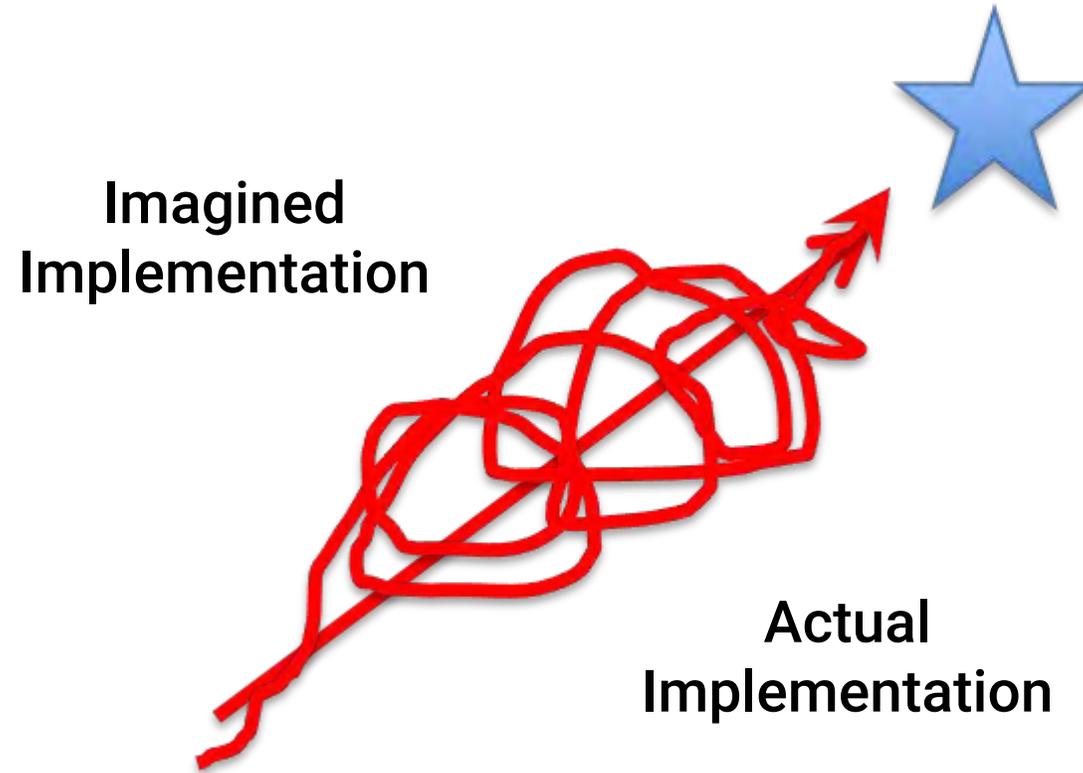
# THE WHY

Access, Equity and Inclusivity  
for the “WHOLE” child

# CURRENT STATE

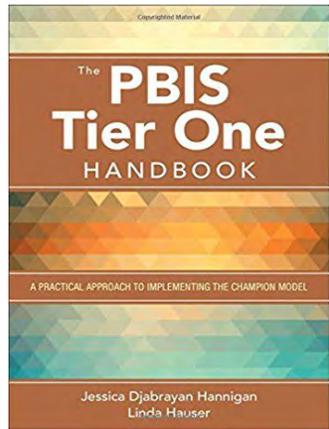
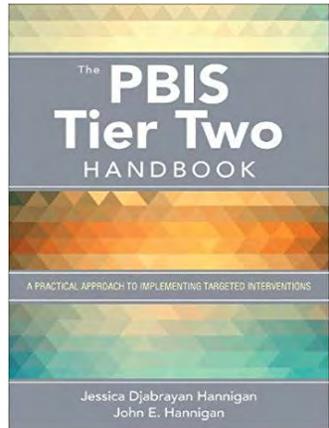
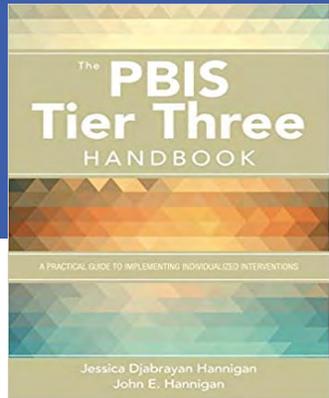
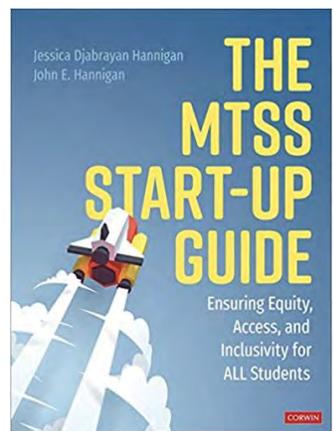
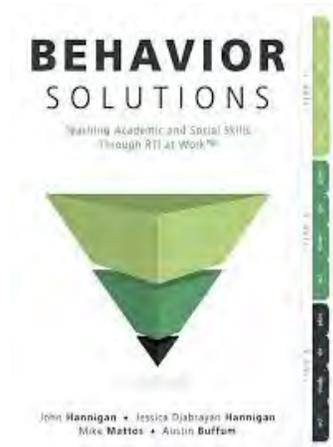
