

WINTER/SPRING
2023



Professional Development



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PRINCIPAL COACHING - INDIVIDUAL

Principal Coaching - Individual

Target Audience: K-12 Principals and Assistant Principals

Description: Coaching can provide a critical pillar of support for Principals and Assistant Principals as they navigate the complex world of school leadership.

Sessions will focus on four key areas:

- Fostering a Healthy Culture & Climate
- Empowering Your People
- Optimizing Your Systems
- Equity Focused Leadership

We will analyze strengths and opportunities for improvement in these areas using data and a strategic focus. We will establish a Plan, Do, Study, Act plan to implement school improvement strategies and monitor progress toward your strategic goals.

Principal Coaching: INDIVIDUAL 1:1

To register, please contact Brittany Stepan directly at brittany.stepan@metroecs.org

Registration Fee:

- \$700/Member & \$900/Non-Member

Description

- 45-minute individual coaching sessions - February - June for a total of five (5) sessions.
- Meeting dates: TBD with Participants. These can occur onsite or virtually.

Testimonial: *"As a first-year principal, I am incredibly grateful to have Chris's coaching support. Not only does Chris openly share her depth of knowledge and numerous resources, she is also skilled in helping me take a step back from the fast-paced nature of the work each week to keep in perspective improving school culture, empowering staff, and strengthening systems. Chris's coaching support has helped me stay committed to interrupting a system that produces inequitable and predictable outcomes based on family of origin, racial background, and socioeconomic status. If you are a leader committed to student success and reimagining public schooling from a human-centered approach, I highly recommend Chris as a coach and thought partner. The work is not for the faint of heart, and it is not meant to be done alone."* -Jennifer, Metro Area Principal

Coach: Chris Streiff Oji was born and raised in Los Angeles, California. She relocated to Minnesota and after 31 years considers Minnesota to be home. She has spent the last 27 years of experience in Education serving as a teacher K-12, middle and elementary school building administrator. She led professional development and continuous improvement at the district level for the Rochester Public Schools where she assisted schools in developing their strategic focus with an equity lens. She has been an equity advocate addressing gaps with measurable results both academically and behaviorally. Chris developed the FISH! For Schools Curriculum and consulted with school districts across the U.S. to improve culture and climate in schools. She currently serves as the Professional Development Strategist for Metro ECSU.



PRINCIPAL COACHING - SMALL GROUP

Principal Coaching - Small Group

Target Audience: K-12 Principals and Assistant Principals

Description: Coaching can provide a critical pillar of support for Principals and Assistant Principals as they navigate the complex world of school leadership.

Sessions will focus on four key areas:

- Fostering a Healthy Culture & Climate
- Empowering Your People
- Optimizing Your Systems
- Equity Focused Leadership

We will analyze strengths and opportunities for improvement in these areas using data and a strategic focus. We will establish a Plan, Do, Study, Action plan to implement school improvement strategies and monitor progress toward your strategic goals.

Principal Coaching: SMALL GROUP

Register here

Registration Fee:

- \$600/Member Rate & \$800/Non-Member Rate

Meeting Dates: February 23, 2023, March 16, 2023, April 6, 2023 (301E), April 27, 2023, June 1, 2023

4:30-5:30 p.m. at Metro ECSU, Bethel University-Anderson Center, 2 Pine Tree Drive, Arden Hills, MN 55112 - Room ANC125

Description

- Five one-hour small group coaching sessions from February - May. Benefits of small group coaching include stimulating constructive change and empowering leaders in meeting personal, site and organizational goals through collaboration, peer support and a strategic focus.

Testimonial: *"As a first-year principal, I am incredibly grateful to have Chris's coaching support. Not only does Chris openly share her depth of knowledge and numerous resources, she is also skilled in helping me take a step back from the fast-paced nature of the work each week to keep in perspective improving school culture, empowering staff, and strengthening systems. Chris's coaching support has helped me stay committed to interrupting a system that produces inequitable and predictable outcomes based on family of origin, racial background, and socioeconomic status. If you are a leader committed to student success and reimagining public schooling from a human-centered approach, I highly recommend Chris as a coach and thought partner. The work is not for the faint of heart, and it is not meant to be done alone."* -Jennifer, Metro Area Principal

Coach: Chris Streiff Oji's bio can be found on page 1.

