



**Dennis Mitchell** believes that when a classroom behavior plan is implemented correctly it will create positive relationships between teachers and students. Dennis specializes in comprehensive positive classroom behavior management. Dennis has been a successful teacher and administrator at both elementary and secondary levels.

It is becoming an all too common occurrence for students to be sent to the principal's office because of inappropriate behavior. These constant classroom disruptions are having a significant negative impact on school climate and academics.

As a new teacher, Dennis struggled with classroom discipline. As a result of these struggles, Dennis developed a positive discipline program for his classroom. As an administrator, he continued to develop and share what he learned about positive classroom discipline. To make this program well rounded, Dennis collected successful discipline strategies from a variety of master teachers and administrators.

Dennis understands that not all teachers or schools have the same level of discipline program needs. *The Do's & Don'ts of Discipline – Behavior Management for the classroom* is a multi-levelled program that can be tailored to the exact level of behavior intervention needed. We provide a complete classroom discipline program, or specific elements which easily blend with any successful behavior program that is currently in place. This program will provide teachers the necessary tools to work effectively with our students in today's schools.

Dennis is known for his "Laugh and Learn" approach because in-service trainings need not be mind-numbing. Audiences are given valuable strategies needed to manage the behavior in their classrooms, while thoroughly enjoying the experience.

Combining effective staff development with follow-up coaching, teachers are able to create an environment where high academic expectations are not compromised by inappropriate student behavior.

As a former teacher and principal, Dennis recognizes that any effective program must include all parties. Parents have a significant role to play in any successful behavior plan. Dennis continues to present at state PTA/PTO conventions, as well as numerous local schools. Parents are trained in areas ranging from behavioral strategies for the home to creating an effective homework program.

*Thank you for your interest.*

### **Positive Behavior Plan – The Teacher Training**

When a classroom behavior plan is implemented correctly, it will create positive relationships between teachers and students. It is becoming an all too common occurrence for students to be sent to the principal's office because of inappropriate behavior. Constant classroom disruptions are having a significant negative impact on school climate and academics. Our training is focused on creating and implementing a classroom behavior plan. Teachers will be equipped with the necessary skills to significantly reduce, if not eliminate, inappropriate behavior in the classroom.

Not all teachers and schools have the same level of discipline program needs. **The Do's & Don'ts of Discipline – *Behavior Management for the classroom*** is a multi-leveled program, which can be tailored to the exact level of behavior intervention needed. This program can provide your school with a complete positive classroom discipline program, or specific program elements. The specific program elements will easily blend with any successful behavior program that is currently in place. This training will provide teachers the necessary tools to work effectively with our students in today's schools.

Highlight of topics covered:

- Teacher – Fight or Flight reaction
- The negative effects of stress in the classroom
- B.A.M. statements – redirecting inappropriate student behavior
- It's not personal, it's business
- Behavior management through positive reinforcement
- Effectively redirecting inappropriate student behavior
- Strategies for students with special needs
- Eliminating arguments in the classroom
- Effective classroom rules, positives, and consequences
- Implementing a classroom behavior plan
- Documentation - when and how
- When to send students to the office

\*A 10% discount will apply for materials if purchased prior to training.

### **Positive Behavior Management -The Leadership Team**

When we look at a team, we think of a group of people linked together for a common purpose. The team consists of members with complementary skills. The team will work together to allow each member to maximize his or her strengths and minimize his or her weaknesses. *Not all groups of people constitute a team.* A leadership team must be able to work together to insure consistent high expectations throughout the school in the areas of *classroom instruction, classroom behavior management, and administrative support.* These three areas are inter-dependent, meaning no significant growth will be accomplished in one area without the support of the other two areas.

This workshop will guide the administration and leadership team through the development and implementation process of an effective school-wide behavior management plan. This program is customized to meet the specific needs of administrators and leadership teams of pre-K through grade 12. Any of the components listed below can become the primary focus of the training. The training format is a one-day workshop or a multi-day retreat environment focusing on the principal, assistant principal, or the entire administrative leadership team.

#### **The components of the program include:**

- Address reactive and hostile teacher responses
- Avoid teacher / student conflict
- Create consistent classroom management plans and procedures
- Significantly reduce behavior office referrals
- Increase instructional time
- Develop an administrative support plan
- Effectively manage a school-wide discipline plan
- Provide alternatives to home suspension
- Address aggressive and confrontational students
- Develop a crisis management system
- Increase parental involvement and parent conferencing skills
- Provide administration with coaching and mentoring techniques to assist teachers
- Assist a teacher in need of behavior management coaching

### **On-site Coaching / Mentoring**

On-site coaching visits are highly successful because teachers and administrators benefit from practical feedback provided by the consultant. Teachers typically acknowledge these on-site coaching visits as administrative support for the program.

