



COLUMBIA
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Empowering environments to GROW – oh, the places you'll GO!

March 26, 2022 at 9:30 AM

Keynote Speaker

Dr. James C. Ellerbe

AGENDA

Introduction

Purpose

Engagement Activity

School Culture Cycle

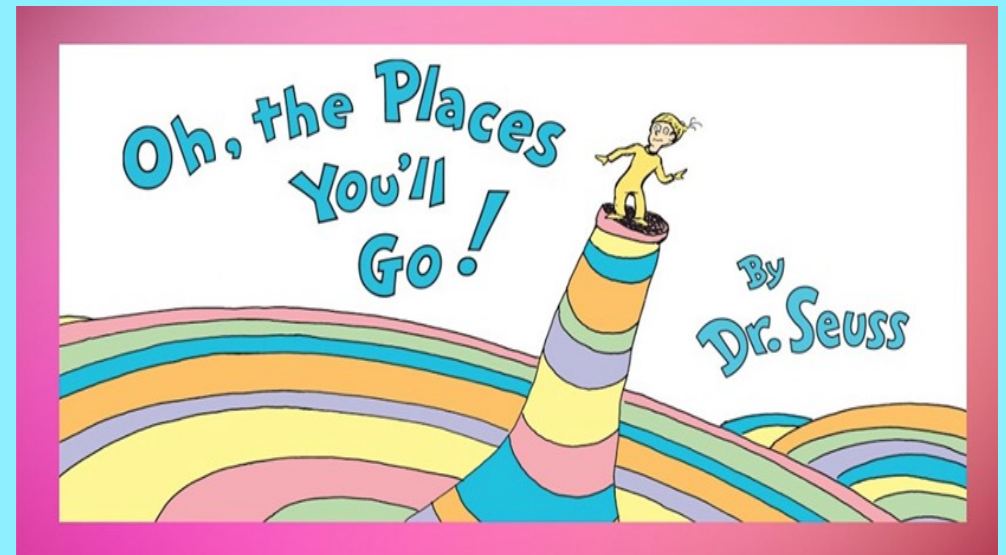
Defining School Culture

Modeling Culture
Building Strategies

Remarks

Resources/References

Q & A



INTRODUCTION

Dr. James C. Ellerbe

Founder, ACE Educational Consulting Services.

Educator, with more than 30 years experience in the classroom and administration.

SERVE Liaison, Georgia & North Carolina Departments of Education.

Research interests: school reform models regional support structures, navigating ethnic and gender inequities, micro-aggression in education leadership, equity and diversity.

Ed.D., Educational Leadership and Supervision from North Carolina State University; and, MA, School Administration and BS, Middle Grade Education, Fayetteville State University.



PURPOSE

The purpose of this keynote address is to provide tools and techniques that nurture teachers toward instructional excellence. This keynote address is designed to highlight the value of cultivating an educational environment that produces strong and sustainable teacher development models.



ENGAGEMENT ACTIVITY

1

Find a partner and share with them your full name.

2

Tell them why your parents gave you your middle name. If you do not have a middle name, then share why you were named your first name.

