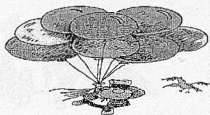
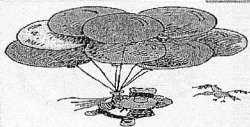


Inter-District *Make Your Day*
Master Trainer Teams



Where do we start?



A Horse Story



Buying a stronger whip.



"If the horse you are riding dies,
get off."

This is common advice from
knowledgeable horse trainers.



Seems simple enough, yet we in
the education business don't always
follow that advice...

Trying a new bit or saddle.



Instead, we choose from an array
of other alternatives
which include...



Switching riders.



Moving the horse to a new location.



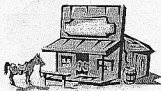
Appointing a committee to study the horse.



Riding the horse for longer periods of time.



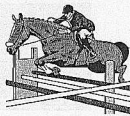
Arranging visits to other sites where they ride dead horses more effectively.



Saying things like, "This is the way we've always ridden the horse".



Increasing the standard for riding dead horses.



Creating a test to measure our riding ability.



Coming up with new styles of riding.



Comparing how we're riding now to how we did ten or twenty years ago.



Blaming the horse's parents.



Complaining about the state of horses these days.



The Human Side of School Change

by Robert Evans

"Change must be desirable and feasible. To "unfreeze" the school's culture, it is necessary to increase the fear of not trying by...

- making change meaningful to the change agents
- developing new behaviors and ways of thinking
- revising existing structures and norms
- generating support for change."

The Stages of Change

- Loss
- Incompetence
- Confusion
- Conflict

Purpose of the Interdistrict Team

Help diminish feelings of...

• *Incompetence*

- I'm the only one who has these problems.
- There's no way I can do this.

• *Confusion*

- What am I supposed to do?
- How do I do it?

Value of an Interdistrict Team

- Hear what other schools are doing
- Great opportunity to share ideas
- Provides leadership/trainers for new school staff as well as for bus drivers
- Observation by other school personnel is helpful to everyone (and less threatening if done by 'out of school' personnel)

Organization of an Interdistrict Team


- Contact other *Make Your Day* schools
- Determine "Team" setup
 - 2 teachers and 1 paraprofessional from each school
 - Principal involvement
- Organize & facilitate the initial meeting
- Complete a Needs Assessment
 - Challenges with MYD
 - Training needs
 - Interdistrict observations


Sample First Meeting


- Sharing of Ideas
- Needs Assessment
- Where do we go from here with the Interdistrict Team
- Future Meetings

Sample Agendas



	<h2>MAKE YOUR DAY</h2> <p>INTERDISTRICT TEAM MEETINGS</p>
	<p>When: Where:</p> <p><i>Make Your Day Indevs</i> (If possible, food was classified and see on how certified personnel)</p> <p>Bring: Please bring 6 copies of any letters, newsletter/articles, flyers, etc. to share</p>
	<p align="center">Agenda:</p> <ul style="list-style-type: none"> • Question/Answer Session • Needs assessments for future meetings/trainings • Student Recognition/Awards <ul style="list-style-type: none"> • Show us we're into citizenship, not just Make Your Day • Small group discussions (break out sessions for special needs/areas of interest) <ul style="list-style-type: none"> • Where moving from discipline to citizenship, ---Veteran JVC schools • Where doing great, just need a little help, ---"Teacher JVC schools

	<p>EVERYONE IS INVITED</p> <p>NO COST</p> <p>MAKE YOUR DAY INTERDISTRICT TEAM MEETINGS</p>
	<p>WHEN: WHERE: TIME: 4:00-6:00 WHO: Any or all staff members who are interested in troubleshooting and/or sharing ideas</p>
	<p align="center">AGENDA</p> <ul style="list-style-type: none"> • Welcome and explanation of Gold Mining Format (5 mins.) • Door Prizes • Gold mining session 1 (25 mins.) • Door Prizes • Gold mining Session 2 (25 mins.) • Closure (5 mins.)

	<p>GOLDMINING SESSIONS to choose from:</p>
	<ul style="list-style-type: none"> • Points and concerns • Steps • Step 4 conferences • Opting out • Cusping • Classified staff issues
	<p>Happo to see you there!</p>

ADVANCEANCE BE DEFERRED
TO DATE
BRAND YOUR DAY INTERDISTRICT TEAM AGENDA
with Earl Brown

WHEN:

WHERE:

TIME:

WHO: Any or all staff members

FOCUS:

- Questions not answered at the Goldmining Sessions in January
- Questions/concerns about Make Your Day, specific challenges in your buildings

Come join us for this opportunity to visit with and get revitalized by Earl Brown!

Hope to see you there!

**INTERDISTRICT TEAM/TRAINERS
MEETING AGENDA**

1. Assessment of Trainers Team

- How are things going?
- What needs to be changed?
- What can we do to help everyone feel like this is a TEAM, not a individual school?

2. Assessment of Observations

- How did things go?
- How could we better share information?

3. Where do we go from here?

- Review of surveys from last year
 - Ways to facilitate retaining a commitment to our Make Your Day program (for all school personnel).
 - Future observations
 - Make Your Day after school workshops for students
 - Teacher/trainer/educator visits to other schools
 - Learning needs for teachers/trainers/educators
 - Development of a "Question of the Week"
 - What data should we be tracking. (What data are schools currently tracking)
- 4. What is necessary to move from Discipline to Citizenship?**
- 5. What Role/support do members of Trainers Team need from administration and/or teachers?**

Interdistrict Observations

- School has prepared schedules for points/concerns
- Teams switch between schools' watching for:
 - Rule posted clearly in the classroom
 - Steps being done appropriately
 - Students approached correctly
 - Discipline rules off steps correctly
- Cueing not occurring
- Points done correctly
 - Notice of the work & expectations for period
 - Overhead easily visible to students
 - All students paying attention, not working or talking
 - Points given for behavior evaluation (problems & affirmations)
- Concerns done correctly
 - Issues read aloud
 - Students raise hand if they have a concern
 - Concerns phrased correctly by student
 - Respecting student responses appropriately
 - Points adjusted correctly
- Follow up with a whole school meeting to discuss areas of strength and areas for improvement

Challenges with Interdistrict Teams

Organizing/Keeping it going

•Who is in charge?

Time

•Accommodation of each school's schedule/what is convenient for all schools?
•Schoolwide meeting time for team to share at each school

Money

•Is there money to pay for staff for after school meetings?
•Is there money to pay for substitutes for staff to do observations in other buildings?

Robert Evans - *The Human Side of School Change*

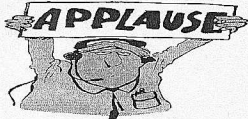
"The problem is change challenges peoples' competence, creates confusion and causes conflict."

•Conflict

(With the AYD Interdistrict Team, staff do not feel the need to circle the wagons and shoot.)



Thanks for letting us share,
have a safe trip home!



LaVonne DeFilippis & Fred Bray