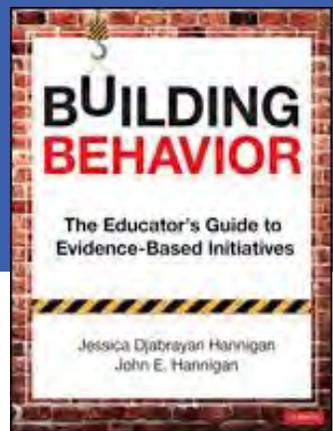
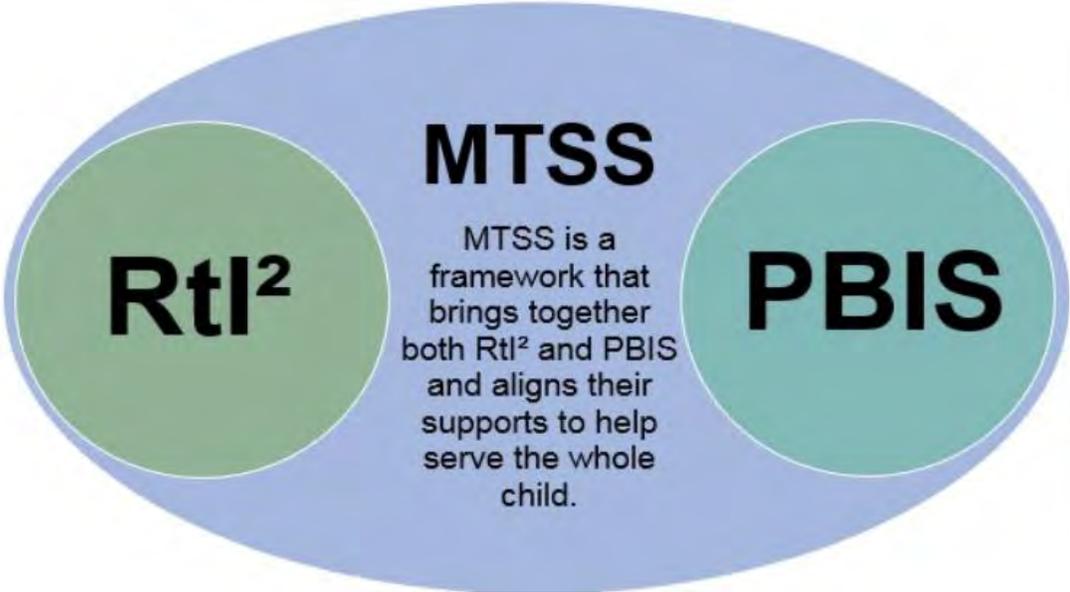


# Pre-COVID PBIS vs. COVID PBIS



# THE WHAT

## Multi-Tiered System of Support (MTSS)



# THE HOW

Define, teach, and reinforce what is expected in the Virtual Learning setting like you would any other setting and topic area in your school.