3

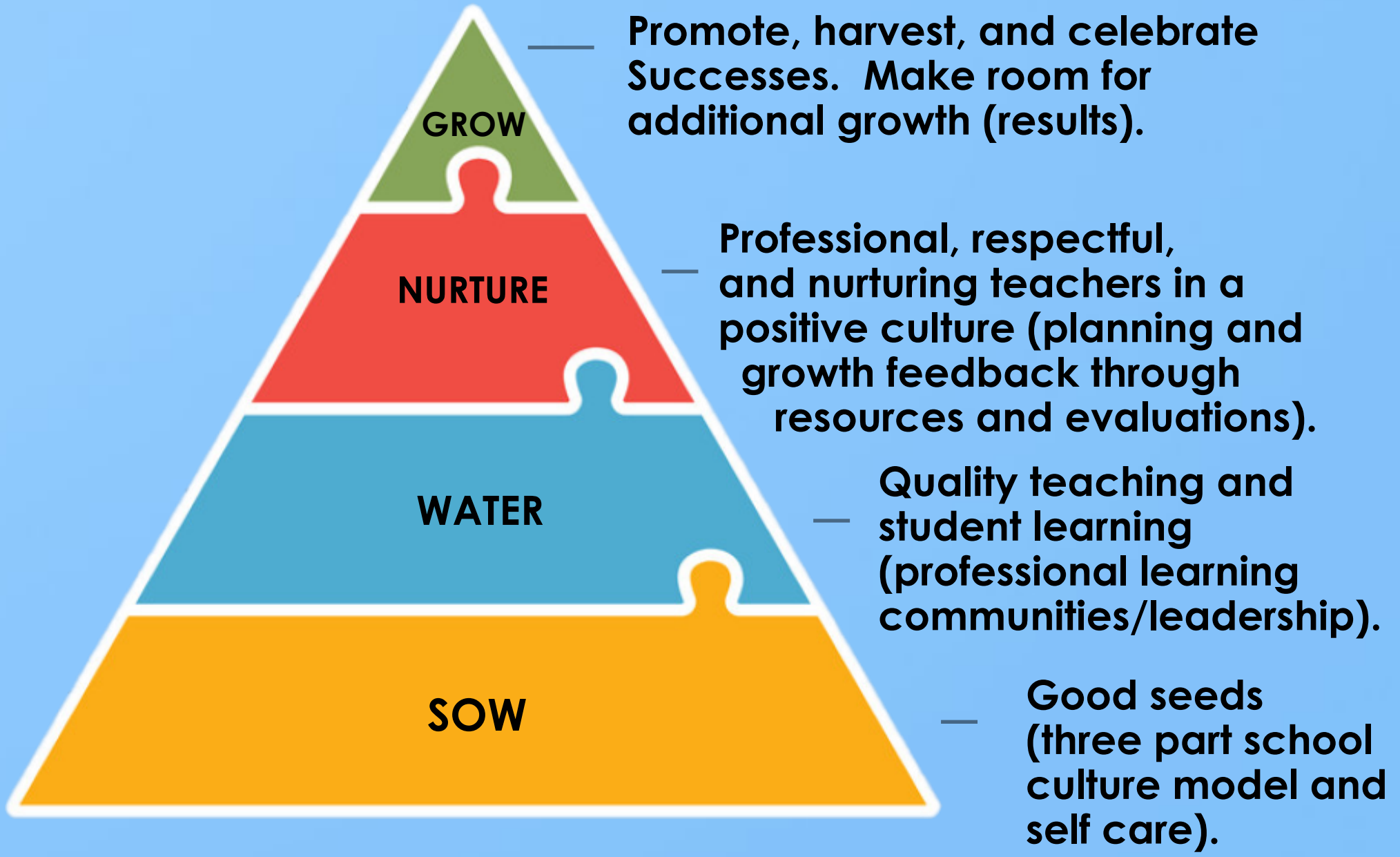
Share what you expect to learn from the Empowering environments to GROW – oh the places you will GO! Workshop.

SCHOOL CULTURE CYCLE



Empowering Environments to Grow

Building Blocks | Elements



DEFINING SCHOOL CULTURE

School Culture

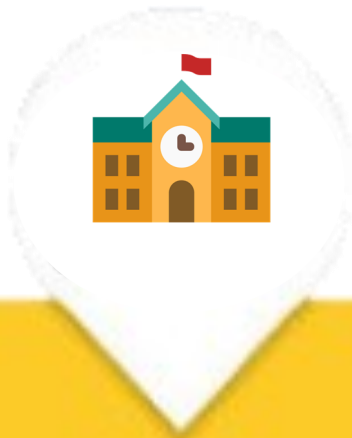
**BUILDING
A POSITIVE
SCHOOL CULTURE**

School culture is the set of norms, values, and beliefs, rituals, and ceremonies, symbols, and stories that make up the ‘persona’ of the school (Cromwell, 2002, p. 4).

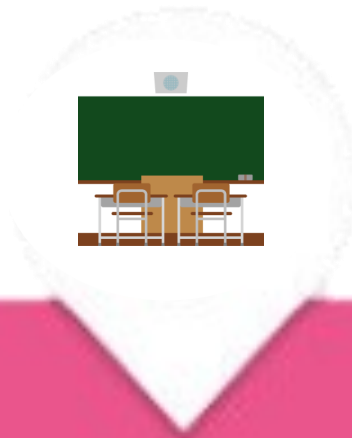
DEFINING SCHOOL CULTURE

Sow | Plant Good Seeds

Three Part to School Culture



1 Build
School
Culture.



2 Enhance
Classroom
Culture.



3 Foster
Community
and
Neighborhood
Culture.

MODELING CULTURE BUILDING STRATEGIES

Establishing Culture

Student Achievement.

Begin with the end in mind.

How students learn is extremely important.

Pedagogy is essential.

Set High Expectations.

Identify ways to define high quality expectations.

High expectations are subjective.

Implement high expectation models in the classroom.