Teachers will bring strategies they have learned during an in-service and immediately apply them in their classrooms. Unfortunately, most teachers will not practice these new strategies before implementing them with their students. If and when the strategies are less effective than the teacher's expectation, the teacher will begin fixing the problem. However, teachers do not always keep in mind what makes the strategy successful; therefore, the teacher's fix tends to tweak out what made the strategy work, and now things are worse. This coaching visit will provide teachers with the adjustments needed to make the new strategies effective.

Options for a coaching day visit:

- Visit classrooms
- Assist individual teachers
- Meet with small groups of teachers
- Meet with administrators
- Take administrators on walk-through
- Power lunch with administration
- After-school staff meetings
- After-school meeting with discipline committee
- Debrief with administrators

### **Working with All Parents**

This training concentrates on effective communication skills for teachers working with the parents of our students. The expectation for a teacher is to contact parents for both positive reasons, as well as to inform them of their child's inappropriate behavior or academic shortcomings. However, teachers are hesitant to call parents because there are some parents who are not as supportive as others. There will be times when the classroom teachers find themselves communicating with an unfocused and sometimes hostile parent. Due to a lack of training, teachers typically are not as prepared as they should be when communicating with parents. Whether it is on the phone or meeting in person, parent conferences can deteriorate quickly if a teacher's statement is perceived by the parent to be inappropriate. Teachers will learn specifically how to prepare for, and what to have on hand prior to, any parent conference. At the end of this training teachers will be equipped to be proactive when communicating with parents.

Topics covered:

- When to call parents
- How to prepare for a parent conference
- How to work with unfocused parents
- How to create a school-home contract
- Conference with parent – by phone
- Conference with parent – face to face
- Conference with parent – with multiple teachers
- Additional forms of parent communication

### **School District Security Officers**

Constant school disruptions are having a significant negative impact on school climate and academics. This training concentrates on effective communication and behavior skills for school district security officers. Security officers will be equipped with the necessary skills to assist in significantly reducing, if not eliminating, inappropriate behavior throughout the school. Security officers are to conduct themselves in such a way as to show the upmost professionalism while caring out their duties. Security officers must walk a fine line of being friendly with students without becoming friends with students.

Taking charge of and de-escalating a potentially explosive situation is expected of our security officers. Security officers will learn specifically how to prepare for any situation with a student, teacher or parent. This training will provide security officers the necessary tools to work and communicate professionally and effectively with our students, teachers and parents in today's schools.

#### Highlight of topics covered:

- Security officer reactions – Fight or Flight
- The negative effects of stress on the job
- B.A.M. statements – de-escalating inappropriate student behavior
- Behavior management through positive reinforcement
- Meaning business
- Professionalism and behavior expectations
- Being friendly not friends
- Eliminating arguments and disruptions in the hallways
- Effective communication skills
- How to work with unfocused individuals
- Verbal judo
- How to stay calm when everybody else is losing it

\*Any training can be modified to meet the needs of the school or district.

# The Do's & Don'ts of Discipline – Behavior Management for the classroom

## Program Implementation Recommendations (Programs will be customized to meet district and individual school needs)

### **Option One (One day)**

Positive Behavior Management – The Classroom Plan (1 day)

### **Option Two (Three days)**

Positive Behavior Management – The Classroom Plan (1 day)  
Coaching/Monitoring and follow-up (2 days)

### **Option Three (Four days)**

Positive Behavior Management – The Leadership Team (1 day)  
Positive Behavior Management – The Classroom Plan (1 day)  
Coaching/Monitoring and follow-up (2 days)

### **Option Four (Six days)**

Positive Behavior Management – The Leadership Team (1 day)  
Positive Behavior Management – The Classroom Plan (1 day)  
Coaching/Monitoring and follow-up (4 days)

### **Option Five (Eight days)**

Positive Behavior Management – The Leadership Team (1 day)  
Positive Behavior Management – The Classroom Plan (1 day)  
Coaching/Monitoring and follow-up (6 days)

### **Summer Training Option One (Three days)**

Positive Behavior Management – The Leadership Team (1 day)  
Positive Behavior Management – The Classroom Plan (2 days)

### **Summer Training Option Two (Four days)**

Positive Behavior Management – The Leadership Team (1 day)  
Positive Behavior Management – The Classroom Plan (2 days)  
Working with all Parents (1 day)

### **Recommended materials for Effective Behavior Management are:**

Behavior Management for the Classroom *manual* (1 per staff member)  
Classroom Rules poster (1 per teacher / classroom)  
Teacher's Pledge poster (1 per teacher / classroom)  
Hallway, Cafeteria and Bathroom rules posters (for common areas)

A 10% discount will apply for materials if purchased prior to the staff development training.

## Agreement for Services

Please fax to 206-666-4338

School / Business \_\_\_\_\_ Preferred Date (s) \_\_\_\_\_

District \_\_\_\_\_ Alternate Date (s) \_\_\_\_\_

Time \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

City

State

Zip

Phone (work) \_\_\_\_\_ Emergency Phone # \_\_\_\_\_

Fax # \_\_\_\_\_ e-mail \_\_\_\_\_

Workshop Title \_\_\_\_\_

Comments: