

CREATING AN INFRASTRUCTURE FOR HIGHLY SUCCESSFUL CLASSROOM



INTRODUCTION

The Education Company, a professional development firm for teachers and administrators, is respectfully seeking to be selected as the service provider for Metro High School. As a national consulting company specializing in school improvement solutions through a comprehensive behavior management approach, our educational services are most beneficial to public, private, technical, and charter schools in the K-12 sector.

Our mission is to help schools assess their current behavior and academic systems, train and support both teachers and administrators in effective and research-based strategies while implementing a framework for students' day-to-day behavior, a hierarchy of discipline consequences, and planned use of positive reinforcement.

The Education Company provides professional development for school teachers and administrators. Our approach is a comprehensive school behavior management program that:

- Reduces student tardies and officer referrals
- Effectively minimizes discipline challenges
- Increases time-on-task and student academic engagement
- Empowers teachers to motivate ALL students
- Shares specific strategies to work effectively with parents and keep them engaged
- Transforms a school administrative team into effective, consistent, and empowered leaders

As a company founded over 27 years ago by school administrators who were searching for solutions within their own schools, The Education Company is comprised of professionals who are dedicated to helping other administrators find, implement, and maintain successful solutions to their school's most pressing discipline concerns.

Introduction

While there are few issues about which everyone shares the same opinion, the fact that schools are facing a myriad of discipline problems is virtually indisputable. These discipline problems may include gangs, guns, bullying, sexting, vandalism, tardiness, disrespectful behavior, dropouts, and the like.

According to the National Center for Education Statistics (2009-2010), schools' efforts to reduce crime is primarily limited by the lack of funds, inadequate placement programs, and governmental policies for disciplining students. Although the media, the students' parents, and even the students themselves would like to blame the administration staff and the teachers, they are not the true culprits.

Contrary to popular belief, school discipline problems are not caused by apathetic parents and students or by indolent teachers and administrators; rather, they are caused by external factors beyond the school's control. Some of these external factors include the breakdown of the family, a volatile economy, the mortgage meltdown on Wall Street, restrictive governmental policies, and violence in the media.

How do we approach the daunting task of true school reform in a positive manner in light of the factors that are working against us? The administrators, teachers, parents, and students must all work together as a team to correct the discipline problems that plague our schools today by taking the following beliefs into consideration:

- 1) Let's realize and acknowledge what we don't know. The typical faculty is comprised of teachers who have not been trained to solve discipline problems....they have been trained to teach.
- 2) It may seem trite and hackneyed, but just as a man is not an island, an administrator can't embark upon this journey alone. Nor can you solve your school's discipline problems by watching a discipline seminar on DVD or reading and summarizing literature.
- 3) Once the administrator thoroughly grasps the importance of understanding the desired outcomes of a systematic approach, he or she will embrace the idea that solving the school's discipline problems requires all faculty and staff to be on the same page.
- 4) True change does not occur in an instant; likewise, implementing a systematic approach is not a one-time event, but an ongoing process over time to increase and ensure sustainability.
- 5) Lastly, school discipline professional development firms who seek to help administrators pinpoint and implement solutions for their discipline concerns should be an established entity with proven results that provides on-site training by professional trainers who are either current or former administrators themselves.

Comprehensive Behavior Management Program Overview

This program outlines workshops and an implementation plan for the Comprehensive Behavior Management Program. The program is based on the premise that in order for learning to take place a school must have a safe, orderly, civil and academically strong environment and that all staff members must understand the following:

- basic behavior management techniques and strategies;
- the importance of positive reinforcement and teaching students responsibility;
- how to be successful with difficult, unmotivated and challenging students;
- strategies and techniques for raising teachers' expectations of students;
- the need to be proactive with safety issues such as fighting, etc.;
- how to communicate with and turn ALL parents into partners;
- the importance of leadership and the Administrative Support System;

Three Implementation Options are presented in this proposal. In all three options basic concepts will be taught to the entire staff with special attention paid to the administrative team. Training will be coupled with consulting and classroom monitoring. The options are as follows:

Option One will focus on Comprehensive Classroom and School- wide Behavior Management, and includes prep- time training on Winning With Unmotivated, Challenging Students and Turning All Parents Into Partners.

Option Two will focus on Comprehensive Classroom and School- wide Behavior Management and includes prep- time training on Winning With Unmotivated, Challenging Students.

Option Three focuses on Comprehensive Classroom and School- wide Behavior Management component only.



Note: The Creating Safe Schools- Violence Prevention and Cadre' programs are implemented after the basic program is in place and working effectively. Therefore they are not introduced until Phase II.

Training Programs

Administrator Training

It is critical that the administrative team be knowledgeable concerning the concepts and implementation strategies of this program. They also need to develop their Administrative Support System and School-wide Plan. They will learn solutions to the tardy and attendance issues, how to utilize a discipline card, alternatives to suspension, evaluation techniques, the Howitzers and other special techniques for working successfully with the most difficult staff, students and parents.