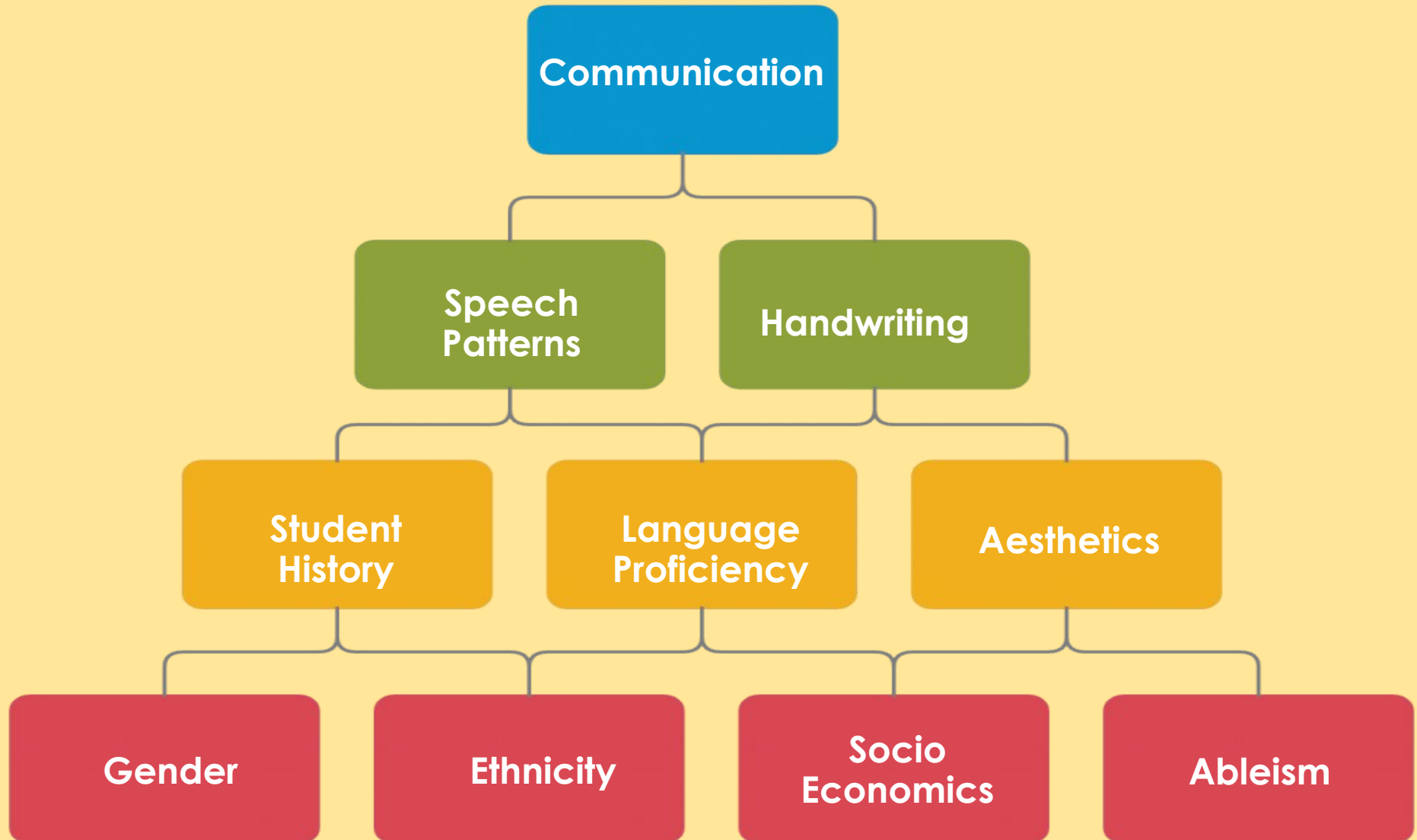
High expectations start with the leader.



MODELING CULTURE BUILDING STRATEGIES

Developing Classroom Culture

10 Ways Educators Develop Positive/Negative Expectations



(Muhammad, 2009).

MODELING CULTURE BUILDING STRATEGIES

Community & Neighborhood Culture

Our engagement with the community includes setting clear expectations for the role of community.

- How will we make parents feel welcome in our school?
- In what ways will we partner with them, honoring their expertise?
- Who are the leaders in our community who will help shape and define our vision?
- In what ways will the community be invested in schools and schools invested in the community?

School Neighborhood Community

- Leadership should be shared among all stakeholders in the school.
- What processes are in place to provide leadership support to staff students, parents, and community?



Some things to consider:

- Comprehensive School improvement Plan.
- Student government.
- PTA/PTO.

