

Pittsburgh Recruitment:

1. Accelerate student achievement
2. Eliminate racial disparity
3. Become a district of first choice
4. Organizational culture

District vision: 80% through or to college, or workforce certification

SPEAKER ----- MALCOM THOMAS  
(Coming out with a book...)

***'Each generation must, out of relative obscurity, discover its mission, fulfill it, or betray it.'* - Frantz Fanon**

- Our kids have such a legacy of fear.
- Structure and success for kids: have success as early and as often as possible
- You remember your experience of achievement as a way to continue
- Students gravitate, because they can sense that you see something in them they cannot see in themselves

***'Knowledge of self and good health is the foundation of all earthly wealth.'***

- Identity (self-image) and Health/wellness (energy in balance)
- Energy and vitality, energy can be increased (movers and shakers of the world have energy) -- this is a high energy profession
- When your energy is high, the words you want to say just come out
- Energy .. You get into the now!

The Prerequisite:

- what is education? (Educare: to draw out)
- Man vs. Sequoia (there is a giant inside which is to be drawn out) -- why does a tree, beginning as a tiny seed, grow to such extraordinary dimensions
- key is to give people attention (what kinds of attention do you give people?)
  - children that exhibit procreancy, you will see they don't excess because they need attention
  - how do we eliminate failure from our kids
- All good stories begin with the end.... Blueprinting
- gifted mind, heart for god, hands to work, feet for running the race
- Are 'hip-hop' youth developing and succeeding? Cause for alarm...

- Low academic performance, abysmal graduation rate for males, high increased of violence or death, high incidence of adjudication and incarceration, high incidence of teen pregnancy, high apathy/ low motivation, generation gap and generation overlap  
What is the hip hop era?

- time period, defiance, self-expression, loss of respect for authority and social institutions, generation gap and overlap, increased access adult themes via the media and daily life while simultaneously experiencing decreased supervision/support/ direction, availability of drugs and firearm

No matter what you do, have respect for the students..

Baldwin quote on respect with adults and children: children have a hard time showing respect but never have a hard time imitating the actions of adults

Discipline:

- All learning begins, depends, and ends with discipline.  
- the ability to be self-determining and self-governing is the greatest single determinant of success

- ***acknowledge their talent but praise their effort!***

- ***Educator:*** to be it, I must see it. To be a man I must see a man....

- agent, cultivator, role model, extended family member, counselor, therapist, confident, advocate, coach, leader (vs. boss)

***Even if you don't care I care.***

***Even if you give up on yourself, I won't give up on you.***

Acknowledging students with their names every time you see them.

***Relationships are the key to teaching.***

There is something about doing something with someone or for someone....

Tie the education to something they have a pre-existing interest in....

Intelligent Intervention:

Raise your standards of students/children

Milwaukee experiment -- elasticity of the human brain

Matthew Effect

Pygmalion effect -- think of someone they will live up to your expectations

The OAK school

Outliers

Prescott Lecky

VISION AND PEEK ENERGY!

Develop the ability to see beneath the surface

Relentlessly seek and study excellence 'success leaves clues'

Etc.....

SPEAKER: KAREN ARNOLD

Classroom management strategies... think pair share

**Describe a well managed classroom:** students listen when teacher is talking, shout out answers when asked or raise hand to be called on when appropriate, kids get messy in the art room and can move around but know the rules that they should still be following on a day to day basis of the basic keep hands to self, respect one another ...

Etc students are engaged and learning...

Happy students, engaged students, organized space (efficient space) ...

Consistency

Student to teacher respect, student to student respect, student to material respect

Use of positive reinforcement

Be a guide on the side..

Clear expectation (goal and steps laid out for success, so students can be successful)

We're all in this together!

Teacher need to meet students where they are coming from..

### **Strategy for management: Hands up, mouths are closed (it works)**

Classroom management: deeply involved with their work, students know what is expected of them, little wasted time/confusion/disruption, climate of the classroom is work oriented, but relaxed and pleasant

Desk: is like a wallet you can go there to drop a paper and that is it

Passing papers: pick up papers when walk in, basket on desk per period to collect

When its time to work it is time to work...

Respect and Rapport: respect between one another, mind your manners, sit at level of students when talking to them, stand on a chair to be at eye level, meet them where they are at, learn about them, call home to parents for positive reasons (make them everyday)

### **How can you create respect and rapport in your classroom?**

- elephant ear, to tell someone to without interrupting the entire class

- giving respect to students, ready everyday so they respect your time, calling positive thoughts home

- learn to apologize, nobody is perfect (to parents and students..)

TED TALK: Rita Pearson, 7:49 min talk, 5th grade math lesson... Okay to apologize

Culture for learning: hang students work up ALL the time!

Change bulletin boards at least once a month!

Talk about the positives!

Stickers work at any level!

Find something and use it, you can adapt it...

### **How can you create a culture for learning in your classroom?**

Everything in the classroom has to be meaningful!

Classroom procedures! Teachers manage groups, teacher should be able to pull themselves out of the situation and students can still function..... Teachers job is not to collect or pass out papers but make sure students succeed!

***MONITOR AND ADJUST!***

When someone is mean and nasty and cussing you out... Be nice!  
They are going to stress you out... Be nice!  
Have structure!  
Have to have the same rule for all students!

***FAIR AND CONSISTENT!***

Have clear expectations for student behavior, monitors student behavior, responds appropriately to student misbehavior....

***WHEN YOU MAKE A PROMISE YOU BETTER KEEP IT!***

If you can't keep it don't make it...  
MEET THEM WHERE THEY ARE!

3-5 Rules... Be nice! Can be all encompassing rule!

