

## Positive School Climate Staff Development Modules Training-of-Trainers (TOT)

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### THE NEED

Schools everywhere are being negatively impacted by youth-on-youth mistreatment. Incidents of bullying, intolerance, put-downs, and exclusion are far too common and far too costly. This mistreatment is getting younger, meaner, harder to identify, and more acceptable. It undermines student achievement, is harmful to young people's social and emotional development, and can erode staff morale.

Addressing these challenging issues requires a concerted effort by all stakeholders – students, staff, parents, and the community – and these Modules can help schools fully tap the power of staff members to create and maintain a positive school climate.

### PROGRAM DESIGN AND BENEFITS

The Positive School Climate (PSC) Modules are a set of experiential staff development sessions on topics related to bullying, cyberbullying, staff culture, and school climate. They help staff members increase their knowledge and sharpen skills to translate their commitments to positive school climate into effective action in their classrooms, hallways, common areas, and staff room. They help schools realize significant gains, such as:

- less time spent by teachers and administrators on student behavior and discipline issues,
- increased student motivation and learning, and
- improved staff morale.

Through an interactive Training-of-Trainers (TOT), small teams of influential staff members from your school sites are equipped with the knowledge, tools and resources to provide their school-site colleagues with approximately 15 hours of professional development. With this flexibility in scheduling, staff development can be delivered with local resources, when and as needed – in staff, grade-level or department meetings, or through longer whole-school staff development days. This keeps quality high and costs low.

### TRAINING-OF-TRAINERS (TOT)

- Time: Two full school days, 6-8 hours.
- Participants: 3-4 staff members from each school (we recommend a mix of teachers, administrators, plus district staff who can oversee and support this initiative). Participants will:
  - Learn about the extent and cost of mistreatment, as well as efforts to address it
  - Discuss strategies for creating and maintaining a positive staff culture
  - Learn how to tap into the power of student relationships and youth leadership
  - Gain knowledge and skills for communicating and intervening effectively
  - Address particular forms of mistreatment and contemporary issues that affect them
  - Practice skills and receive coaching and feedback.
- Materials: While not a “scripted” program, each Module includes:
  - A Trainer's Guide, with information to present
  - Recommended “slides” for PowerPoint format, overheads, or flipcharts
  - Instructions for activities
  - Discussion/debriefing questions
  - Handouts and worksheets for participants

## PSC MODULES

Modules are continually being updated and refined and new ones are added as needs arise. The current list includes:

- **THE SCOPE AND COSTS OF STUDENT MISTREATMENT**  
This Module helps staff increase their knowledge of the many forms of student mistreatment so they can identify and respond to problem situations better. Exploration of costs helps solidify commitment to action.
- **CREATING AND MAINTAINING A POSITIVE STAFF CULTURE**  
This Module introduces research and allows participants collectively to define the elements of a positive staff culture. Staff then establish “agreements” for acceptable behavior and learn proven communication and problem-solving tools that will help them honor and monitor those agreements.
- **TAPPING THE POWER OF STUDENT RELATIONSHIPS**  
This Module provides staff members with a new lens for seeing their interactions with students and helps them uncover new opportunities for building positive relationships with students in and out of the classroom.
- **BREAKING THE ICE**  
This Module provides a useful foundation for helping staff build relationships with students within and outside of the customary classroom or club-oriented settings.
- **CHALLENGING STEREOTYPES, BIASES, AND PREJUDICES**  
This Module helps staff members identify, acknowledge, and understand how we all label and categorize people, and then make assumptions about their characters based on initial perceptions.
- **BULLYING POLICIES AND PROCEDURES**  
This module is customized with District input to allow sites to comply with applicable laws requiring that all staff be trained in the District & site policies and procedures related to bullying.
- **CYBERBULLYING: KEYS TO EFFECTIVE PREVENTION**  
Helps staff members understand what it is, where it happens, and what they can do to prevent and stop it. Includes information on Internet safety technology, policy, and practices for classroom and homework assignments.
- **STARTING AND SUSTAINING STUDENT INVOLVEMENT IN BULLYING PREVENTION**  
Essential for schools that have or want to harness the power of students to reduce peer mistreatment and improve school climate. This module covers the core elements of effective models, what students can actually DO, and the roles that need to be filled by staff in order to start and sustain these efforts.
- **PERSUASION POWER**  
Discussions and examination of the eight steps of this Module help staff work with students in potentially volatile situations, gaining both information and compliance.
- **RECEIVING REPORTS: HANDLING STUDENT DISCLOSURES EFFECTIVELY**  
While all staff are “mandated reporters” and have likely had some training in the basics of handling information, this Module builds on that base to identify some of the main reasons students withhold information and what can be done to remove those barriers. It addresses issues of confidentiality and trust, and will help that staff members handle information in a timely yet sensitive way that does not break the bonds of trust they have worked so hard to establish.

## COST

The cost for this School Climate Improvement Staff Development package includes materials and the license to reproduce them at participating school sites, along with the TOT training mentioned above. The other one-time costs are for trainer travel and shipping related to the TOT.

The cost for the PSC Modules TOT starts at: \$4,500 (depending on number of modules, customization and site licenses). Trainer travel expenses are additional.

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