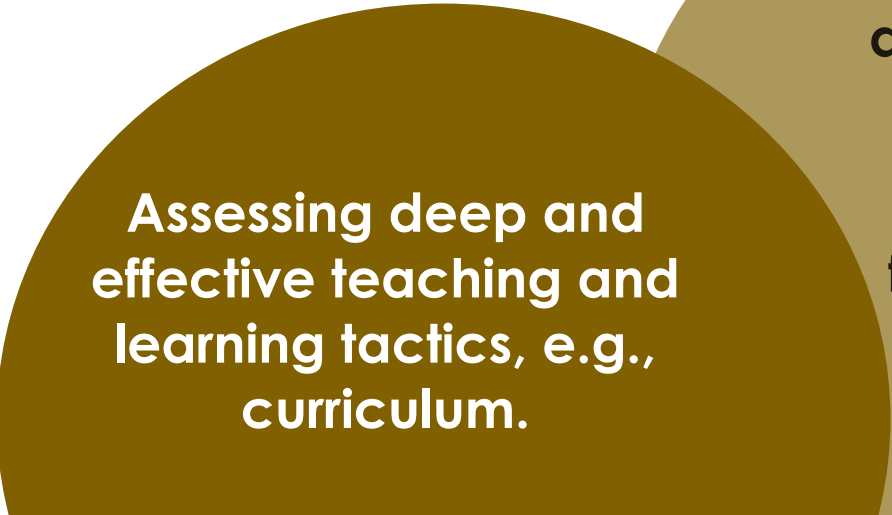
MODELING CULTURE BUILDING STRATEGIES

Water | Encourage Assessments

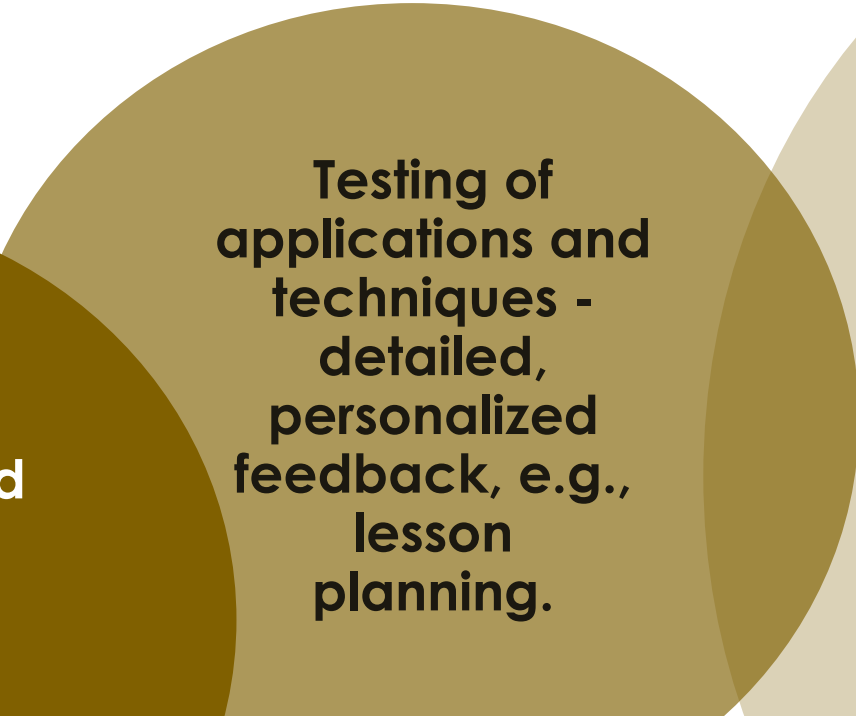


What is and assessment for learning and its benefits

Watering Quality teaching and student learning (professional learning communities/leadership development opportunities).



Assessing deep and effective teaching and learning tactics, e.g., curriculum.



Testing of applications and techniques - detailed, personalized feedback, e.g., lesson planning.



Development opportunities, e.g., assessments.

Curriculum



Collaborative opportunities about the curriculum.

Methods for organizing instruction, i.e., schedules, instructional timelines, etc.

Instructional planning days.