DEFINE



# Reagan S.O.A.R. Matrix



S.O.A.R. in all locations	Classroom	Hallway	Playground	Cafeteria	Bathroom	Library	Office	Technology
<b>S</b> is for <b>Self-Control</b>	<ul style="list-style-type: none"> <li>*Keep hands and feet to yourself</li> <li>*Use materials appropriately</li> <li>*Use a quiet voice</li> </ul>	<ul style="list-style-type: none"> <li>*Be aware of others</li> <li>*Face forward in line</li> <li>*Walk at all times</li> </ul>	<ul style="list-style-type: none"> <li>*Keep hands and feet to yourself</li> <li>*Beware of activities around you</li> <li>*Listen for whistle to stop</li> </ul>	<ul style="list-style-type: none"> <li>*Walk at all times</li> <li>*Stay seated with your feet on the floor</li> <li>*Stand in line</li> <li>*Wait patiently</li> </ul>	<ul style="list-style-type: none"> <li>*Walk at all times</li> <li>*Keep hands and feet to yourself</li> <li>*Use a quiet voice</li> </ul>	<ul style="list-style-type: none"> <li>*Use space safely</li> <li>*Keep shelves neat</li> <li>*Use own space</li> <li>*Use quiet voice</li> </ul>	<ul style="list-style-type: none"> <li>*Walk quietly</li> <li>*Sit silently &amp; appropriately on office furniture</li> <li>*Be polite to office staff</li> </ul>	<ul style="list-style-type: none"> <li>*Uses device with clean hands</li> <li>*Handle device with care</li> <li>*Only use technology as directed by teacher</li> </ul>
<b>O</b> is for <b>On-Task</b>	<ul style="list-style-type: none"> <li>*Be on time</li> <li>*Follow directions</li> <li>*Listen attentively</li> <li>*Be willing to participate and answer questions</li> </ul>	<ul style="list-style-type: none"> <li>*Listen to teachers directions</li> <li>*Be in the right place at the right time</li> </ul>	<ul style="list-style-type: none"> <li>*Follow rules</li> <li>*Line up when called</li> <li>*Face forward in line</li> <li>*Stay in line when walking in and out of buildings</li> </ul>	<ul style="list-style-type: none"> <li>*Eat food carefully</li> <li>*Throw away all trash/trays</li> <li>*Clean up eating area</li> </ul>	<ul style="list-style-type: none"> <li>*Use facilities appropriately (water, soap, paper towel)</li> <li>*Return to previous location quickly</li> </ul>	<ul style="list-style-type: none"> <li>*Look at the speaker</li> <li>*Ask questions for clarification</li> <li>*Complete tasks</li> </ul>	<ul style="list-style-type: none"> <li>*Listen to office staff</li> <li>*Complete tasks or errands quickly</li> </ul>	<ul style="list-style-type: none"> <li>*Attends to task as assigned by teacher on device</li> <li>*Follow directions</li> <li>*Return devices to appropriate location after use</li> </ul>
<b>A</b> is for <b>Achievement</b>	<ul style="list-style-type: none"> <li>*Give your best effort</li> <li>*Be prepared and ready to learn</li> <li>*Do your personal best</li> </ul>	<ul style="list-style-type: none"> <li>*Go directly to your destination</li> <li>*Walk with a purpose</li> </ul>	<ul style="list-style-type: none"> <li>*Line up quickly to be able to return to class</li> <li>*Be alert</li> <li>*Strive to make friends with others</li> </ul>	<ul style="list-style-type: none"> <li>*Raise your hand for help</li> <li>*Leave your area as clean or cleaner than before</li> </ul>	<ul style="list-style-type: none"> <li>*Use quickly to be able to return to class</li> </ul>	<ul style="list-style-type: none"> <li>*Meet AR goals</li> <li>*Know your reading level</li> <li>*Leave tables and shelves neat and tidy</li> </ul>	<ul style="list-style-type: none"> <li>*Work quietly on all assignments or tasks</li> </ul>	<ul style="list-style-type: none"> <li>*Be prepared to learn new technological activities/tasks</li> <li>*Use device for academic use only</li> </ul>
<b>R</b> is for <b>Respect</b>	<ul style="list-style-type: none"> <li>*Treat others as you want to be treated</li> <li>*Use kind words</li> <li>*Help and share with others</li> </ul>	<ul style="list-style-type: none"> <li>*Use a quiet voice</li> <li>*Keep hands and feet to yourself</li> <li>*Respect other students and staff</li> </ul>	<ul style="list-style-type: none"> <li>*Put litter in garbage can</li> <li>*Use all equipment properly</li> <li>*Invite others to join in</li> <li>*Take turns</li> <li>*Report problems to an adult</li> </ul>	<ul style="list-style-type: none"> <li>*Use an inside voice</li> <li>*Keep hands and feet to yourself</li> <li>*Use kind words</li> </ul>	<ul style="list-style-type: none"> <li>*Keep it clean</li> <li>*Wait your turn</li> <li>*Flush</li> <li>*Wash hands</li> </ul>	<ul style="list-style-type: none"> <li>*Turn in all books on time</li> <li>*Return computer to "log off"</li> <li>*Use a quiet voice</li> </ul>	<ul style="list-style-type: none"> <li>*Enter quietly</li> <li>*Wait patiently for an adult</li> <li>*Use positive greetings and say "thank you" after being helped</li> </ul>	<ul style="list-style-type: none"> <li>*Share/take turn on devices</li> <li>*Use all equipment properly</li> <li>*Charge device when battery is low</li> </ul>

