

## Building Relationships with Students

Minimizing behavior problems through implementation of a high school program that changes the school's and the student's approach to learning

© 2006 IBIDeM

## Blueprints for the Day

- Philosophy based on need
- Program models
- Implementation
- Q&A
- Wrap Up

## History of Education Reform

- Early 20<sup>th</sup> century creation of a workforce with civic values.
  - College was for the elite!
- 1940 World War II
  - Focus on rigor was minimal
  - 20% of population went to college
  - 20% of population went into skilled labor
  - 60% of population adjusted to life
- 1950's Differentiation of curriculum
  - Focus on athletic development
  - Social opportunities
  - Few rigorous requirement became the norm

## History progressing

- 1957 The Sputnik challenge
  - Increased rigor in math and science classes
  - Placed importance on foreign language acquisition
  - College prep track enters the school system
- 1960 Focus on social action
  - 77% high school graduation rate across racial and SES categories
  - Process became as important as product
- 1970 Equalization between race and SES
  - Federal starts to play a bigger role in the equalization of education process

## Recent History

- 1980 Change in focus from learning to teaching
  - Site based management
  - Outcomes based measurement
  - Increase in professional development
- 1990 Goals 2000 and Standards movement
  - Greater national government involvement
  - Consistency for goals and outcomes within education disciplines
- 2000 NCLB
  - Accountability
  - Subgroups
  - Testing
  - Scores

## Learning vs. Teaching Models

- Learning Models – Constructing Knowledge
- Teaching Models – Inquiry Based
- Site Programs – IB and ELL

## School Unity: Band-aide or Glue?

- Mary's Turn

## I thought that this session was about student behavior?

- Are we concerned about student engagement, or are we concerned about the rules of engagement?

## 80-15-5 or 33-33-33

- The district is doing great, but.....  
1/3<sup>rd</sup> of the high school students are failing at least 1 class and administrators spend so much time with discipline that they can't get into classrooms.

## Program Model

- Points to Consider:
  - Cultural Literacy
  - Connections to the student's daily world
  - Creating Self- Advocates
  - Capacity to grow

## Program Model (XL)

- Whole school model/School with in a school model/Small learning communities
  - The Met (Providence RI)
  - High School Middle College (San Diego CA)
  - Internship Based Program (Denver, CO)
  - Small Learning Communities (San Francisco, CA)

## Program Model (XL) cont

- Students design projects based on their interests.
- The project's evaluation components demonstrate mastery of GLE's
- Projects are thematic in nature and address the areas of Hard Science, Social Science, Social Literacy, & Ethics and Moral Problem Solving

## Program Model (XL) cont

- Projects have demonstration components
- Projects require "real world" components that may be based on internships or utilize mentors from the community.

## Agree on a common destination

### Human Spider Web Activity

- Divide into groups of 6. Move where you can stand in a small circle.
- Begin by extending your left hand across the circle and grasp the left hand of the person opposite you. Then extend their right hand across the circle and someone's right hand.
- Try to unravel the spider web of interlocking arms without letting go of anyone's hand.

## Clear and Complete Communication

Developing common definitions for

- Behavior
- Learning
- Expectations of Students
- Expectations of Teachers
- Relationships

## Prioritize Goals

Process Goals vs. Product Goals

## Shared leadership...What can I live with?

- What decisions does the administrator make?
- What decisions do the teachers make?

## Accountability

- Require staff to use common language in classrooms and during planning
- Teachers make connection between vision and mission of the program as other initiatives are discussed
- Use action plans as guides for completions

## The New Company

Please complete in 5 minutes

- Divide team members into small groups. Announce that each group has \$20 million to start a new company. Each group must come up with a company name, develop a product company to sell and come up with a company sign and slogan.

## Discuss how you could have more effectively used time

- What effect does time have on learning for both teachers and students?
- How can we use time to our advantage?

## Create a roadmap for success through Leadership Support

Waters, Marzano and McNulty stated that for student achievement to be effected by leadership the leader(s) must have:

- Knowing why something is important
- Knowing what to do
- Knowing how to do it
- Knowing when to do it

## Team work-Division of Duties

- Collaborative Learning Teams
  - Rigor
  - Relevance
  - Relationships
- Collaborative Action Teams

## Developing effective action plans-Map Questing

- Look at the map
- Find the destination located by a star on your map.
- Find the starting point located by a dot on your map.
- Create an action plan for getting from the dot to the star.

## Accountability

Freshmen Academy Staff Activity Log							August	Minutes					
Service Provided	Subject	45	90	135	180	225	Total						
<b>Priority #1: Learning First</b>													
Week #1 Documentation:													
Week #2 Documentation:													
Week #4 Documentation:													
Week #4 Documentation:													
<b>Priority #2: Building Connections</b>													
Week #1 Documentation:													
Week #2 Documentation:													
Week #3 Documentation:													
Week #4 Documentation:													
<b>Priority #3: Smooth transition</b>													
Week #1 Documentation:													
Week #2 Documentation:													
Week #3 Documentation:													
Week #4 Documentation:													

## Time

- Direction to my house-how could I have saved 2 minutes.

## Taking the trip

“Leadership is neither a unitary skill set nor a solitary activity.”

-Douglas Reeves 2006

## Create a Visitor Center through PD

- Brochures
  - Short pieces of information to help teachers along the way
- Maps
  - Provide clear direction and guidance along the way so that teacher don't get lost
- Reviews
  - Access to others who are doing the same program
- Monetary Exchange
  - Financial support for staff work and supplies

## Continuous, cumulative, work embedded

- Provide “snippets” of best practice approaches through weekly bulletin
- Opportunities to participate in study groups
- Opportunities to observe each other and different local programs
- Protected collaboration time
- Opportunities to try new ideas in the classroom

## Decision making: Which road to take

Effective leaders don't simply encourage others to do what ever they want but rather establish clear parameters and priorities that enable schools to work within established boundaries in a creative and autonomous way.

## Data based

- State
- School
- Classroom
- Individual

## Community decision making

- Individual Decision Making
  - Leader decides
- Minority Decision Making
  - Select few decide
- Majority Decision Making
  - Vote, majority rules
- Consensus Decision Making
  - Everyone can live with the decision
- Unanimous Decision Making
  - Everyone votes the same

## Managing School Change: Roadblocks

- Momentum and maintenance
- Agreement of a common destination
- Creating a roadmap for success
- Taking the Trip

## Accountability:

- Provide a variety of professional development opportunities
- Expect that everyone attends and participates
- Establish and share expectations

## Time

- Patience
  - Partial implementation
  - full implementation