MTSS DECONSTRUCTED: A MODEL FOR CONTINUOUS IMPROVEMENT TO MOVE FROM A CRISIS RESPONSE TO PROACTIVE AND PREDICTABLE RESPONSES

[Register](https://metroecsus.myquickreg.com/register/event/event.cfm?eventid=16830) (https://metroecsus.myquickreg.com/register/event/event.cfm?eventid=16830)

MTSS DeConstructed: A Model for Continuous Improvement to move from a Crisis Response to Proactive and Predictable Responses

Co-Facilitators: Dave Stern & Chris Streiff Oji

February 21, 2023

- 8:00-4:00 p.m. (Lunch Included)
Metro ECSU, Bethel University-Anderson Center, 2 Pine Tree Drive, Arden Hills, MN 55112 - Room ANC125

Target Audience

Preferably school teams: Administrator, School Psychologist, Social Worker, Behavior Intervention Specialists, MTSS Team Reps

Registration Fee

- \$250/Member
- \$300/Non-Member

Description

This training will help you move from operating in crisis mode to proactive and predictable responses in meeting the needs of your students. These past few years have been disruptive and many have been in reactive, rather than proactive mode.

We will work with you to:

- Revisit your current practices (tiers of intervention)
- What resources are in place?
- What processes do you have in place to move students from tier to tier?
- What data points do you have in place, or need to establish, to optimize your system?
- What barriers do you see for implementing operational processes?
- Develop an action plan prioritizing next steps.

David Stern, LICSW, retired in 2014 from a career as Behavioral Health Coordinator for Alexandria Public Schools in Alexandria, MN. Dave developed programs to close the achievement gap for at-risk students, identify remedial services for children with special needs, and support teachers in addressing both academic and social-emotional needs of all learners. In 2015, Dave began consulting with school districts urban, suburban and rural on full implementation of MTSS specifically on the integration of SEL and Academic Tiers of Intervention.



Chris Streiff Oji's bio can be found on page 1.

THE N-WORD IN OTHER WORDS: ADDRESSING HATE SPEECH TO HEAL HISTORICAL RACIAL TRAUMA

[Register](https://metroecsus.myquickreg.com/register/event/event.cfm?eventid=16828) (https://metroecsus.myquickreg.com/register/event/event.cfm?eventid=16828)

The N-Word in Other Words: Addressing Hate Speech to Heal Historical Racial Trauma

Facilitator: Calvin Terrell

Two-Day Workshop:

- **March 1 & 2, 2023**

Time: 8:30- 3:00 p.m.

Metro ECSU, Bethel University-Anderson Center, 2 Pine Tree Drive, Arden Hills, MN 55112 - Room ANC125

Registration Fee:

- \$600/Member & . \$750/Non-Member

Target Audience: Principals, Asst. Principals, Superintendents, Asst. Superintendents, Equity Leaders (includes coordinators, specialists and directors); Dean of Students, School Board Members

Day One

Will address historical evidence with regards to race, race's impact on identity intersections, and etymology of the N-Word, as well as other disparaging terms. Give participants simple, yet profound ways to intervene when microaggressions or hateful acts occur, strategies for preventing the aforementioned behaviors, and proactive ideas for promoting organizational cultures where dignity of all the World's Peoples is protected.

Day Two

Will be devoted toward the Three Lines of Action/Work with regards to developing the global literacy and racial/identity education of all Stakeholders.

Three Lines of Action/Work

Introduce educators and students to simple and profound ways other educational institutions have moved the SEL Equity "needle" from deficits and disparities to collaborative communities of justice for all.

