



School Improvement and Professional Learning Sessions

Directions: Review descriptions and checkmark (√) support services and/or workshop on the accompanying selection form. **Please Note:** ALL services and sessions can be delivered *onsite and virtually*.

DESCRIPTIONS:

School Improvement Coaching:

TNG consultants assist school leaders by providing job-embedded and data capacity coaching to improve student academic achievement. Consultants provide data-driven strategies by leveraging established weekly Teacher Based Team (TBT) meetings, monthly Building Leadership Team (BLT) meetings, classroom observations, staff meetings, and/or any other structure principal would like to utilize. **On-going support*

Professional Learning Series:

Essential Virtual Teaching and Learning Series:

These 4-sessions will assist educators acquire teaching strategies, differentiation techniques, and convene TBT sessions which produce RESULTS while conducting virtual teaching and learning!!!

1. Strategies For Effective Teaching In A Virtual Environment
2. Teacher Based Teams-Virtual Success!
3. Best Virtual Strategies To Differentiate Instruction In Mixed Ability Classrooms
4. Essentials For Successful Project-Based Learning

Social-Emotional Learning Series (SEL): No Excuses!

“All of your students, whether you believe it or not, have to believe that you think they can do it. . . Educators need to send three key messages to students:

- *What we’re doing is important;*
- *You can do it;*
- *I won’t give up on you, even if you give up on yourself.*

During these 4-sessions, educators will delve into the correlation between SEL and the benefits to academic success, classroom management, and overall success to supporting students become “College and Career Ready!”

1. Supporting Students Social-Emotional Learning in a Virtual World
2. Teacher Mind Sets & Beliefs: Shaping Students Success
3. Got SEL? Get Improved Classroom Management!
4. Using Student Conferencing To Create Engaging Opportunities

Depth Of Knowledge Series (DOK) (Tiers I, 2, and 3):

DOK is a way to think about content complexity, not content difficulty. Complexity is different from difficulty. Depth of Knowledge has been around since the late 1990’s but its implementation remains a mystery for many teachers. Most teachers know their supposed to drive deeper knowledge and ask higher order thinking, but the “how” is often murky. These 3-sessions are design to help teachers “REALLY UNDERSTAND” DOK’s classroom implications!

1. Teaching With Depth
2. Strategies To Increase Students Thinking and Learning
3. Strategies To Drive Greater Depth of Knowledge in your Classroom



Teacher Clarity Loud and Clear Series:

“Teacher clarity relates to organization, explanation, examples and guided practice, and assessment of student learning. It can involve clearly communicating the intentions of the lessons and the success criteria. Clear learning intentions describe the skills, knowledge, attitudes, and values that the student needs to learn.” This series will assist educators and leaders become proficient in a process that clarifies teaching and learning.

1. Teacher Clarity: Virtually Loud and Clear-Part I
2. Teacher Clarity: Loud and Clear-Part II
3. Teacher Clarity: Loud and Clear-Part III

Restorative Justice Series:

We know that Restorative Justice is an approach to dealing with conflicts that is not punitive but emphasizes accountability and reconciliation of the offender. However, for successful implementation, schools must take an active role in the restorative response by collectively addressing the impact of the wrongdoing and the reparation. Participating in this 3-part series teachers will learn practices and policies for implementing restorative practices.

1. **Restorative Justice**-An Introduction to Restorative Practices-Part I
2. **Restorative Justice**-Restorative Practices and PBIS-Part II
3. **Restorative Justice**-Restorative Practices in Special Education-Part III

Family and Community Engagement (FACE) Series:

Across the educational system, from teachers to policy-makers, decisions about family engagement are often based on popular opinion rather than what can move student achievement. For example, a study of family engagement in school improvement plans found that only 4% of schools have programs to foster high parental expectations for their children; despite the importance of this strategy. A key reason is what some leaders call “random acts of parent involvement.” The good news is The NiKhar Group, drawing on evidence and lessons learned across the country, has developed this 3-part series for educational staff to learn and experience effective FACE strategies.

1. **FACE**-The Decision Framework-Part I
2. **FACE**-How To Engage Parents (NO Decision Without Us)-Part II
3. **FACE**-Decisions United-Part III

Technology Support:

Technology Series:

The NiKhar Group understands teachers will be accessing online platforms where teachers can set and collect work from students to respond to today’s needs. This 2-part series will support teachers who need a more individualized approach (limit of 25 teachers per session) to Google Classroom and Canvas.

