

Virtual SSN Meeting "Compassion Fatigue: When the Distress of Others Becomes Contagious"

Presented by: Amy Moritz

March 16, 2021

Saved Chat

00:12:51 Leighann Garland: Welcome everyone!

00:13:02 Liz Warner: Welcome everyone - please feel free to introduce yourself in the chat!

00:13:23 Julianne Kotcho: Hello! Julianne Kotcho, Mendham Twp. Elementary School Principal

00:13:32 Janelle Greco: Hi everyone! I'm Janelle Greco and I'm the Director of Education at Youth Communication (NYC non-profit writing and PD program)

00:13:32 Michael Braverman: Mike Braverman, Dean of Students, Unity Charter School

00:13:33 Lauren Richardson: Lauren Richardson, North Warren Regional HS, school counselor grades 9-12

00:13:34 Deirdre Spollen-LaRaia: Hi Everyone. Deirdre Spollen-LaRaia, West Brook Middle School in Paramus

00:13:43 Teresa LaSala: Hi, Good to see you all. I am a consultant with C & C Initiative

00:13:43 Saskia Brown: Good Afternoon Everyone, Saskia Brown, Director of Student Support Services at Sparta Twp. Public School District.

00:13:44 Sharon Andrews: Hi! Sharon Andrews, School Counselor at Phillipsburg Middle School

00:13:45 Sharon Falchetta: Sharon Falchetta from Kittatinny Regional HS VP

00:13:45 Lisa Wiater: Hello I am Lisa Wiater, I am currently a School Counseling Intern in Berkeley Heights Public Schools

00:13:45 Philip Muñiz: Hi! Philip from Green Brook MS, Instructional Aide SPED

00:13:47 Catherine Lomauro: Hello everyone . Cathy Lomauro, Student Assistance Counselor at Montville Township High School

00:13:50 Meghan Deutsch: hello! I am Meghan Deutsch, and am a school psychologist in Green Brook Township Schools

00:14:00 Gayle Colucci: Hi, I'm Gayle Colucci- District Coordinator of Culture and Climate for Cranford NJ schools

00:14:08 Katie Winkelman: Katie Winkelman School Counselor Byram Lakes Elementary School

00:14:10 Andrea Sadow: Andrea Sadow, Elementary School Counselor in Summit Public Schools

00:14:11 Hillary Clark: Hi. Hillary Clark Mendham Twp School counselor

00:14:12 Michael Craver: Good afternoon! Mike Craver, Elementary Principal, Washington Twp Schools (Morris County)

00:14:15 Ann-Marie Carey: Hi Everyone! Ann-Marie Carey, school consultant for the Initiative...

00:14:22 Alicia Subervi: Alicia Subervi, Principal, Green Brook MS

00:14:27 Susan Rautenberg: Hi Everyone. I'm Susan Rautenberg, counselor at Phillipsburg Middle School

00:14:27 Vanessa De Jesus: Vanessa De Jesus. Paramus Middle School Counselor
00:14:40 Dorothy Buel: Hi I'm Dottie Buel I'm a school social worker at Great Meadows Middle School, I work pk-8.
00:14:41 Marie Hoffman: Hi, Marie Hoffman, school psychologist from Green Brook Middle School
00:15:38 Saskia Brown: same
00:15:43 Saskia Brown: now we can see
00:16:45 Marydenise Appio: Hi! Marydenise Appio school social worker from Green Brook Schools
00:17:37 Alan Zuckerman: Alan Zuckerman, Special Education Teacher @ Green Brook Middle School
00:18:07 Jaime Walker: Hello. Jaime Walker, Director of Guidance for Somerset Hills SD.

Liz Warner asked attendees to put two words to express how they are feeling.

00:20:10 Philip Muñiz: Hopeful , Optimistic
00:20:17 Vanessa De Jesus: overwhelmed but driven
00:20:21 Gayle Colucci: happy and hopeful
00:20:23 Janelle Greco: overwhelmed and intrigued
00:20:27 leslie castillo: Hopeful but overwhelmed
00:20:27 Tim Fredrick | Youth Communication: Excited, tired
00:20:32 Sharon Falchetta: optimistic and happy
00:20:33 Melissa Cosgrove: Peaceful, Tired
00:20:33 Andrea Sadow: Overwhelmed, supported
00:20:34 Noelle Warner: tired but hopeful!
00:20:35 Meghan Deutsch: busy but okay
00:20:35 Michael Braverman: Busy and supported
00:20:36 Jennifer Miranda: Overwhelmed and hopeful
00:20:36 geri Esposito: overwhelmed but fine
00:20:36 Marie Hoffman: Tired and optimistic
00:20:40 Katie Winkelman: Tired and busy
00:20:43 Dorothy Buel: Tired and okay
00:20:44 Danielle Iannuzzi: Drained but hopeful
00:20:48 Michael Craver: Hopeful, yet tired
00:20:48 Jaime Walker: optimistic and overwhelmed
00:20:51 Alan Zuckerman: frustrated
00:20:52 Hillary Clark: Overwhelmed and optimistic
00:20:56 Andrea Romano: energized and happy
00:20:56 Teresa LaSala: rushed and happy
00:20:59 Lisa Wiater: I'm okay but overwhelmed
00:21:06 Kristin Sobieski: restless and hopeful
00:21:06 Alan Zuckerman: hopeful

00:21:19 Deirdre Spollen-LaRaia: Overwhelmed and positive

Amy Moritz asked, "What might compassion fatigue look, sound and feel like?"

00:30:29 Janelle Greco: numbness

00:30:43 Kristin Sobieski: impatience, anger

00:30:43 Philip Muñiz: Inability to slow down and rest

00:30:45 Gayle Colucci: anger, frustration,

00:30:45 Meghan Deutsch: exhaustion

00:30:46 Melissa Cosgrove: Tension in body

00:30:47 Jaime Walker: impatient

00:30:48 leslie castillo: irritability

00:30:48 Lauren Snarski: withdrawal

00:30:49 Deirdre Spollen-LaRaia: paralysis - inability to move forward

00:30:50 Lisa Wiater: Anger

00:30:50 geri Esposito: Being crabby

00:30:51 Danielle Iannuzzi: Negativity

00:30:51 Marie Hoffman: Exhaustion

00:30:52 Sharon Falchetta: overwhelmed

00:30:55 Vanessa De Jesus: checked out

00:30:58 Teresa LaSala: insensitive

00:30:59 Alan Zuckerman: Frustration, less patience

00:31:01 Catherine Lomauro: withdrawal, defeatist thoughts

00:31:03 Michael Craver: Don't want to hear about one more issue or problem

00:31:07 Andrea Sadow: Exhaustion, easier to get hurt/feel pain

00:31:18 Alicia Subervi: Leave me alone, I have my own problems.

Amy Moritz asked people to share in the chat why they think compassion fatigue might be found more in rural and not urban settings.

00:37:39 Marie Hoffman: less access to resources

00:37:42 Lisa Wiater: There might be less support

00:37:44 leslie castillo: Less access to

00:37:48 Sharon Andrews: more isolation

00:37:49 Dorothy Buel: less access to resources, less support

00:37:50 Andrea Sadow: Less opportunity for medical resources

00:37:50 Gayle Colucci: less populated

00:37:52 Philip Muñiz: more isolated

Amy Moritz asked people to share in the chat why they think compassion fatigue might be found more in young professionals more than seasoned ones.

00:38:26 Sharon Falchetta: inexperience

00:38:36 Teresa LaSala: Still finding comfort in routines

00:38:37 Philip Muñiz: not fully developed coping mechanisms, lack of experience

00:38:38 Ann Kessler: less resiliency
00:38:39 Gayle Colucci: training for what really happens every day may be limited
00:38:40 Melissa Cosgrove: Seen it all already;)
00:38:44 Meghan Deutsch: less coping strategies developed
00:38:45 Vanessa De Jesus: not as jaded
00:38:54 Atasha Johnson: no therapy
00:38:54 Kristin Sobieski: Still learning their own boundaries and developing coping strategies
00:39:13 Doug Stech: Seasoned people have developed coping skills, established connections with other professionals they can talk through things with

Amy Moritz asked, “What organizational practices can help prevent compassion fatigue?”