# ADD A VIRTUAL LEARNING LOCATION



## Reagan S.O.A.R. Matrix



S.O.A.R. in all locations	Classroom	Hallway	Playground	Cafeteria	Bathroom	Library	Office	Technology
<b>S</b> is for <b>Self-Control</b>	<ul style="list-style-type: none"> <li>*Keep hands and feet to yourself</li> <li>*Use materials appropriately</li> <li>*Use a quiet voice</li> </ul>	<ul style="list-style-type: none"> <li>*Be aware of others</li> <li>*Face forward in line</li> <li>*Walk at all times</li> </ul>	<ul style="list-style-type: none"> <li>*Keep hands and feet to yourself</li> <li>*Beware of activities around you</li> <li>*Listen for whistle to stop</li> </ul>	<ul style="list-style-type: none"> <li>*Walk at all times</li> <li>*Stay seated with your feet on the floor</li> <li>*Stand in line</li> <li>*Wait patiently</li> </ul>	<ul style="list-style-type: none"> <li>*Walk at all times</li> <li>*Keep hands and feet to yourself</li> <li>*Use a quiet voice</li> </ul>	<ul style="list-style-type: none"> <li>*Use space safely</li> <li>*Keep shelves neat</li> <li>*Use own space</li> <li>*Use quiet voice</li> </ul>	<ul style="list-style-type: none"> <li>*Walk quietly</li> <li>*Sit silently &amp; appropriately on office furniture</li> <li>*Be polite to office staff</li> </ul>	<ul style="list-style-type: none"> <li>*Uses device with clean hands</li> <li>*Handle device with care</li> <li>*Only use technology as directed by teacher</li> </ul>
<b>O</b> is for <b>On-Task</b>	<ul style="list-style-type: none"> <li>*Be on time</li> <li>*Follow directions</li> <li>*Listen attentively</li> <li>*Be willing to participate and answer questions</li> </ul>	<ul style="list-style-type: none"> <li>*Listen to teachers directions</li> <li>*Be in the right place at the right time</li> </ul>	<ul style="list-style-type: none"> <li>*Follow rules</li> <li>*Line up when called</li> <li>*Face forward in line</li> <li>*Stay in line when walking in and out of buildings</li> </ul>	<ul style="list-style-type: none"> <li>*Eat food carefully</li> <li>*Throw away all trash/trays</li> <li>*Clean up eating area</li> </ul>	<ul style="list-style-type: none"> <li>*Use facilities appropriately (water, soap, paper towel)</li> <li>*Return to previous location quickly</li> </ul>	<ul style="list-style-type: none"> <li>*Look at the speaker</li> <li>*Ask questions for clarification</li> <li>*Complete tasks</li> </ul>	<ul style="list-style-type: none"> <li>*Listen to office staff</li> <li>*Complete tasks or errands quickly</li> </ul>	<ul style="list-style-type: none"> <li>*Attends to task as assigned by teacher on device</li> <li>*Follow directions</li> <li>*Return devices to appropriate location after use</li> </ul>
<b>A</b> is for <b>Achievement</b>	<ul style="list-style-type: none"> <li>*Give your best effort</li> <li>*Be prepared and ready to learn</li> <li>*Do your personal best</li> </ul>	<ul style="list-style-type: none"> <li>*Go directly to your destination</li> <li>*Walk with a purpose</li> </ul>	<ul style="list-style-type: none"> <li>*Line up quickly to be able to return to class</li> <li>*Be alert</li> <li>*Strive to make friends with others</li> </ul>	<ul style="list-style-type: none"> <li>*Raise your hand for help</li> <li>*Leave your area as clean or cleaner than before</li> </ul>	<ul style="list-style-type: none"> <li>*Use quickly to be able to return to class</li> </ul>	<ul style="list-style-type: none"> <li>*Meet AR goals</li> <li>*Know your reading level</li> <li>*Leave tables and shelves neat and tidy</li> </ul>	<ul style="list-style-type: none"> <li>*Work quietly on all assignments or tasks</li> </ul>	<ul style="list-style-type: none"> <li>*Be prepared to learn new technological activities/tasks</li> <li>*Use device for academic use only</li> </ul>
<b>R</b> is for <b>Respect</b>	<ul style="list-style-type: none"> <li>*Treat others as you want to be treated</li> <li>*Use kind words</li> <li>*Help and share with others</li> </ul>	<ul style="list-style-type: none"> <li>*Use a quiet voice</li> <li>*Keep hands and feet to yourself</li> <li>*Respect other students and staff</li> </ul>	<ul style="list-style-type: none"> <li>*Put litter in garbage can</li> <li>*Use all equipment properly</li> <li>*Invite others to join in</li> <li>*Take turns</li> <li>*Report problems to an adult</li> </ul>	<ul style="list-style-type: none"> <li>*Use an inside voice</li> <li>*Keep hands and feet to yourself</li> <li>*Use kind words</li> </ul>	<ul style="list-style-type: none"> <li>*Keep it clean</li> <li>*Wait your turn</li> <li>*Flush</li> <li>*Wash hands</li> </ul>	<ul style="list-style-type: none"> <li>*Turn in all books on time</li> <li>*Return computer to "log off"</li> <li>*Use a quiet voice</li> </ul>	<ul style="list-style-type: none"> <li>*Enter quietly</li> <li>*Wait patiently for an adult</li> <li>*Use positive greetings and say "thank you" after being helped</li> </ul>	<ul style="list-style-type: none"> <li>*Share/take turn on devices</li> <li>*Use all equipment properly</li> <li>*Charge device when battery is low</li> </ul>



