Demoralization additional read— *Demoralized: Why Teachers Leave the Profession They Love and How They Can Stay* by Doris A. Santoro

**Secondary Traumatic Stress: What is it?** By the Department of Health and Human Services

**Compassion Resilience Toolkit** by WISE

**Anxiety Canada** (create a plan): Pay particular attention to creating a MAP.

**Job Burnout: How to spot it and take action** by the Mayo Clinic

**Trigger Calm—Confidence With Anchoring** (article about Neuro-linguistic programming) by Anxiety Be Gone

Examples of a district sites set up for support:
- Berlin Cares