Workshop Presentations

Successful Behavior Management Strategies (Classroom and School-wide)

The focus of this program is to establish a safe, orderly and civil environment that stops negative behavior, increases learning time, develops positive relationships and teaches students responsibility. The staff will learn how to develop and implement individual classroom discipline and work with colleagues on the school-wide program.

Turning All Parents Into Partners

Learn effective, ongoing communication techniques for working with all parents to ensure a positive relationship between home and school resulting in greater student success. *Staff members are given the skills to effectively communicate with parents. Emphasis is placed upon confident and professional communication through phone contact, letters, conferencing, as well as ensuring parental support for homework, academic and behavioral problems.*

Winning with Challenging and Unmotivated Students

The staff will learn techniques to reach the unmotivated, defiant, challenging and unresponsive student. Respect, loyalty and fairness are the key components of this program. Teachers are given proactive intervention strategies to increase student success, self-respect and the ability to resolve conflicts. They will learn how to successfully develop and implement their classroom management plan, build positive relationships with all students, and gain support from their students' parents.

Creating Safe Schools-Violence Prevention for a Safe Environment

Paying attention to the security needs of the school to minimize the opportunity for violence with a safety plan that includes crisis intervention, teamwork and behavior management is the focus of this program. The staff knowing how to remain calm and confident during a crisis, manage confrontations, prevent arguments from turning into fights, handle a fight if it does occur, and develop and utilize a crisis intervention plan are all direct outcomes of this training.



Cadre' Training

A selected group of teachers (6-10) will be given extratraining on all aspects of the Comprehensive Behavior Management Program. They will also be taught how to monitor the effective implementation of the program. This Cadre' will serve as mentors and in-house instructors with their colleagues and new staff members to ensure the on-going success of the program.

Consulting/Implementation

The follow-up consulting/monitoring days are designed to ensure the program is implemented completely and successfully. Each day is designed specifically for the needs of the individual school. The following are items that can be covered:

- *meet with a Discipline/Safety Committee to review the concepts of the program and develop and implement the school-wide management program.*
- *meet with Administrators to work on implementation of their plan.*
- *visit classrooms for the purpose of monitoring and coaching teachers.*
- *have feedback session at regular staff meetings at the end of the day.*
- *meet with teachers during prep-times.*
- *meet with and train the support personnel in various aspects of the program.*

Special Emphasis Workshops

Raising Expectations-Motivating the Non-Worker

During this workshop, participants will explore the practical, procedures that have been tested and proven to produce results when it comes to motivating students. They will learn how to succeed with students who, for whatever reason(s), do not put forth the effort in classes, work below their potential, produce incomplete work, and/or just do not work at all.

The School Working Together – Teamwork

The purpose of this program is to build a cohesive team at the school site. This program defines and teaches a process that is found within successful institutions, among and between individuals and groups, and provides the ingredients for setting goals and effectively managing the culture of the school.

Parenting Skills Workshop – Positive Behavior Management

This two-hour workshop for parents gives participants the opportunity to learn to deal more effectively with their children's behavior problems at home and at school. The program emphasizes the importance of recognizing the good our children do and it teaches ways to provide meaningful positive reinforcement and utilize effective communication strategies.

Professional Development Justification

Note: This section may be used as template for your program justifications.

Program Title Choices

Creating an Infrastructure for Highly Successful Classroom Instruction

The school will adopt a school-wide approach to meet the educational needs of all students through the provision of professional development services for the faculty and instructional staff.

By enlisting the services of The Education Company, a national professional development service provider for schools in the K-12 sector, instructional time and academic achievement will be increased through the use of best practices in all content areas, including reading and math, as evidenced by increased student achievement and implementation of the common core curriculum as well as indicators included on the College and Career Readiness Performance Index.

RESULTS

Our success is not determined by our balance sheet or stock portfolio, but by the lives of countless students as a result of the work we have done over these last 27 years.

For us to boast about our success does not mean much and is just self-serving. However, when our customers emphatically thank us for a job well done after we have helped them to implement solutions to their discipline concerns . . . now we have something to share!

For you to better understand who some of our customers are, and what they have to say about The Education Company and why they have referred us, please visit our website at:

www.educationcompany.com/results/

Educators learn how to create a safe, positive learning environment where students behave responsibly and take accountability for their conduct. They explore strategies to organize and manage the classroom with increased confidence and a calm sense of control. Through professional development, educators discover how to create a learning environment in which their students can excel, and in which they can go home feeling a sense of accomplishment.

This professional development is designed for K-12 teachers, special-subject teachers, administrators, counselors, resource teachers, and substitutes. Contact the Education Company for a Free Discipline Discussion.

Call us today at 800-294-9009