

# RESA 4 PRESENTS...

## Dr. Anthony Muhammad



*Dr. Anthony Muhammad*

Dr. Anthony Muhammad has served as a middle school teacher, assistant principal, and principal (at both middle school and high school) as well as a national school improvement expert over the last 20+ years. His most notable accomplishment came as principal of Levey Middle School outside of Detroit, MI, where student proficiency on state assessments more than doubled in five years. Dr. Muhammad explores and addresses the root causes that both enhance and block student improvement efforts and also helps to solve those issues that impede high levels of student academic success.

Join your colleagues from across RESA 4 in a four-part professional development series focusing on

- Developing a positive and healthy school culture where learning is ensured
- Developing high functioning Professional Learning Communities that support both teachers and students

**SIGN UP NOW TO RESERVE YOUR SEAT IN THIS IMPORTANT TRAINING SERIES!**

### **October 29, 2015:**

Creating an Environment of Healthy School Cultures

### **January 21, 2016:**

Maintaining an Environment of Healthy School Cultures

### **December 16, 2015:**

Developing Critical Collaboration For High Levels of Student Success

### **March 1, 2016:**

Ensuring High Functioning Professional Learning Communities

**Location: Summersville Conference Center  
3 Armory Way, Summersville, WV 26651**

To reserve your seat and for more information, visit our website at [resa4.k12.wv.us](http://resa4.k12.wv.us).





# Four-Part Professional Development Series

## Session Descriptions

### Session 1: October 29, 2015 Creating Healthy School Cultures

This workshop will shed new light on the age-old battle of getting staff “buy-in” on school improvement initiatives. Participants will be introduced to the root causes of staff resistance to change. In addition, they will leave with a clear understanding of the problem and concrete strategies that will improve their school culture and lay the foundation for the creation of a powerful learning environment.

#### Learning Outcomes:

- ✓ Participants will understand the factors that lead to the formation of “healthy” and “toxic” school cultures
- ✓ Participants will understand the subtle, sociological issues that affect student learning
- ✓ Participants will leave with practical strategies that will eliminate staff division on critical issues of student learning

### Session 2: December 16, 2015 Developing Critical Collaboration

This session will focus on the critical collaboration between subgroups/subcultures (i.e. teachers and site administrators; site administrators and central office; and central office and the board of education). We will dive into four critical components of productive collaboration; communication, building trust, professional support, and accountability. When participants leave, they will understand how all of the various subcultures work together to create a healthy organizational culture.

#### Learning Outcomes:

- ✓ Participants will understand how to communicate about essential issues without destroying relationships
- ✓ Participants will be able to understand how to heal the wounds and minimize the effects of bad experiences
- ✓ Participants will understand how to provide meaningful and critical support for people that they supervise before imposing accountability measures
- ✓ Participants will learn how to create fair and effective systems of accountability

### Session 3: January 21, 2016 Maintaining Healthy School Cultures

This session will focus on three important systems that support the development and maintenance of healthy cultures; communication/feedback, institutionalized celebration, and a support system for new employees. We will also address the six critical indicators of a healthy culture, and participants will be given an opportunity to assess these indicators through the use of a four-point rubric.

#### Learning Outcomes:

- ✓ Participants will understand how to create safe avenues to collaborate about critical issues
- ✓ Participants will understand the power of recognition of good practice and how it positively affects school culture
- ✓ Participants will understand how to strategically recruit, support, and retain new talent
- ✓ Participants will learn how to measure and analyze their current cultural reality

### Session 4: March 1, 2016 Ensuring High Functioning PLC's

This workshop will address the ultimate manifestation of a healthy culture: a Professional Learning Community (PLC). We will explore the six characteristics of a PLC, the three Big Ideas, and the 4 Critical PLC questions. Participants will see the powerful combination of culture and practice and how they can truly impact student performance. There will be many practical tools and practices that can be instantly implemented.

#### Learning Outcomes:

- ✓ Understand the connection between culture and practice
- ✓ Learn how to “become” a PLC instead of just “do” PLC
- ✓ Understand the intense level of focus and alignment necessary to become a high performing PLC

