

Effective School Staff

1. Building Blocks of Cultural Proficiency

In our diverse world, learning to relate to people who are different from us can be challenging process. This topic addresses similarities and differences between and among groups based on race, ethnicity, socioeconomic status, educational levels, social experiences, and belief systems. Critical to the success of participants in this series is the introspective look at one's individual views, beliefs, and practices. Additionally, institutional practices and policies that impact racially equitable outcomes will be explored. *Eight sessions are recommended.*

2. Child Development – Interacting Appropriately with Children at Different Ages

This session identifies appropriate behaviors and expectations of children according to the child's age and developmental stage. Attending this session will support staff as they facilitate each child's growth toward independent living through critical thinking and self-awareness. Participants will be given key factors that differentiate children's behaviors and reasoning abilities at various ages/stages. *This topic can be presented as a single session overview or multi-session series that goes in depth on each stage of development. Six sessions are recommended.*

3. Communicating with Adults in the Workplace to Improve Academic Success

Nearly everyone has experienced the challenge of maintaining a professional demeanor while expressing one's thoughts clearly, respectfully, and honestly. Additionally, hearing and understanding others' points of view within the workplace does not always happen with ease. All school staff, whether school-based, central office, professional or paraprofessional, must work with colleagues in a way that benefits students. This session highlights basic communication techniques that build effective working relationships with colleagues that benefit students.

4. Communicating with Children – The Power of Your Words and Your Actions

Have you ever felt that you're "talking to children until you're blue in the face" yet not being heard? This session identifies multiple ways that communication occurs verbally and nonverbally. Participants will explore how behaviors often contradict verbalizations. Parents and other influential adults will realize the level of influence their words and actions have on children.

5. Connecting Emotional Health to Success in the Workplace

High expectations and endless to-do lists can overwhelm even the most competent worker. This session focuses on the core factors that must be in place for individuals to experience success in the workplace. Participants will be encouraged to review personal habits and processes that impact performance on the job.

This topic can be presented as a single session overview or multi-session series that goes in depth on effective strategies for creating on the job success by attending to your emotional health. Three sessions are recommended.

6. Creating a Culture of Genuine High Expectations

Most have heard the mantra that *all children can learn* and many have repeated the saying. Creating a culture of high academic expectations requires actions that demonstrate belief that **all** can learn. Through their interactions, children quickly recognize the adults who expect little from them and/or aren't willing to help them explore new opportunities. Students are drawn to adults who genuinely care about them and who commit to helping them perform at the highest levels.

7. Healthy Teams Build Healthy Schools

Professional educators recognize that children need the support and guidance of more than one adult in the academic community. A frequently encountered challenge is the ability to interact with multiple adults in the school community in a manner that is mutually rewarding and beneficial for all. This multi-session seminar addresses: 1) norms and expectations; 2) team communication; 3) individual and team accountability; 4) recognition and respect of differences; 5) goal-setting; 6) problem-solving; and 7) incentives and celebrations. **This is a multi-session seminar. Eight sessions are recommended.**

8. Modeling Expectations – How Adults Are Always Teaching

Do you wonder about the poor choices that you see some children make? Or, are you in awe of young people who seem to have it all together with clear, achievable goals? This session will explore how children learn what they live, recognizing that “living” isn’t limited to home; it includes school, social settings, and extracurricular events. Powerful, insightful information will be shared concerning the lessons that adults may be unknowingly teaching children.

9. Shaping Behavior – Discipline vs. Punishment

Are you frustrated as you try to address misbehavior with little success? While a core function of supervising children is to ensure appropriate behavior, the actual implementation can be challenging for even the best. This session clearly identifies the differences between discipline and punishment and when to use each. Also included are the types of consequences that are appropriate based on the misbehavior and the child’s age. Participants will receive key principles for implementing strategies that shape behavior as desired. ***This topic can be presented as a single session overview or multi-session series that goes in depth on effective strategies of discipline and punishment. Six sessions are recommended.***

10. What Exactly is a Team Player?

Have you noticed that almost every résumé and every cover letter speaks of being a team player? Yet, once on the job, those skills often seem absent. This session looks at: 1) the components of a team; 2) a team's individual members, 3) the characteristics that are evident on a functional team; and 4) the benefits of working together as teammates. Each aspect of this topic can be delivered as a standalone session, permitting a more in-depth look at each component. *This topic can be presented as a single session overview or multi-session series that goes in depth on effective strategies for developing healthy relationships. Four sessions are recommended.*

Format of Seminars

Seminars are presented in a relaxed, unintimidating manner designed to be comfortable for all participants. Real-life, relatable stories are used as the backdrop for powerful truths that are shared. Emotions may be stirred, resulting in lots of laughter and sometimes tears, that move participants to re-think previous or current actions. Each session includes audience participation which varies according to audience size. Action steps provided via soft or hard copy handouts reinforce the seminars' key points long after the event ends.

Sessions are typically 60 - 90 minutes but can be customized to fit the needs of the audience. Topics with an asterisk designation are best delivered using longer time frames. They may be delivered over a series of successive days or weeks, depending on the schedule designated by the meeting planners.