- **Personal Evolution** - This is mastery oriented goals driven by an individual's initiative and dedication to become more literate with regards to SEL, Equity, racial histories/realities, identity concepts / issues, and effective ways to both acknowledge and manage their biases / prejudices in all interactions. This is work beyond PD, this is about becoming better humans that effectively build meaningful relationships with humans of any race and identity intersection.
- **Interpersonal Collaborations** - This is performance/relational oriented goals driven by the need for effective ways to communicate across lines of difference in both professional and or private settings, resolve conflict/disagreements in ways that are emotionally mature, repair relationships when harm or micro-aggressions occur, and sustain genuine power sharing relationships rooted in an ongoing intercultural learning instead of dominant cultural habits/omnipresence.
- **Operational Outcomes** - With the developmental momentum of Personal Evolutionary accountabilities and effective Interpersonal collaborations, schools will transform both qualitative and quantitative metrics toward elevated measurable outcomes in addition to clear learning of SEL Equity practices and systems that produce results. Participants will leave this event with practical and profound tools to audit their equity initiatives, identify both their institutional strengths/struggles with regards to SEL Equity concepts, and either enhance or start engaging all Stakeholders more effectively to achieve goals.

Calvin Terrell transforms pain into power and haunts into healing. Surviving violences, losing loved ones to addictions, murder, white supremacy, and misogyny, as well as owning his own prejudices and role in oppression, compels Calvin's service. Calvin is founder/director of Social Centric Institute, a non-profit he built to educate anyone and everyone to be healers of historical trauma around racial intersections, class, religion, gender, and environmental disruption. For more than 25 years, Calvin has engaged every demographic throughout the US in historical trauma healing processes. His approaches draw from many technologies that are colonial, decolonized, and indigenous.



IGNITING THE LEADER WITHIN: A FRESH LOOK AT SCHOOL LEADERSHIP

Igniting the Leader Within: A Fresh Look at School Leadership

[Register](https://metroecu.myquickreg.com/register/event/event.cfm?eventid=16832) (https://metroecu.myquickreg.com/register/event/event.cfm?eventid=16832)

Two Day Training (with time in-between to practice your skills)

March 15, 2023 and April 26, 2023

- 9:00-4:00 p.m. (30 minute lunch with lunch provided)
Metro ECSU, 2 Pine Tree Drive, Arden Hills, MN 55112, Room ANC 125

Co-Facilitators: Jeff Stafford, Orange Slice Training & Chris Streiff Oji, Metro ECSU

Target Audience: Principals, Asst. Principals, Directors and any others who Lead People in Schools

Registration Fee:

- \$300.00/Member
- \$375.00/Non-Member

Description:

Are you ready to level up your leadership and take your staff and school to new heights? Then join us for "Igniting the Leader Within: A Fresh Look at School Leadership." In this workshop, we will delve into the 3 crucial steps to becoming a dynamic and effective school leader.

In this 2-day experience, we'll explore ways to cultivate a healthy culture and climate by connecting with your values and identifying behaviors that drive action. Next, we'll explore how to amplify your leadership voice and empower your people. And finally, we'll discuss strategies for thriving in times of chaos and conflict.

Throughout this session, you will have the opportunity to learn and apply these steps, so that you can confidently lead with assurance and purpose. Leave with tools you'll use for your own leadership and adapt them to meet your onsite staff development needs.

As a result of this workshop, participants will be able to:

- Reconnect to the WHY that drives your success while being able to model a way of being that sparks effort + energy in others
- Grow your strengths so that you staff can see you at your best while also championing the best in them
- Level up your own expectations on accountability so that your staff will do the same

Jeff Stafford, owner and founder of Orange Slice Training + Coaching, is an ICF Certified Coach and workshop facilitator. He brings 20 years of experience that has been concentrated in the areas of higher education, non-profit, and Minnesota county organizations. As a coach, Jeff partners with leaders who want to bring a confidence and skill set that will serve them best in their role. He has a Master's in Counseling & Student Personnel and served as the Director of Campus Life at Augsburg College before moving into the areas of talent and leadership development. Areas of expertise include: Leadership Coaching, Employee Engagement, Emotional Intelligence, Team Building, Communications, Manager & Leaders Training, and Strengths.