### S.O.A.R. VIRTUAL LEARNING MATRIX

<b>S</b> SELF-CONTROL	➔	<ul style="list-style-type: none"> <li>Follow instructions</li> <li>Wait for your turn to speak or contribute</li> <li>Use the raise your hand feature</li> <li>Minimize distractions</li> <li>Utilize chat features appropriately</li> </ul>
<b>O</b> ON-TASK	➔	<ul style="list-style-type: none"> <li>Log in on time</li> <li>Be present/actively engaged</li> <li>Organize your materials</li> <li>Set daily goals</li> <li>Make yourself visible</li> <li>Have a backup plan if you get disconnected</li> </ul>
<b>A</b> ACHIEVEMENT	➔	<ul style="list-style-type: none"> <li>Complete tasks on time/Stay on top of assignments</li> <li>Be prepared</li> <li>Complete preparation work</li> <li>Reach out to the teacher for help</li> <li>Share and collaborate</li> <li>Write in complete sentences</li> <li>Create a schedule/space to complete assignments (something about time and space management)</li> </ul>
<b>R</b> RESPECT	➔	<ul style="list-style-type: none"> <li>Mute microphone when others are speaking</li> <li>Respect others' perspectives</li> <li>Use kind words</li> <li>Use proper text etiquette (i.e., ALL CAPS, bold, italics, sarcasm/jokes, etc.). Can be misinterpreted in a digital space</li> <li>Help each other during group assignments and in designated meeting rooms</li> <li>Resolve conflict peacefully</li> </ul>

# STAFF SURVEY

**PBIS Staff Survey:** Please complete this short PBIS staff survey to help the PBIS/leadership team at your school with implementation and support of PBIS in relation to the virtual learning (i.e., What does SOAR look like in the virtual learning setting?).

- Based on your current virtual teaching state, describe what types of behaviors students are demonstrating in the virtual learning environment that need to be addressed?**
- List some appropriate behaviors you want your students to demonstrate that align with our school PBIS expectations SOAR.**

**Self-Control**

**On-Task**

**Achievement**

**Respect**

- Provide any additional feedback you think would be helpful for the PBIS/leadership team in regards to teaching and reinforcing SOAR in the virtual learning setting.**

# STUDENT SURVEY

**PBIS Student Survey:** Please complete this short student survey about SOAR in the virtual learning environment.

**In this virtual learning environment, can you describe what types of behaviors students are demonstrating that need to be addressed?**

**List what you think SOAR should look like in the virtual learning environment?**

**Self-Control**

**On-Task**

**Achievement**

**Respect**

**Provide any additional feedback you think would be helpful for students to demonstrate SOAR in the virtual learning environment.**

# S.O.A.R. VIRTUAL LEARNING MATRIX

# S

SELF-CONTROL



- Follow instructions
- Wait for your turn to speak or contribute
- Use the raise your hand feature
- Minimize distractions
- Utilize chat features appropriately

# S.O.A.R. VIRTUAL LEARNING MATRIX

O

ON-TASK



- Log in on time
- Be present/actively engaged
- Organize your materials
- Set daily goals
- Make yourself visible
- Have a backup plan if you get disconnected

# S.O.A.R. VIRTUAL LEARNING MATRIX

# A

ACHIEVEMENT



- Complete tasks on time/Stay on top of assignments
- Be prepared
- Complete preparation work
- Reach out to the teacher for help
- Share and collaborate
- Write in complete sentences
- Create a schedule/space to complete assignments (something about time and space management)