00:42:30 Sharon Falchetta: Have wellness days for staff
00:42:39 Tim Fredrick | Youth Communication: support groups, days off
00:42:41 Gayle Colucci: support peers
00:42:41 Lauren Snarski: time for staff to meet with each other
00:42:45 Vanessa De Jesus: happy hours
00:42:54 Tim Fredrick | Youth Communication: +1 to happy hours
00:42:56 leslie castillo: Time for staff to socialize
00:42:58 Katie Winkelman: Support mindfulness
00:43:02 Melissa Cosgrove: Social opportunities
00:43:05 Philip Muñiz: provide communication opportunities
00:43:08 Marydenise Appio: less meetings, more down time for staff to get together.
00:43:21 Catherine Lomauro: relationship building opportunities across departments
00:43:28 Ann-Marie Carey: periodic check-ins
00:43:28 Michael Craver: mindfulness practices, less meeting time
00:43:31 Kristin Sobieski: provide secretarial support to lessen task responsibilities
00:43:34 Michael Braverman: Open Door Policy with Admin
00:43:40 Hillary Clark: More Counselors (ASCA 1/250)
00:43:41 Susan Rautenberg: random acts of kindness among staff
00:43:58 Sharon Falchetta: Bring in Therapy dogs :)
00:44:02 Alan Zuckerman: try to keep a level of detachment from school situations vs. personal beliefs

Amy Moritz asked, “What ideas can you share for honoring boundaries and maintaining a healthy work/life balance?”

00:50:00 Andrea Sadow: Learn to say no
00:50:06 Noelle Warner: not checking emails after hours, especially on weekends!
00:50:07 Jaime Walker: Don't check email after work hours (I need to take my own advice).
00:50:10 Hillary Clark: Take work email off of personal phone
00:50:10 Gayle Colucci: providing space when someone needs it
00:50:11 Catherine Lomauro: setting a stop time for yourself, and sticking to it

- 00:50:11 Philip Muñiz: have scheduled time off, leave work at work
- 00:50:15 Lauren Snarski: have cutoff time at home to not read and respond to emails
- 00:50:16 Tim Fredrick | Youth Communication: turn off notifications after work
- 00:50:21 Marie Hoffman: Only answering emails during school hours
- 00:50:21 Danielle Rambo: remove work line off of cell phone
- 00:50:24 Katie Winkelman: Give yourself the ability for self-compassion
- 00:50:30 Danielle Iannuzzi: Taking an actual lunch for yourself
- 00:50:41 Tim Fredrick | Youth Communication: if working at home, keep work stuff in a separate place and only use that space for work
- 00:50:56 Deirdre Spollen-LaRaia: making calendar appointments for everything, including lunch, rest, fun
- 00:51:01 Sharon Falchetta: Put a disclaimer on emails that this email is out of school hours so that others know that we are not 24/7 employees
- 00:51:23 Lauren Snarski: take work emails off of visibility on your phone at night when home and on weekends.
- 00:51:24 Catherine Lomauro: detaching from the idea that you have to be overextended in order to be dedicated
- 00:51:29 Alan Zuckerman: Be mindful of exhausting your personal beliefs during work situations.
- 00:51:33 Tim Fredrick | Youth Communication: +1 Catherine

Amy Moritz asked “In what ways might EQ impact health and well-being?”

- 00:59:17 Gayle Lander: You have an awareness of what you can do (and not do!) and what you need help with.
- 00:59:19 Philip Muñiz: If you're not aware of the impact of a situation you will suffer the effects physically
- 00:59:23 Vanessa De Jesus: You are self-aware to know when you need additional care, and can self manage. You can also become aware of those around you that are good or not so good for you
- 00:59:23 Sharon Falchetta: If you are emotionally strong you will be strong in other areas of your life: physical, emotional, spiritual etc.
- 00:59:24 Lauren Snarski: can help with your reactions to situations
- 00:59:25 Catherine Lomauro: greater self awareness can lead to greater acceptance of ourselves, our limitations, our needs
- 00:59:26 Marie Hoffman: Lowered stress levels
- 00:59:28 Michael Braverman: Allows you to have perspective and take appropriate proactive measures to help mediate various scenarios.
- 00:59:30 leslie castillo: Having the right balance helps us be helpful but not get overwhelmed
- 00:59:30 Teresa LaSala: Skill for dealing with challenges as they arise, or navigating when and where appropriate
- 00:59:47 Alan Zuckerman: At our core, humans need to feel valued and that they are making a contribution to a cause.
- 00:59:55 Kristin Sobieski: Helps us to effectively manage change and challenging tasks which lowers physical ailments (blood pressure, etc.)
- 01:00:00 Deirdre Spollen-LaRaia: awareness and being able to assess a situation

01:00:01 geri Esposito: You need to be aware of how it is affecting you and when you need support

01:00:05 Andrea Sadow: Positive outlook helps us stay strong

01:00:10 Erica Dorsey: When you are aware of your feelings you have a better awareness of what you need

01:00:17 Lauren Richardson: Knowing when to put up boundaries or when to ask for help

01:00:18 Jaime Walker: If we are aware of our limitations, we can be more proactive in getting support

01:01:19 Gayle Colucci: Love that book!

