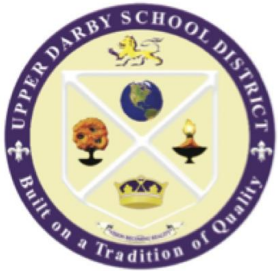


SUPR Teacher Program: Progress Report


Upper Darby School District
May 22, 2018



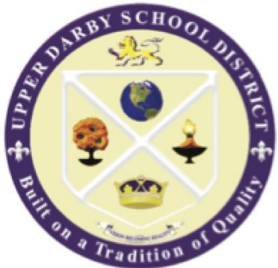
Agenda

- Rationale and history
- Theoretical framework
- Coaching methodology
- Sustainability plan
- Program timeline
- Teacher feedback
- Positive press
- Q&A





Relationships are the **PRIMARY**
vehicle for education



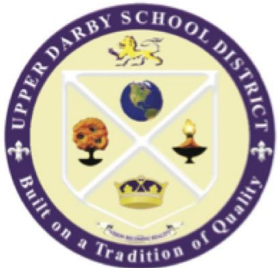
Positive Student-Teacher Relationships

STUDENTS

More engaged
More cooperative
Less conflict

TEACHERS

More satisfied
Less burned out
Less turnover



Relationships Ripple

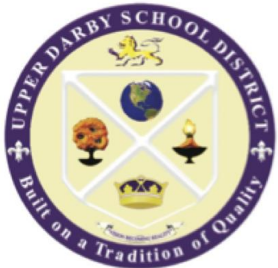
In one day...

A teacher interacts with _____ students

A teacher interacts with _____ teachers

A student interacts with _____ students

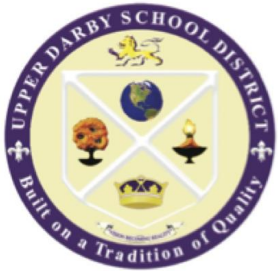
A student interacts with _____ teachers



Center for Supportive Relationships

Since 2014, UDSD has been partnering with the Center for Supportive Relationships to:

- Coach teachers at middle and elementary schools
- Coach principals at middle and elementary schools
- Lead a central administration retreat workshop
- Train district personnel as relational skills coaches



The Relational Bank Account

Deposits

Care and/or Respect

Withdrawals

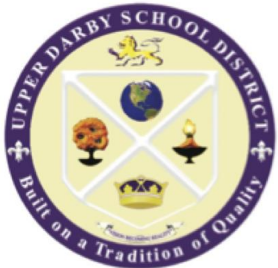
*Lack of Care and/or Respect
Inconveniencing*

Account Balance

Goodwill

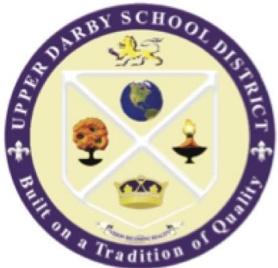
- Trust
- Honesty
- Vulnerability

- Effort
- Forgiveness
- Cooperation



Relational Behaviors

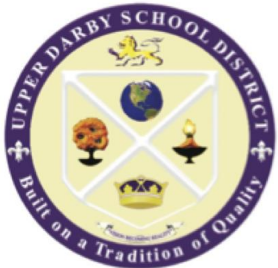
- Thanking
- Praise
- Respectful (Re-)direct
- Reflecting
- Checking In
- Expressing Belief
- Focus on Other's Success
- Personal Interest
- Positively Moved
- NON-VERBAL
 - Eye Contact
 - Facial Expression
 - Proximity
 - Tone of Voice