ELEVATING STUDENT VOICE THROUGH CARING AND COMMITTED CONVERSATIONS

Elevating Student Voice Through Caring and Committed Conversations

[Register](https://metroecsu.myquickreg.com/register/event/event.cfm?eventid=16836) (https://metroecsu.myquickreg.com/register/event/event.cfm?eventid=16836)

Facilitators: Sarah Miller & Malik Peer, Diversity Equity Outreach Consulting, LLC

March 28, 2023

- 8:30-3:30 p.m.
Metro ECSU, Anderson Center, Bethel University, Room ANC125

Target Audience

Classroom Teachers K-12, Administrators, Directors, Social Workers, Behavior Intervention Specialists, Equity Specialists

Registration Fee

- \$200/Member & \$250/Non-Member

Description

Caring & Committed Conversations (CCC) is a guided conversation process that empowers students to courageously use their voices to share their personal stories and thoughts pertaining to society and educational issues that explicitly and implicitly impact their lives.

This training outlines the process used to establish a Caring and Committed Conversations Protocol in your schools.

Participants will learn a process that encourages students to be:

- Caring - Guide students in sharing their personal narratives and ideas. Educators and community members listen and engage in questioning methods that deepen their understanding of the students' lived experiences.
- Committed towards implementing change by sharing and listening to each other;

When these CCC Protocols and systems are established, participants intellectually engage in a communication model that empowers a sense of self and social awareness through self expression. Hosting these conversations provides students and staff with a progressive experience that organically develops an authentic connection which inspires unity. These conversations promote positive relationship building between students and staff while providing inclusive learning environments for all students. The CCC process provides everyone the opportunity to be seen, heard, and represented: "EveryONE Gets to Experience EveryONE's Experience."

Sarah Miller (she/her) is a passionate and dedicated educator and lifelong learner who has been working in the field of Education for 30 years. During her career she has served as a teacher, Culturally Responsive Pedagogy(CRP) Specialist, American Indian Educator Coordinator and After-Hours Learning Coordinator. Ms. Miller graduated from Bemidji State University and went on to obtain her Master's Degree in Educational Leadership from Concordia College. In addition, Sarah received a Culturally Responsive Teaching Certificate and her Administrative Certification. Sarah is currently working on her Doctoral Degree in Social Change Leadership from Walden University.

Malik Peer - Malik was born and raised in Little Rock, Arkansas. To escape the desolation of poverty, Malik left home with his brother at the age of 13 to pursue a music career in Minnesota. After an adventurous music career, Malik found his way back to Education. He returned to earn his GED and went on to earn his Bachelor of Science in Equity and Inclusion. Mr. Peer is in the process of obtaining his Master's Degree in Equity and Inclusion with an emphasis on Social Education. He is a licensed mediator, Restorative Practices Trainer and an Intercultural Development Inventory (IDI) administrator. Malik has a passion for assisting and supporting all people in developing their relationship with self and others. He brings passion to his profession by creating engaging and transformative training and coaching to others. Malik is currently working as an Equity Specialist for the Jordan Public Schools in Minnesota.

THE CATALYST APPROACH: WHOLE GROUP CLASSROOM LEADERSHIP

The Catalyst Approach: Whole Group Classroom Leadership Classroom Management Strategies

Facilitators: Jacki Brickman & Nancy Burns, The Catalyst Approach

Two One-Day Workshops (Choose One ONLY)

- **Thursday, February 9, 2023** - [Register](https://metroecsus.myquickreg.com/register/event/event.cfm?eventid=16825) (https://metroecsus.myquickreg.com/register/event/event.cfm?eventid=16825)
8:30-3:30 p.m.
Metro ECSU, Bethel University-Anderson Center, 2 Pine Tree Drive, Arden Hills, MN 55112 - Room ANC125
- **Saturday, February 11, 2023** - [Register](https://metroecsus.myquickreg.com/register/event/event.cfm?eventid=16826) (https://metroecsus.myquickreg.com/register/event/event.cfm?eventid=16826)
8:30-3:30 p.m.,
Metro ECSU, Bethel University-Anderson Center, 2 Pine Tree Drive, Arden Hills, MN 55112 - Room ANC125

Target Audience

Classroom Teachers, Administrators, Directors

Registration Fee:

- **\$400/Member & \$500/Non-Member**

Description

The **CATALYST APPROACH's** Classroom Management Strategies promote strong and supportive relationships between educators and students through 12 easy and practical behavior management skills that are grounded in connection and aimed at disrupting patterns of frustration, confusion and inquiry in the classroom. Strategies are specific to shifting students attention, providing clear communication and engagement during lessons, and supporting success during times of independent and group practice or application of learning.