1. Google Classroom “Nitty-Gritties” For Teachers Who Need The Essentials
2. How To Prepare For On-Line Learning With Canvas



Everything “Bagel” Lunch and Learn Sessions: *Everything Needed To Nurture A Culture Of Success!*

The Troubled Employee:

If you think your employee’s personal lives have nothing to do with the workplace... you're wrong! Forty-seven percent of employees say that problems in their personal lives sometimes affect their work performance. The NiKhar Group provides guidance for managers and leaders for how to best handle troubled employees. **The Troubled**

Employee Leadership Series:

1. The Troubled Employee For Workforce Leaders
2. Violence In The Workplace: Signs, Symptoms, and What To Do

Time Management For The Workplace:

Time management in the workplace is a real challenge. Distractions, disruptions, emails, meetings, deadlines, demands, requests, priorities... the list of things you have to manage can easily become overwhelming. But there's good news. Improving your time management at work isn't nearly as hard as you might think. And the gains can be huge.

Interpersonal Relationships For Leaders:

Group dynamics impact productivity and employee satisfaction, so it's important for managers to cultivate positive relationships among coworkers and effectively manage teams. This workshop covers establishing your identity and authority within a group, addressing conflict, and making work fun. Full of practical tips and useful strategies, this workshop is a great reference for first-time managers and for more experienced managers who may need to address a specific issue with their team.

Topics include:

- Building initial rapport
- Signaling fairness and integrity
- Communicating proactively
- Facilitating efficient meetings
- Using your authority effectively

Get Organized and Get Productive!!!

Clutter is unmade decisions; being organized is about being productive! This PL workshop is designed to assist employees at every level of the organizational hierarchy structure examine specific barriers prohibiting them from being organized and being successful in the workforce.

How to deal with difficult People:

Whether they’re employees, customers, colleagues, friends or even the boss there’s no way to avoid interacting with difficult people. This workshop is designed to assist individuals in the workplace falling victim to difficult peoples’ dysfunctions.





Burnout Strategies for Educational Leaders:

It's a reality that burnout is high for educational leaders. Compassion fatigue and just basic physical weariness take their toll. Are you having to do more with less? How do you maintain productivity standards and prevent fatigues? Are there *REALLY* coping mechanisms which provide successful solutions for educational leaders? YES---with the right strategies, educational leaders can cope and thrive!!! If this sounds all too familiar...this 1-hour workshop is for you!

Diversity and Inclusion Leadership Series:

Part I. Diversity is key to maintaining a competitive workforce advantage. Integrating diversity within all areas of an organization is a strategic goal of great organization because shifting demographics, technology and globalization are changing the world of work. The key outcomes of this workshop examine:

1. The need for articulating a clear link between diversity and organizational performance
2. How to use powerful developmental models to assess, diagnose, and guide diversity and inclusion initiatives
3. Key diversity competencies for discussing, assessing and optimizing effectiveness

Part II. "What Are You Thinking About?" The cognitive link between thought processes and Diversity Inclusion

Civility In The Workforce "All I Need Is A Little R.E.S.P.E.C.T!"

Thirty-Eight percent of workers believe the workplace is becoming more disrespectful, and 67% believe there is a strong need for civility training. Americans are taking notice of the need for respect at work. The workplace is a reflection of society at large. Today, we see a gamut of behaviors that demonstrate a lack of respect, civility and conflict resolution. Participants will gain valuable information and take part in interactive activities to understand the correlation between civility and a thriving workplace.

Change Management:

This interactive professional learning workshop is focused on increasing participants understanding of all aspects of organizational change, effective ways to manage change, increase buy-in to change, and minimize resistance to change within an organization.

Healthy Eating at Lunch/Meal Prep:

Mid-day is when we need energy and nutrients the most. When employees pack their lunch, they can increase energy, lose weight, and decrease stress. Registered Dietitians will teach employees how to create fueling lunches for a satisfying work week.

Healthy Eating On The Go:

Learn how to snack your way to better health, more energy, increased mental clarity, fewer cravings for junk foods, and an overall feeling of well-being. Registered Dietitians will teach employees how to select quick and healthy snacks that manage hunger and keep appetite in check.

Political Conversations In The Workplace Coming July 1, 2020