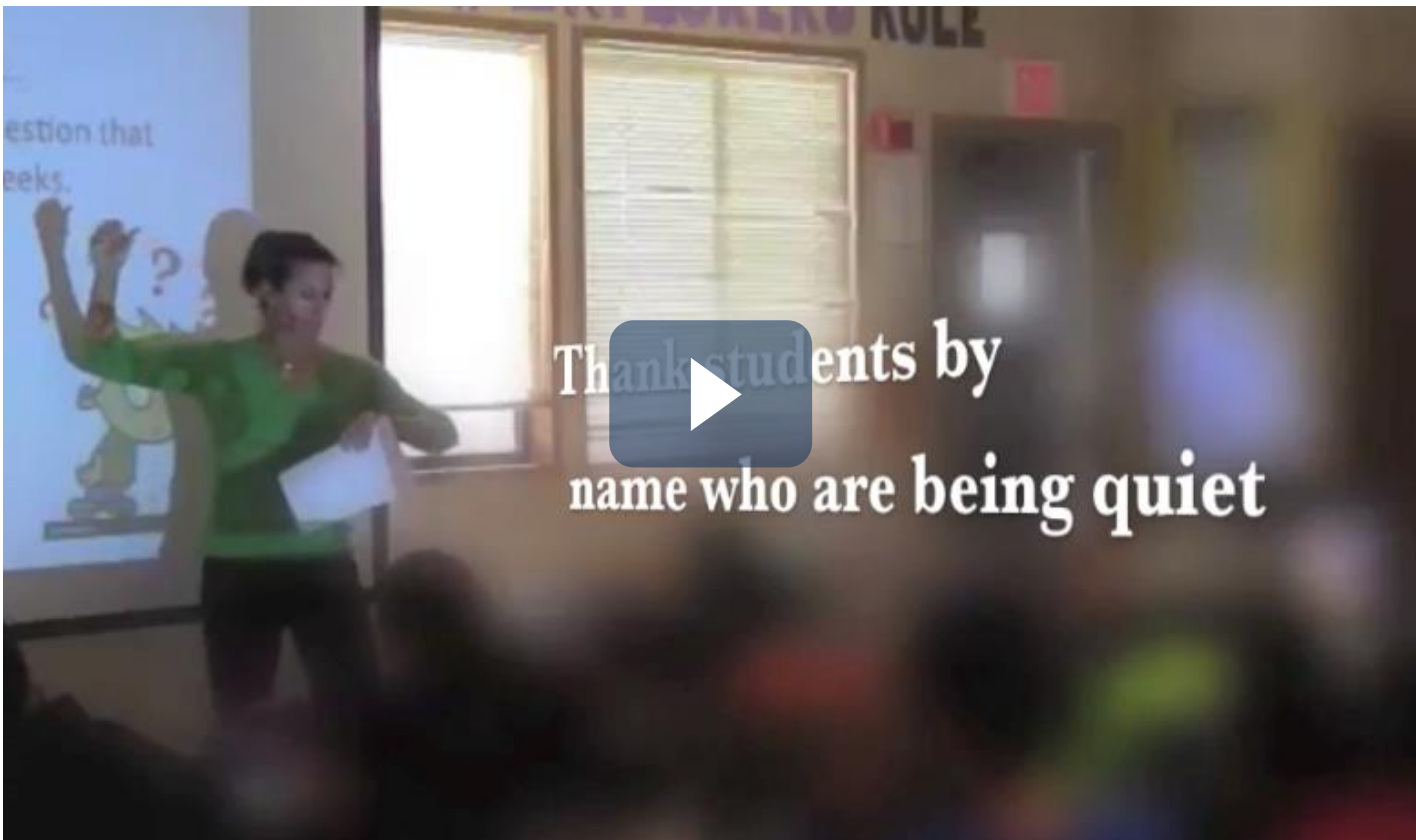
Coaching Methodology

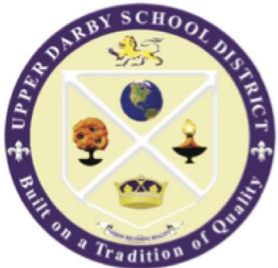
- Minimal additional time requirement for teachers
- 12 sessions per semester (20 minutes per session)
- During lessons
- Real-time feedback via smart watch





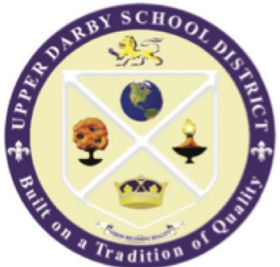
Coaching Methodology





Sustainability Plan

- The Center for Supportive Relationships is training UDSD staff (Elementary Lead Teachers and Director of Pupil Services) toward certification as relational skills coaches.
- Following certification, coaches can:
 - Conduct “maintenance sessions” with teachers who were previously coached
 - Perform a needs assessment and full coaching sequence for teachers who had never been coached



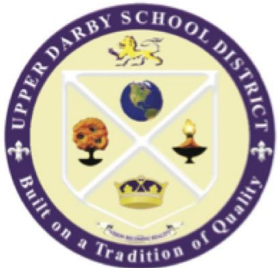
Progress Report

On Schedule

On Budget

2015-2016 2016-2017 2017-2018 2018-2019





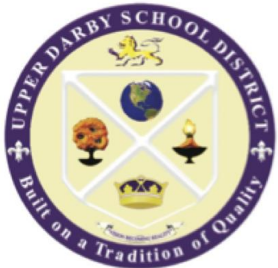
Teacher Feedback

Survey results from teachers coached in Fall 2017-2018

Would you recommend real-time relational skills coaching to a colleague? Yes: 79%

Has the SUPR Teacher program helped you strengthen your relationships with your students? Yes: 69%

Has the SUPR Teacher program helped make your work more satisfying? Yes: 64%



Positive Press

NATIONAL

ASCD Express (Association for Supervision and Curriculum Design) – *Best of 2016*

National Association of Pupil Service Administrators – Annual Conference

California School Board Association – Annual Conference

STATE

PA Pupil Services Administrators – Annual Conference

Allegheny Intermediate Unit

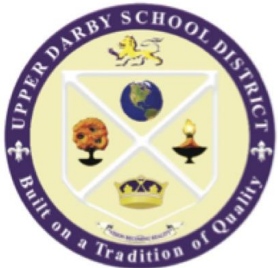
LOCAL

Neumann University

Delco Times

Delaware County Intermediate Unit District Directors Meeting

UDAEF



Summary

The SUPR Teacher program is...

- On schedule.
- On budget.
- Well-accepted among teachers.
- Improving teacher-student relationships.
- Increasing teachers' work satisfaction and wellbeing.
- Generating positive press for UDSD, nationally and locally.
- Moving toward being sustainable using district personnel.