

# WORK EXPERIENCE VERIFIED BY NARRATIVE TO MEET THE HUMAN RELATIONS TRAINING REQUIREMENT New Nebraska Statutory Provisions (79-807, - 2003)

If you have the appropriate **employment experiences\*** which provided you with the opportunity to acquire the skills for the Human Relations Training requirement (HRT), you may be able to waive the course requirement. Submit a written narrative as described below and verify the employment experience that was acquired in meeting each of the six skills. **PLEASE NOTE:** Volunteer, community, and college observational experiences are not considered, nor should aspects of your personal background be included in your narrative.

**\*Employment experiences** is defined as experience acquired in an approved or accredited school system while holding a valid regular certificate which was issued based on completion of an approved teacher education program or employment experiences acquired in a community organization or agency that provides services to children.

## Six Skills Required for the Human Relations Training Requirement

- An awareness and understanding of the values, lifestyles, contributions, and history of a pluralistic society;
- The ability to recognize and deal with dehumanizing biases, including but not limited to, sexism, racism, prejudice, and discrimination, and an awareness of the impact such biases have on interpersonal relations;
- The ability to translate knowledge of human relations into attitudes, skills, and techniques which result in favorable experiences for students;
- The ability to recognize the ways in which dehumanizing biases may be reflected in instructional materials;
- Respect for human dignity and individual rights; and
- The ability to relate effectively to other individuals and to groups in a pluralistic society other than the teacher's own.

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## VERIFICATION OF SKILLS THROUGH EMPLOYMENT EXPERIENCE

### Writing the Narrative

Your narrative must be affirmed/validated by the signature of a supervisor who is familiar with your employment experience. The narrative must be at least one detailed typed page for each skill. Each skill must be addressed from the standpoint what you specifically have done to acquire the skill.

The following is an abbreviated example of an acceptable format for writing a narrative, which will verify the HRT skills have been met through employment experience.

First skill: An awareness and understanding of the values, lifestyles, contributions, and history of a pluralistic society;

When Alpha School closed due to depopulation, and other demographic factors, I transferred to Beta School, which served a widely diverse population of the city. Faculty was highly dedicated to the 65% minority students. I was impressed immediately that the faculty addressed student needs without favoritism of some racial/cultural type that I had expected. I learned there are special skills needed to address the minority needs while preserving self-image and I learned these from my fellow faculty at Beta. The cultural sensitivities of American Indian children were especially revealing to me. Some of the learned special skills which I implemented in the classroom are.....

Second Skill: Continue with each skill as indicated above.

**Sign your name and include your *social security number*.**

### REQUIRED VERIFICATION AND SIGNATURE

Having personal knowledge of ( NAME ) **employment** experiences, I hereby verify that the above statements are true to the best of my knowledge.

SIGNATURE WITH TITLE OR RELATIONSHIP