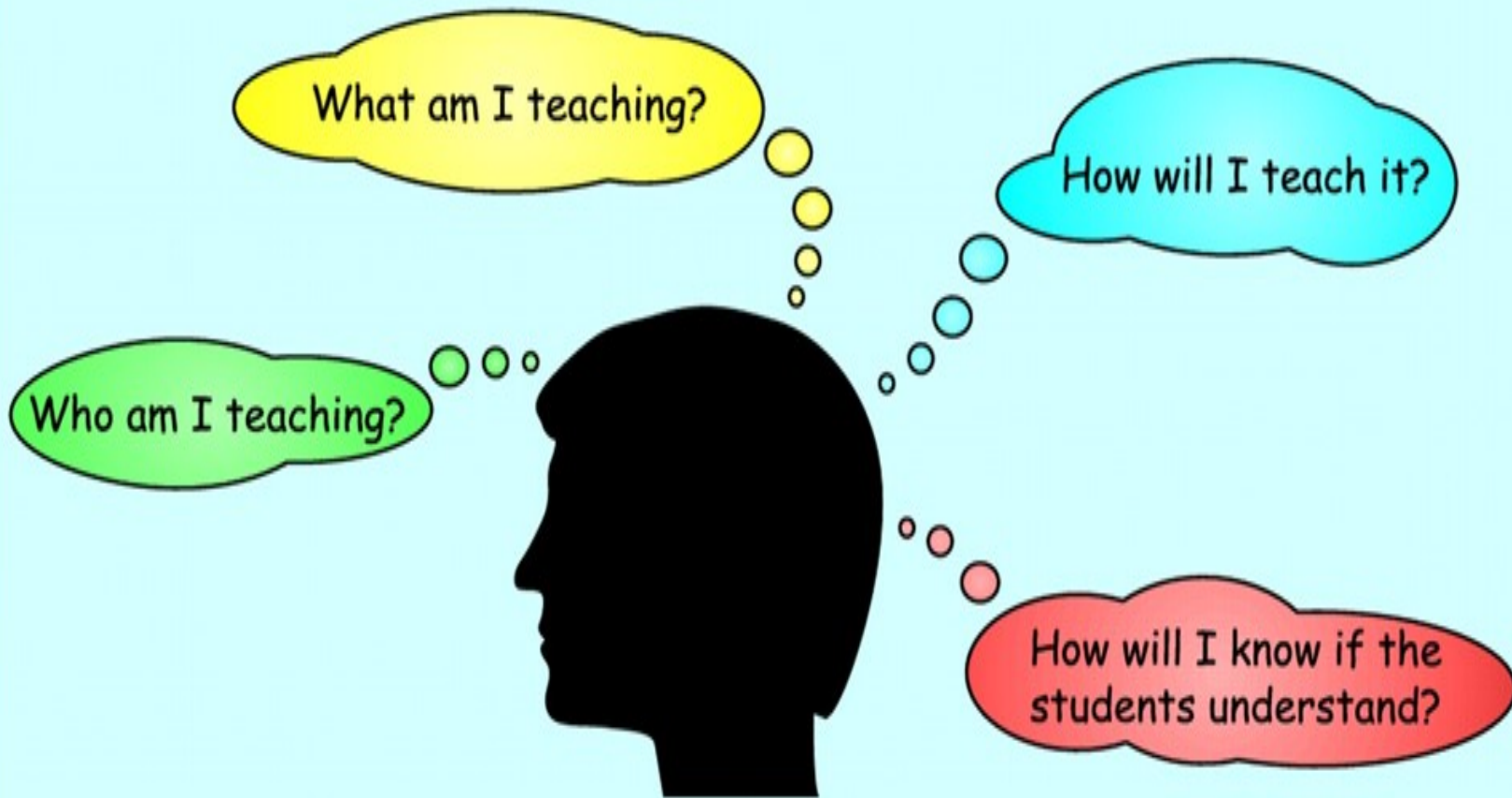
Appropriate data sources especially for differentiated instruction.

Modeling (observing & “TO DO”).

Rewards for personal goals and student outcomes.



Lesson Plans



Effective TEMPLATES assists in outlining EXPECTATIONS!

Development Opportunities



PROFESSIONAL LEARNING throughout a teacher's career is essential to achieving great schools, (NEA, n.d.).

MODELING CULTURE BUILDING STRATEGIES

Nurture | Promote cognitive development



What is a Continuous School Improvement Process

Planting/Watering Professional, respectful, nurturing teachers in a positive culture (planning, growth feedback through assessments and



Resources.

Evaluations as a growth model mindset and ongoing feedback.

Planning - Comprehensive Strategic Plan.

