EmpowerEd

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

FOR DC SCHOOLS

Building Positive Adult Culture & Shared Leadership for Teacher Retention

The Social-Emotional Staff

(Self-Care & Shared Leadership Year Long Investment)

FULL YEAR

- 2 Facilitators
- Survey & Data Work
- Positive Adult Culture Team

-8 Workshop Series- 6 small group,
2 full staff

- Ongoing Support

Key Topics

1.Self Care
2. Effective Listening
3.Constructive Conflict
4. Building Relational Trust
5.Managing Teacher Time
6. Shared Leadership

SY 2021-2022 Shared Leadership Cohort

FULL YEAR

- Cohort of 5-6 Schools (both DCPS and DC Charter Schools)
- Each school team= Principal and 3-5 staff
- Once a month after-school cohort meeting

-Includes:
Year Long Series, Books, Materials, Food, Survey & Data work for staff retention, ongoing support

Key Topics

1.Relational Trust
2. Shared Leadership
3. Asset Mapping and Staff-Led PD

Individual School Workshops

Individual 75-90 Minute Workshops

1.Building Teacher/ Admin Relational Trust- Part 1/2
2. Social-Emotional Adult Culture & Communication
3. Shared Leadership
4. Examining Teacher Time

Half Day/ Full Day

1.Building Trust for Sustainable Adult Culture

2.Teacher Voice and Shared Leadership

3.Building Positive Adult Culture & Shared Leadership

JOIN THE SY 2021-2022

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THRIVING TEACHERS, THRIVING SCHOOLS
COHORT

A cohort of principal and teacher teams from DC public and public charter schools working to improve positive adult culture and teacher retention at their schools

***Building Relational Trust**
***Improving Staff Communication**
***Managing Teacher Time**
***Improving School Systems**
***Shared Leadership**

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HOW DOES IT WORK?

The cohort will meet once a month after school engaging in deep work to build shared leadership practices at your school and positive, sustainable adult culture through research driven strategies and the sharing of school best practices

Each school can be bring between 3 and 5 participants, who can attend each month's session. This must include the school principal and a diverse group of teaching/non-teaching staff

The cohort engages in shared reading and individual school implementation work between each meeting

School Fee: $2,500 for the year-long series per school

What does this include?

- *Participation In year-long series by 3-5 school staff*
- *Books for each participant, all materials, food at each session (if In-person)*
- *Use of EmpowerEd survey tools and teacher retention data analysis, recommendations*
- *Contemporaneous* and ongoing support for implementation by EmpowerEd!

Space is limited
Reserve space for your school now.

scott@weareempowered.org

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TESTIMONIALS

100 % of principals and teachers who participated in the 19-20 cohort said it was a valuable use of their time.

"If you can commit the time and attention to really maximizing the opportunity, it's well worth it!"
- Principal Brigham Kiplinger (Garrison Elementary School)

"The facilitation has been collaborative, reflective, sharable."
-Teacher, Kelly Miller Middle School

"It's an amazing cohort and Scott is knowledgeable and confident"
-Ebony Brown, Teacher at Howard University Middle PCS

"I like the problem solving approach to build shared leadership" -
Brenda Douyon, Teacher at Garrison Elementary

" We have taken something from every session and used it at our school" ***-Teacher, Kelly Miller Middle School***

What did participants say they've taken away from this work?

- *Changing the mentality to an asset-based approach so there is a variety of expertise shared.*
- *Importance of reaching out to variety of staff to solve problems/share problems/get resources.*
- *Thinking of how I can maximize time and learn from current teacher leaders*
- *It will help build a more cohesive school*

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BEAUTIFUL LIFE SELF CARE WITH gracy obuchowicz

PRESENT

THE SOCIAL-EMOTIONAL STAFF

TRANSFORMING OUR WORK WITH KIDS BEGINS WITH US. JOIN US TO BUILD A HEALTHY, SUSTAINABLE STAFF CULTURE IN YOUR SCHOOL TO EMPOWER & RETAIN OUR EDUCATORS

PERSONAL DEVELOPMENT FACILITATOR
GRACY@SELFCAREWITHGRACY.COM

SCHOOL CULTURE & VOICE FACILITATOR
SCOTT@WEAREEMPOWERED.ORG

Does your teaching staff struggle with daily stress and/or a lack of professional trust? Do staff yearn for more voice, support and autonomy? How does this ongoing struggle affect positive engagement within your school community, retention, and the reality of your bottom line?

Fundamental to achieving healthy work/life integration is the feeling of power and control over your life at work and the ability to translate this empowerment into a meaningful personal life.

According to the Learning Policy Institute, it costs a school nearly $20,000 to lose a single teacher including the costs of separation, recruitment, hiring and training. Instead, for a fraction of the cost you can retain your educators by investing in a stable and healthy school environment and better serve your students and families.

Through our innovative workshops, teachers and school leaders will work together to identify and communicate their personal and professional needs, examine how school systems either help or harm adult school culture and explore solutions to distribute leadership and ensure staff feel heard and supported in their work.

Ask us how to get started.

* Stress Management
* Dealing with Trauma
* Building Relational Trust
* Authentic Listening

* A Culture of Voice
* Teacher Leadership
* Autonomy and Innovation

See full details on the next page

SAMPLE SCOPE & SEQUENCE

Self-Care → **Relational Trust** → **Distributive Leadership**

1. Full Staff "TEAM" Survey: Teaching Environment Assessment Method

2. Set up PACT (Positive Adult Culture Team)- 8-10 Teachers, Principal, 3 Administrators, 2 Related Service Providers

3. Debrief Survey Results, Define Priority Areas

The Workshops- Part 1 (Self Care and Relational Trust)

1. **Building Personal Resilience**
2. **Mastering Effective Listening**
3. **Communicating Needs & Boundaries**
4. **Engaging in Constructive Conflict**

Self-Care → **Relational Trust** → **Distributive Leadership**

The Workshops- Part 2 (Professional Voice and Distributive Leadership)

1. **Establishing a Culture of Voice**
2. **Asset Mapping for Teacher Leadership**
3. **Managing Teacher/ Staff Time**
4. **Mapping Distributive Leadership**

During...

EmpowerEd and Beautiful Life Self-Care provide ongoing support for PACT Team Members as well as change diffusion and support work between sessions

After...

1. PACT team and full staff complete final evaluation and post-survey, reflect + gauge progress
2. Set ongoing work goals and plan
3. Establish following SY teacher-leader roles

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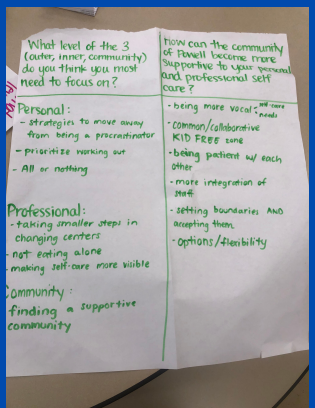
Ready to transform your school culture and build sustainable success on a foundation of trust?

Contact EmpowerEd now for full details, pricing, and personalized professional development options.

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