Participants will learn to:

- Be even more proactive and equitable in their practice
- Develop approaches to support individuals and keep the rest of the group engaged in learning simultaneously
- Increase flexibility and reduce surprise
- Keep the focus on connections instead of student behavior
- Support facilitation instruction
- Provide trauma sensitive learning environments

Key Learning Objectives

Participants are prepared to implement strategies that:

- Prioritize connection over compliance
- Build and preserve relationships with students while reducing the focus on student behavior
- Increase one's flexibility and reduce surprise in the classroom



Each participant will receive The Foundational Skills & Beyond Introductory Workbook

Jacki Brickman, An award-winning teacher with a passion for helping everyone become better at what they do, Jacki is a pro at relating to people. She has a reputation for empowering people through her keen observations and insightful feedback. Be prepared for hilarious reenactments of her personal and professional experiences. Her ability to captivate diverse audiences suggests that she might just practice the communication skills she teaches. Jacki developed the Catalyst Approach with creative partner Nancy Burns.

Nancy Burns, A natural empath, Nancy is driven to find a way to appreciate and to advocate for every teacher and student she works with. Her passion for increasing student learning aligns with her capacity for discovering and implementing communication strategies that stabilize classrooms and accelerate learning. Nancy has an intuitive ability to read a situation and know the next steps to take. Based in part on her own 22 years of classroom experience, Nancy developed the Catalyst Approach with creative partner Jacki Brickman.

LEADING CULTURALLY AND LINGUISTICALLY DIVERSE SCHOOLS

Leading Culturally and Linguistically Diverse Schools

Facilitator: Dr. Amy Young

Two One-Day Workshops (Choose One ONLY)

- **February 22, 2023 (In-Person), [Register](https://metroecsus.myquickreg.com/register/event/event.cfm?eventid=16822)** (https://metroecsus.myquickreg.com/register/event/event.cfm?eventid=16822)
 - 9:00-3:00 p.m.
 - Metro ECSU, Bethel University-Anderson Center, 2 Pine Tree Drive, Arden Hills, MN 55112 - Room ANC125
- **March 8, 2023 (virtual), [Register](https://metroecsus.myquickreg.com/register/event/event.cfm?eventid=16827)** (https://metroecsus.myquickreg.com/register/event/event.cfm?eventid=16827)
 - Link will be sent prior to the workshop.

Target Audience: School Administrators & EL Leaders

Registration Fees:

- **\$100/Member**
- **\$125/Non-Member**

Description

Dr. Amy Young will facilitate this training to support activities to improve student outcomes among multilingual learners with the following anticipated outcomes:

- Leverage students' linguistic and cultural assets
- Learn from and with multilingual/multicultural populations
- Develop all learner' academic language proficiency
- Access instructional frameworks and resources
- Provide supports and facilitate academic achievement in all classes
- Ensure equitable educational opportunities

Dr. Amy Young is currently the EL Specialist for School Support at the Minnesota Department of Education. Previously, she was the EL coordinator and elementary principal for Owatonna Public Schools and before that, she worked at New York University in the Multilingual Multicultural Studies program. She also teaches for the Center for Advanced Research on Language Acquisition at the University of Minnesota where she completed her PhD. in Second Languages and Cultures Education. She lived for over 15 years in Mexico and has published on research interests including strategies for promoting collaborative dialogue, attending to increased language complexity, and integrating language and content.