# S.O.A.R. VIRTUAL LEARNING MATRIX

**R**

RESPECT



- Mute microphone when others are speaking
- Respect others' perspectives
- Use kind words
- Use proper text etiquette (i.e., ALL CAPS, bold, Italics, sarcasm/jokes, etc.). Can be misinterpreted in a digital space
- Help each other during group assignments and in designated meeting rooms
- Resolve conflict peacefully

S.O.A.R. VIRTUAL LEARNING MATRIX	
<p><b>S</b></p> <p>SELF-CONTROL</p>	<ul style="list-style-type: none"> <li>Follow instructions</li> <li>Wait for your turn to speak or contribute</li> <li>Use the raise your hand feature</li> <li>Minimize distractions</li> <li>Utilize chat features appropriately</li> </ul>
<p><b>O</b></p> <p>ON-TASK</p>	<ul style="list-style-type: none"> <li>Log in on time</li> <li>Be present/actively engaged</li> <li>Organize your materials</li> <li>Set daily goals</li> <li>Make yourself visible</li> <li>Have a backup plan if you get disconnected</li> </ul>
<p><b>A</b></p> <p>ACHIEVEMENT</p>	<ul style="list-style-type: none"> <li>Complete tasks on time/Stay on top of assignments</li> <li>Be prepared</li> <li>Complete preparation work</li> <li>Reach out to the teacher for help</li> <li>Share and collaborate</li> <li>Write in complete sentences</li> <li>Create a schedule/space to complete assignments (something about time and space management)</li> </ul>
<p><b>R</b></p> <p>RESPECT</p>	<ul style="list-style-type: none"> <li>Mute microphone when others are speaking</li> <li>Respect others' perspectives</li> <li>Use kind words</li> <li>Use proper text etiquette (i.e., ALL CAPS, bold, italics, sarcasm/jokes, etc.). Can be misinterpreted in a digital space</li> <li>Help each other during group assignments and in designated meeting rooms</li> <li>Resolve conflict peacefully</li> </ul>



# TEACH

# S.O.A.R. VIRTUAL LEARNING MATRIX

**S**  
SELF-CONTROL



- Follow instructions
- Wait for your turn to speak or contribute
- Use the raise your hand feature
- Minimize distractions
- Utilize chat features appropriately

## Use the raise your hand feature

### How to raise your hand in Zoom

1. During a meeting, click on the icon labeled "Participants" at the bottom center of your PC or Mac screen.
2. At the bottom of the window on the right side of the screen, click the button labeled "Raise Hand."



Click "Raise Hand" if you want to say something in the meeting. Zoom

Your digital hand is now raised. Lower it by clicking the same button, now labeled "Lower Hand."

# S.O.A.R. VIRTUAL LEARNING MATRIX

**O**  
ON-TASK



- Log in on time
- Be present/actively engaged
- Organize your materials
- Set daily goals
- Make yourself visible
- Have a backup plan if you get disconnected



## Make yourself visible



# S.O.A.R. VIRTUAL LEARNING MATRIX

# A

ACHIEVEMENT



- Complete tasks on time/Stay on top of assignments
- Be prepared
- Complete preparation work
- Reach out to the teacher for help
- Share and collaborate
- Write in complete sentences
- Create a schedule/space to complete assignments (something about time and space management)

**Reach out to the teacher for help**

**Wrong way:** I do not want or know how to ask for help so I am just going to get zero points on this assignment. I don't even think my teacher can give me a real grade during this time.

**Right way:** Take initiative to email the teacher with clarification questions or set up a time to conference with the teacher to get help.

## S.O.A.R. VIRTUAL LEARNING MATRIX

# R

RESPECT



- Mute microphone when others are speaking
- Respect others' perspectives
- Use kind words
- Use proper text etiquette (i.e., ALL CAPS, bold, Italics, sarcasm/jokes, etc.). Can be misinterpreted in a digital space
- Help each other during group assignments and in designated meeting rooms
- Resolve conflict peacefully

Use proper text etiquette (i.e., ALL CAPS, bold, *Italics*, sarcasm/jokes, etc.). Can be misinterpreted in a digital space

There are times caps help to put emphasis on a word or phrase, but more often than not, your audience feels like you're YELLING AT THEM!

**Bold**, *italicized*, underlined, and "quotation marks" in text can come across as aggressive, sarcastic, or rude.

Teacher interaction: After all, this assignment was "optional" back in February.

That's not what *you* said.