Nurture | Comprehensive Strategic Plan

Existing beliefs/Mission

Assumptions

Values/Vision

Supposed norms for interactions

Behavior routines

Modeling

Statements of philosophy

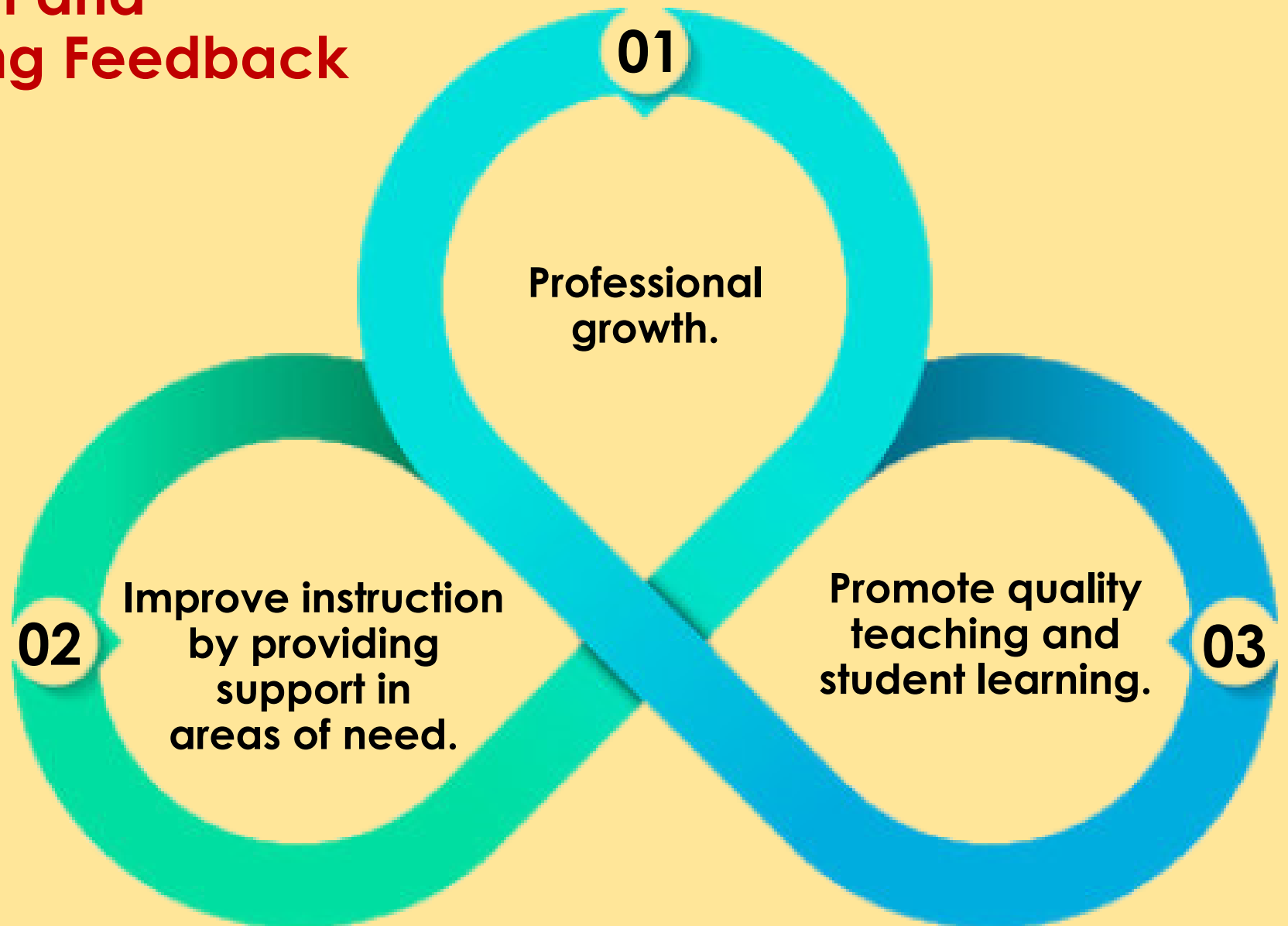
Design of physical spaces

Creating artifacts and displaying

“Living” Comprehensive Strategic Plan



Evaluations as a Growth Model Mindset and Ongoing Feedback



Resources

**Teachers should not have to
pay out of pocket for
instructional needs.**



**Supplies & Materials
(Wish-Lists Early).**

Participation in Title I Budgeting.