"I really enjoyed seeing how meeting the needs of multilingual students relates to other populations and their parents as well as the classroom strategies and online resources." -Participant

SERVING THE WHOLE STUDENT: ENGLISH LANGUAGE DEVELOPMENT AND TRAUMA-SENSITIVE PRACTICES TO MAXIMIZE MULTILINGUAL LEARNER ENGAGEMENT IN SCHOOL

Serving the Whole Student: English Language Development and Trauma-Sensitive Practices to Maximize Multilingual Learner Engagement in School

[Register](https://metroecu.myquickreg.com/register/event/event.cfm?eventid=16829) (https://metroecu.myquickreg.com/register/event/event.cfm?eventid=16829)

Facilitator: Dr. Jill Watston

February 28, 2023

- 8:00-4:00 p.m.
Metro ECSU, Bethel University-Anderson Center, 2 Pine Tree Drive, Arden Hills, MN 55112 - Room ANC125

Target Audience: Teachers, Administrators, and Support Staff

Registration Fee:

- \$200/Member
- \$250/Non-Member

Description

Best practices for supporting English Language Development (ELD) for Multilingual Learners (MLs) and Students with Limited or Interrupted Formal Education (SLIFE), sponsored by Metro ECSU.

- Trauma-informed practice with a focus on working with SLIFE/refugee-background Multilingual Learners.
- Best Practices in English Language Development (ELD) for ML/SLIFE with a focus on Academic Language: Beyond the Vocabulary List.

Jill A. Watson (M.A., Middlebury College; Ph.D., University of Minnesota), is a career ESL and world language teacher and teacher educator. She has taught at the University of Minnesota, Cornell University, and Hamline University, and is Associate Professor of English as an Additional Language and World Languages Education at St. Olaf College in Minnesota, USA. Dr. Watson consults extensively with schools and districts on strengthening English learner service, she has served as president of Minnesota's TESOL chapter, and worked with legislators to craft the SLIFE components of Minnesota's ground-breaking 2014 EL legislation, the Learning English for Academic Proficiency and Success (LEAPS) Act. She served as Special SLIFE consultant to the Minnesota and South Dakota Departments of Education, and as expert witness in a lawsuit filed in federal court by a Minnesota family alleging that their Minnesota urban school district failed to appropriately educate their EL children. Her current projects include exploring the convergences between SLIFE and indigenous education, and a forthcoming book on RISA, an oral interaction protocol she created to support struggling language learners. Her scholarly publications appear in such outlets as the Routledge Handbook on Second Language Acquisition, Reading & Writing Quarterly, LESLLA, the Modern Language Journal, and The European Journal of Applied Linguistics. She is fluent in English, French, and German, conversant in Spanish, and has studied several other languages, including Somali and Lakota.



FACILITATING MEANINGFUL FEEDBACK CONVERSATIONS

Facilitating Meaningful Feedback Conversations

[Register](https://metroecsu.myquickreg.com/register/event/event.cfm?eventid=16831) (https://metroecsu.myquickreg.com/register/event/event.cfm?eventid=16831)

Co-Facilitators: Liz Vaught & Ann Mitchell

February 7, 2023

- 9:00 a.m.-3:30 p.m.
Metro ECSU, Bethel University-Anderson Center, 2 Pine Tree Drive, Arden Hills, MN 55112 - Room ANC125

Registration Fee: This training funded through a partnership between the Regional Centers of Excellence, Minnesota Service Cooperatives, and the Minnesota Department of Education

The purpose of the Facilitating Meaningful Feedback training is to enhance school leaders' skills in facilitating conversations with meaningful feedback. This training includes a particular focus on incorporating culturally responsive, equity-centered practices into your feedback.

This 1-day (6 hour) session will include opportunities to:

- Reflect on your practice
- Learn about facilitating meaningful feedback conversations (centering cultural responsiveness and equity)
- Practice utilizing a research-based four-part rubric on four areas of providing feedback: Centering relationships, Evidence use, Differentiated questioning, and Leading to action

Audience: Any school leader or teacher leader

6 CEUs will be provided.

For more information please call or email:

Elizabeth Vaught, Principal Leadership Support, 651-582-8250, elizabeth.vaught@state.mn.us or your Regional Principal Leadership Support Team member.



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