Could you please **reply ASAP?!!**

Student interaction with another student in a debate: **I DO NOT AGREE! THAT IS STUPID! IDK**

# SCENARIO (VIRTUAL LEARNING PROMPTS)

**Self-Control Prompt:** The teacher is teaching a lesson to the class online. Mark notices the chat feature is open for private chatting (teacher forgot to turn it off). He continues to distract other students during the lesson by sending them private inappropriate chat messages the teacher cannot see. What can Mark do to demonstrate Self-Control in the virtual learning environment?

**On-Task Prompt:** Michelle is bored during an online group assignment. She decides to shut off her camera and press mute. She begins to watch TikTok videos on her phone until the group online discussion part of the online instruction is over. What can Michelle do to demonstrate On-Task behaviors in the virtual learning environment?

# SCENARIO (VIRTUAL LEARNING PROMPTS)

**Achievement Prompt:** Angel's teacher assigns reading prior to logging in online for the class discussion and assignment. Angel decides he will not read ahead of time and he will be fine filling in the responses by text messaging his friends for the answers during class. What can Angel do to demonstrate Achievement behaviors in the virtual learning environment?

**Respect Prompt:** Janice disagrees with another classmate during an online debate on a topic she cares deeply about. Instead of responding to this classmate with civility, she begins to interrupt and use features demonstrating she is screaming. What can Janice do to demonstrate Respect behaviors in the virtual learning environment?

# S.O.A.R VIRTUAL LEARNING AGREEMENT

## Students to Students demonstrating S.O.A.R

- Avoid distractions
- Allow for different opinions
- Work together
- Communicate kindly

## Teacher to Students demonstrating S.O.A.R

- Limit busy work
- Be understanding
- Assume best intentions
- Treat us fairly

## Students to Teacher demonstrating S.O.A.R

- Listen and ask questions of clarity
- Be on time
- Come prepared

## Everyone to Virtual Learning Environment demonstrating S.O.A.R

- Stay on task
- Use kind words
- Be engaged

## Mrs. Hannigan's Period 4 student electronic signatures:

Jessica  
John  
Henry  
Matt  
Veronica  
Jesus  
Damien  
M-wasi  
Angel  
Frank  
Riley  
Rowan  
JJ  
Matt  
Andrew  
Martina

# S.O.A.R VIRTUAL LEARNING AGREEMENT STEPS

**Step 1** review school-wide behavior matrix with students (including the new added virtual learning column)

**Step 2** tell students you want their voice and agreement as to what this should look like in your classroom

**Step 3** as a class or in groups have students list (positively stated) what they agree to in each quadrant

**Step 4** have a discussion and consensus for each quadrant

**Step 5** have students sign the agreement (virtually sign)

**Step 6** review the virtual agreement every week

**Step 7** virtual learning agreement check in and adjust (Create Poll: How did we do?)

REINFORCE



# SCHOOLWIDE/CLASSROOM TEACHING & REINFORCING FOCUS OF THE WEEK

WEEK 1 REINFORCE DAILY	WEEK 2 REINFORCE DAILY	WEEK 3 REINFORCE DAILY	WEEK 4 REINFORCE DAILY
<b>Self-Control</b>  Daily point expectation (20 points a day). Assign points for students demonstrating self-control	<b>On-Task</b>  Daily point expectation (20 points a day). Assign points for students demonstrating on-task	<b>Achievement</b>  Daily point expectation (20 points a day). Assign points for students demonstrating achievement	<b>Respect</b>  Daily point expectation (20 points a day). Assign points for students demonstrating respect