**On-going Technical Assistance,
e.g., Instructional Coaches.**

**Job-Embedded Professional
Development
(Building Capacity).**


MODELING CULTURE BUILDING STRATEGIES

Grow | Continuous Improvement

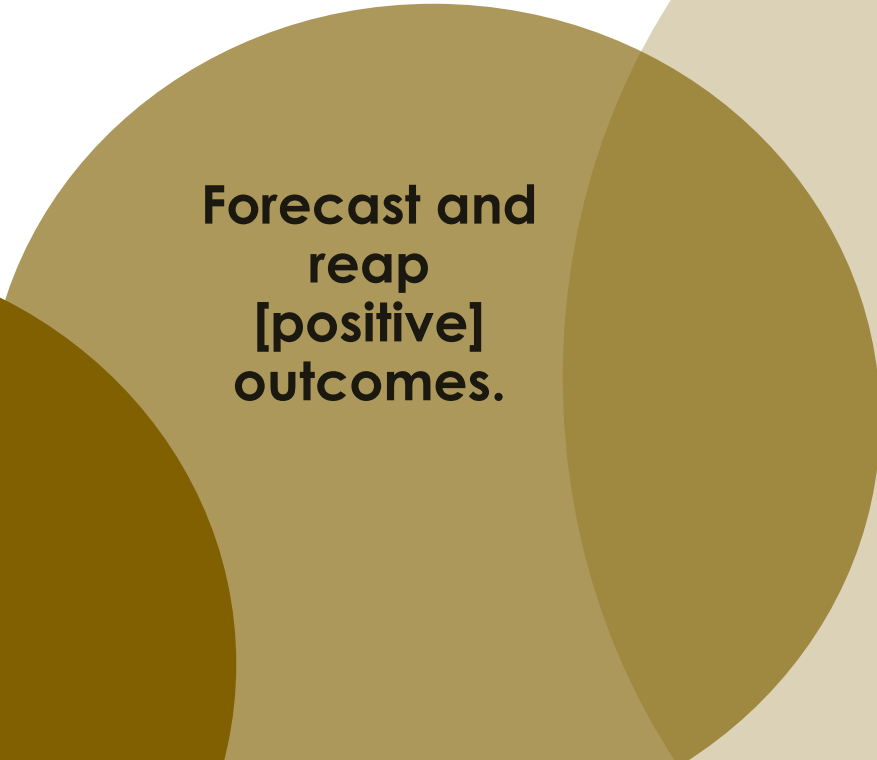


How to
measure and
celebrate
success

Grow promoting harvest and celebrate successes, then make room for additional growth (result).



Execution of
comprehensive
strategic plan.



Forecast and
reap
[positive]
outcomes.



Celebrate.



Execution + Monitor + Control

Providing student support: Identifying academic and emotional supports needed

1. Did our PLAN work?
2. What were the STRENGTHS in our plans?
3. Where were areas for GROWTH?
4. How will the school engage the student's family and the community to help attain academic as well as norm goals?



Plan for Struggling Students

There should be clear systems of student support that includes, but not be limited to:

- Non-traditional scheduling that promotes meaningful student learning
- Student-to-student, student-to-teacher, and student-to-community relationships.

What support systems are in place to ensure that ALL students are successful?

Assessment & Evaluation



Lets us know
that students
“**GOT IT!**”

1

Be mindful of
testing
expectations.

2

Partners for
formative growth
assessments.

3

Appropriate data
sources.

4

Rewards for
students and
student outcomes.

Outcomes

STUDENT ACHIEVEMENT

Essential Actions

Data-Driven
Instruction

Instructional
Planning &
Literacy

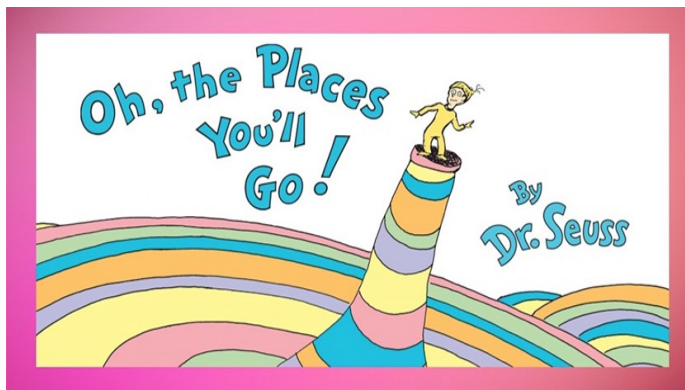
Student
Culture

Observation
& Feedback



— Promoting an Environment that's Growing —

C E L E B R A T E !



Let us demonstrate a few celebration movements.

01

Promote friendly competition.

02

Joys of recognition/rewards, e.g., positive reinforcement.

03

Build momentum.

04

Stimulate and inspire further conversation with educators about analyzing the impact of their belief systems on their practices.

05

Relationships before rigor.
Grace before grades.
Patience before programs.
Love before lessons.