**An effective teacher is...** Present in the room, gets around to every student if even for just a short comment, knows students names and abilities, creates projects that are engaging for students and keep their interests, role model, prepared, organized, structured, know where students are...

Cares, listens, maintains level of respect, engaging lessons

Goes with the everyday flows of the classroom

Adapts classroom and methods

Articulate, prepared

Treat them with respect

Know materials... It's okay if you don't know everything but look it up and tell them you know...

Passionate!

Being consistent...

REGULATE VOICE

SMILE ON FACE!

Admit when wrong...

(Walk to them to get their attention... Do not stand in the front of the room and bark!)

Come to school for the kids... No students in front of you, no jobs...

Effects and touches lives, professional meetings to learn, does things right consistently, listens listens listens, can talk about core curriculum!

Go on school website before interview... School report! Read it!

**An ineffective teacher is...** Not present in the room, disinterested, doesn't demo to students to give them steps for success

Doesn't do every thing an effective teacher would do...

Too structured  
Unreliable and inconsistent...  
Doesn't follow through ...  
Don't set expectations for students ....  
Inflexible.. Stubborn...  
Not a good role model ....  
Believes the job isn't about relationships, punishment is more effective...

Rituals and routines need to be in place since day one!

[smartclassroommanagement.com](http://smartclassroommanagement.com)

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BOOKS --

The first days of school by Harry K. And Rosemary Wong

Teach like a champion

Discipline in the secondary classroom by Randall Sprick

This isn't the time to be reserved.... Time to get information and make sense of it...

TRUE CLASSROOM MANAGEMENT IS A WELL PLANNED LESSON..

SPEAKER: DONNA WESTBROOKS-MARTIN

Programs for students with exceptionalities...

IT'S ABOUT THE KIDS!

SPECIAL EDUCATION --

Chapter 14 IDEA-- Committed to providing a free, appropriate, public Education to all students with disabilities and students who are gifted; believes that all students learn to high standards when they are provided with student-centered learning experiences that meet their individual learning needs...

Compliance

Best practice

Speciality Designed Instruction (SDI's) for students with special education... What they are going to do differently to support students in general education...

3 Department Goals:

- PSE will decrease the number of African American student found eligible for special education and requiring emotional support by 15%
- PSE will improve services provided to students with disabilities by improving educational benefit while adhering to state and federal mandates to 100% of PPS schools
- PSE will advocate for educating students with disabilities in the least restrictive students with disabilities in the least restrictive environment and work to promote an inclusive environment in 100% of PPS schools

(It's not all on the child, looking into school environments as well..)

What is educational benefit?

- increasing academic achievement, quality in which students can grow, is program reasonably calculated...

- Presumed competence.. Don't make assumptions about students
- Ableism (negative term) ... Leaving out students, forget students with disorders (make sure everyone with disabilities are capable)
- People vs Language ... Ex: students with IEP, student enrolled in a life skills program, students in special education.... **PUT THE PEOPLE FIRST!**

Least restrictive environment: LRE means that a student who has a disability should have the opportunity to be educated with non-disabled peers, to the greatest extent appropriate. They should access the general education curriculum with the supplementary aids and services necessary to achieve educational goals....  
**SPECIAL ED IS NOT A PLACE.. IT IS FLUID..THEY DON'T NEED TO STAY FOREVER**

Service Delivery Model:

- PSE offers a continuum of special education supports and services ranging from least restrictive to more restrictive based on the IEP teams decision
- Services range from the use of Supplemental Aids and Services in general education to full time support in center based programs.
- Six (6) Service Delivery Models (pyramid diagram..)
- instruction constructed in the home
- center school based service
- regional support services
- collaborative consultation with direct special education support outside of the general education classroom
- collaborative consultation inside the classroom
- .....

Co-Teaching:

Two teachers physically present

Universal Design for Learning:

- Building flexibility in learning situations, rather than retrofitting to adapt
- removing barriers by anticipating the needs of all students

- providing the materials, resources and interventions needed to access the general curriculum for student success

- ***flexibility is inherent in teaching, learning, and assessing... to accommodate ALL learners***

Autistic Support:

- PSE provides services, based on needs

Life skills

Multiple disabilities support

Emotional disabilities support

Speech and language

Blind or visually impaired support

Deaf or hard of hearing support

Secondary transition programs

LONG TERM GOAL: support all students in their home schools with a continuum of services and supplementary aids as needed!

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### **Principal Panel time:**

Teacher leadership is....

- leadership: new on staff, you should hold a position of leadership within the building

- talk in meetings, take an active role, bring passion and energy to school

- show initiative

- build a strong relationship with students

- don't lose your passion, always be excited for the job that you are doing, there are many opportunities to be negative but stay positive

Langley K-8 principal:

- Work ethic coming out of school... Paying attention sense is that is not there

- WORK HARD AND CARE DEEPLY

- if you live you work hard and present yourself as they they will see its authenticity

-Making a connection with kids

- genuinely love kids, have to love children, every minute of your day

- also need to love their parents....

- how would I want my son or daughter to be treated in that situation, they are a child someone loves

- establish relationships with colleagues

- rituals and routines in the classroom, should be an oasis for children

- nice, neat, orderly, bright, colorful, organized classroom, everything should have its place

- warm welcoming and inviting environment

- content knowledge will come, always ask yourself when planning, teaching, and reflecting on a lesson what do you want kids to know, how do you know they know, and what will you do with information (data collection)

- need to have passion for students and content

- reflective as a teacher and ask for feedback, pursue feedback, really listen to feedback

- reflecting, learning, and growing

- ask what can I do to become better... Never lose that... Keep growth mindset

KAPPA program (8 art majors)

- secret to Education is respecting the student

- acknowledgement that students all come with knowledge

- respect every child that comes into your classroom

- they don't know how much you know until they know how much you care