# SCHOOLWIDE/CLASSROOM REINFORCING WEEKLY CHALLENGE

## Self-Control Weekly Challenge

### Weekly Challenge Winner Categories

Highest classroom point winner

Department winner

Grade level winner

Student per grade level winner

Teacher winner for assigning most  
points

Overall student winner

### Sample Virtual Prizes

Homework pass

VIP student of the day

VIP staff of the day

VIP department or grade level of the day

Student choice class activity

Student spotlight on social media or during class

Student becomes partner teacher of the day

Virtual badge for character

Virtual lunch time with teacher

Play song or favorite appropriate clips for class

Student determined incentive

Skip a meeting pass

Administrator teaches your class for the day

Classroom special online visitor

Free time choice for class

Extended virtual break



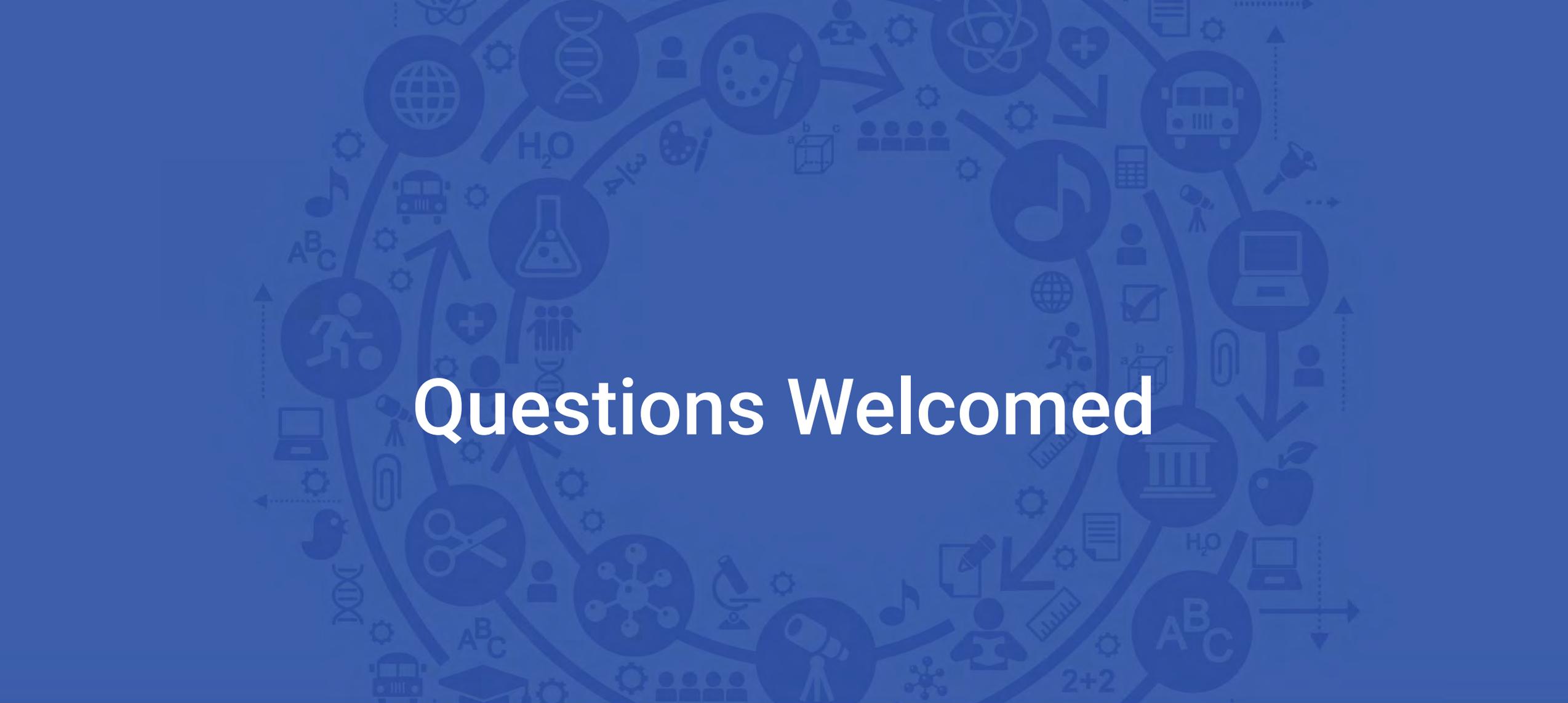
## Recognize Any Student, Anywhere!

- Recognition
- Daily Points Goals
- Data & Reporting



# How do we add virtual learning to our behavior matrix?

PBIS TEAM	SURVEY	DEFINE	TEACH	REINFORCE
<p>PBIS Team/Leadership Team meets virtually and identifies problem of practice to address</p>	<p>Survey Teachers/Students (Virtual Learning Needs)</p>	<p>Based on survey input, PBIS team identifies common behaviors necessary for the Virtual Learning Setting to add to the existing school behavior matrix</p>	<p>New virtual learning addition to the behavior matrix is intentionally taught in a variety of teaching modalities (with the focus on student voice and commitment).</p>	<p>New virtual learning addition to the behavior matrix is reinforced on a regular basis.</p>



Questions Welcomed

 **PBIS Rewards**®

# CONTACT INFO



EQUITY  
in school  
discipline

**Dr. Jessica Hannigan**

[@Jess\\_hannigan](https://twitter.com/Jess_hannigan)

**John Hannigan, EdD**

[@JohnHannigan75](https://twitter.com/JohnHannigan75)