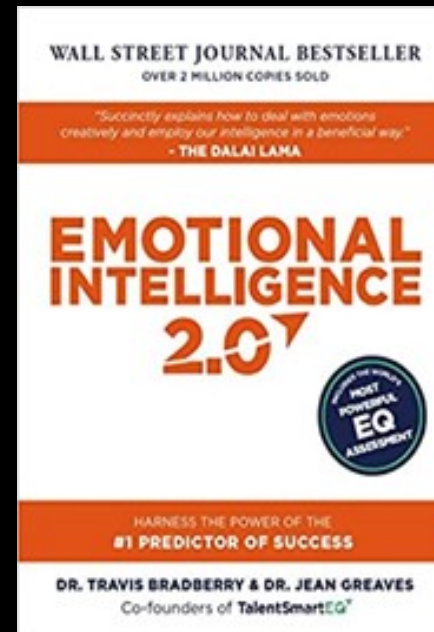
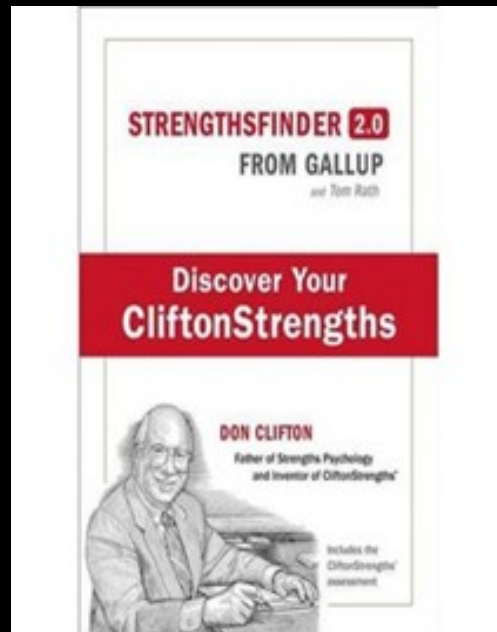
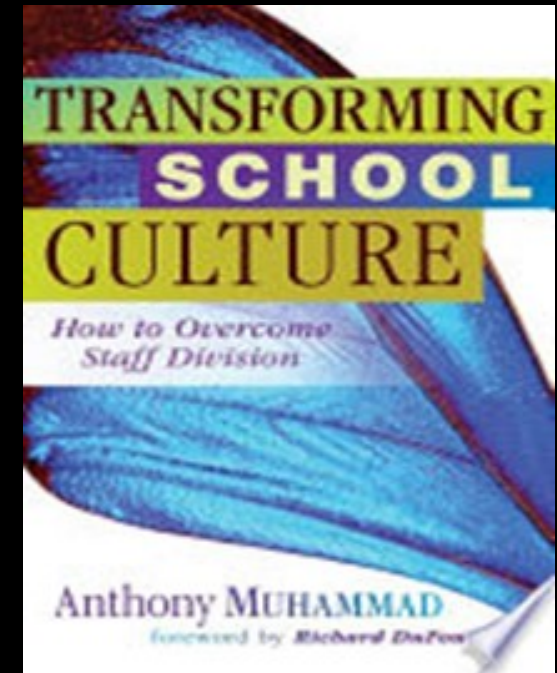
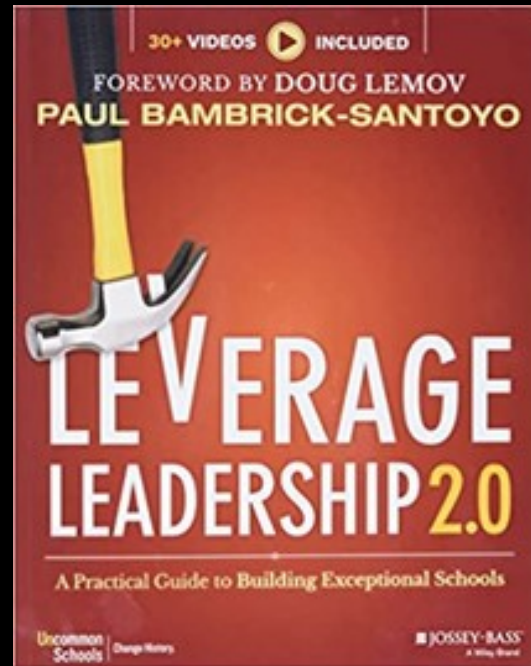
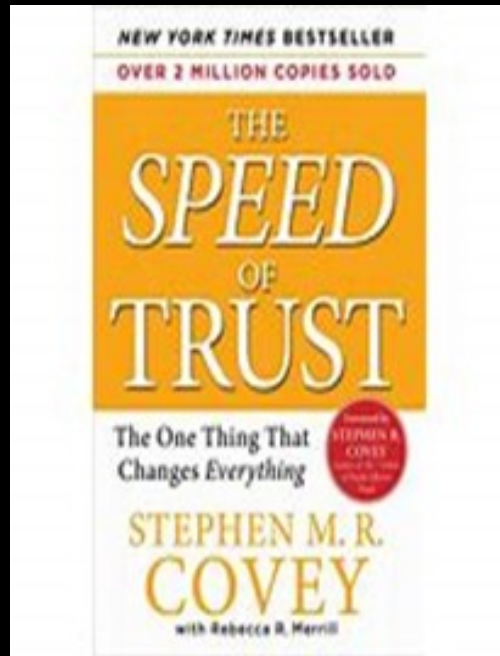
- Dr. Brad Johnson



SCHOOL CULTURE CYCLE



RESOURCES



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Powell-Smith, K. (2020). Using Data to Improve Student Outcomes in the Context of COVID-19. District Administration. <https://districtadministration.com/using-data-to-improve-student-outcomes-in-the-context-of-covid-19-lp/#:~:text=%E2%80%99Relationships%20before%20rigor%2C%20grace%20>



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