01:08:08 Ann-Marie Carey: I am so sorry I have to leave the meeting. Thank you Amy!! This was amazing!

01:09:36 Michael Braverman: I must go to a staff meeting. Thank you!

01:09:55 Patricia Heindel: Take care Mike!

01:10:07 Liz Warner: Smile file!

01:10:24 Deirdre Spollen-LaRaia: Nice Notes file for your email!

01:12:00 Liz Warner: The video is fabulous!

01:14:24 Tim Fredrick | Youth Communication: there's a lot of cognitive research on the importance of place on focus, etc.

01:17:38 Teresa LaSala: Others can only take "too much" from us if we allow it

01:17:54 Liz Warner: Self Care Examples:
<https://files.constantcontact.com/58eff7eb701/ac54258d-7f3b-4990-ad1b-18843fbd9c6d.docx>

01:18:01 Liz Warner: Standards of Self Care:
<https://files.constantcontact.com/58eff7eb701/ba4f8900-78f0-402d-8181-d1b6e0fc6ac6.docx>

01:18:58 Liz Warner: New grant cycle for Sustainable Jersey for Schools Funding Opportunity Funded by NJEA

Deadline: April 30, 2021
<https://www.sustainablejerseyschools.com/grants/pseq-cycle/>

01:19:54 Liz Warner: Join SEL4NJ: <https://sel4nj.org/>

01:20:25 Liz Warner: Join Us for #SELday - March 26, 2021 - Sign up for SEL Day here:
<https://selday.org/>

Celebrate the importance of social emotional learning (SEL) on the second annual International SEL Day on March 26th. The theme this year is Building Bonds, Reimagining Community. We encourage all schools to participate in some way - create a video or provide a photo showcasing the things you are doing to promote SEL in your school and community, then share it out on SEL Day.

If you create an artifact (which many NJ schools did last year for SEL Day!) it would be wonderful if you could send SEL4NJ (info@sel4nj.org) a copy of your artifact (video, photos, blogs, podcasts, etc.) with the theme of your artifact included in the subject line. We'd love for you to forward it to us (info@schoolcultureandclimate.org) to share as well.

01:22:28 Liz Warner: Next Coffee Chat

March 24 – 9:30 a.m. – 10:30 a.m.

Register at: <https://us02web.zoom.us/meeting/register/tZ0qc-qqqDwvGN2wsATkiNE4jXStgsnyl68w>

01:23:05 Liz Warner: Job-Alike Coffee Chat

Administrator Network Coffee Chat

March 31 from 9:30 - 10:30 a.m.

Register at: <https://us02web.zoom.us/meeting/register/tZ0ld-ygpzwtHd3PH8wsvCYHwNYuwq1sAefz>

01:23:14 Vanessa De Jesus: The counselor chat was awesome

01:24:17 Liz Warner: This is your meeting - your input is very important to us! Please take a minute to complete the meeting evaluation to help us plan for future SSN meetings:
<https://forms.gle/LBCMpoR3JuLKbmBU8>

01:24:43 Gayle Lander: Thank you!!

01:25:11 Patricia Heindel: Thank you for being with us!

01:35:49 Sharon Falchetta: Beautiful

01:35:56 Katie Winkelman: Thank you that was great

01:36:40 Teresa LaSala: What we think about we bring about. What we focus on we find or see more of!

01:36:45 Sharon Falchetta: Thank you all so much...This was was really great...

01:37:09 Philip Muñiz: Thank you. Very worthwhile

01:37:27 Patricia Heindel: Thanks Philip!

01:37:59 Kristin Sobieski: This has been a wonderful presentation - thank you!

01:38:06 Doug Stech: The video was great and so was this whole meeting! I'm grateful to have had the time to spend with colleagues, learning how to take protect and care for ourselves and others. Thanks for another awesome SSN meeting!

01:38:13 Andrea Sadow: Thank you!

01:38:16 Amy Moritz: Thanks everyone - you made my day!