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Nurturing The Culture To Ensure Success For All

Steven Edwards

steve@edwardsedservices.com

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Nurturing the Culture to
Ensure Success for All

Youth-At-Risk
Conference
Savannah, GA
March 2020

This session will be
successful if...

Session Description

With the constant pressure of high-stakes testing and new achievement standards, the culture of a school can be compromised. This session will focus on specific strategies and techniques that can be implemented to keep the child first while at the same time enhancing student academic achievement. Participants will walk away with ideas that they can immediately implement in their classrooms and schools.

Who am I?

A Schools Mission

- Does your school have a mission statement?
- What does it say?
- Does it make a commitment to educating all children?
- Do the stakeholders at your school live up to the mission?

What I truly see in most schools

Our Mission is to sort and select students into widely varying programs on the basis of their innate, fixed aptitude. We are responsible for assessing each student's ability and/or willingness to learn, and we then teach them accordingly. We take credit for the achievements of high-performing students and assign blame for low-performance to others

Every school is perfectly
aligned for the results it gets

Structure vs. Culture

- The structure of an organization is founded in its:
 - Policies
 - Procedures
 - Rules
- The culture of an organization is founded in its:
 - Values
 - Behaviors
 - Beliefs

2019 Yale Study on HS Students Attitudes Towards School

The study investigated students' feelings at high school in a nation-wide survey of 21,678 US students seventy-five percent of the feelings students reported in their responses to open-ended questions were negative. The three most frequently mentioned feelings were:

- Tired
- Stressed
- Bored

<https://www.sciencedirect.com/science/article/abs/pii/S0959475218304444>

Nurturing Starts with Engagement of the Heart

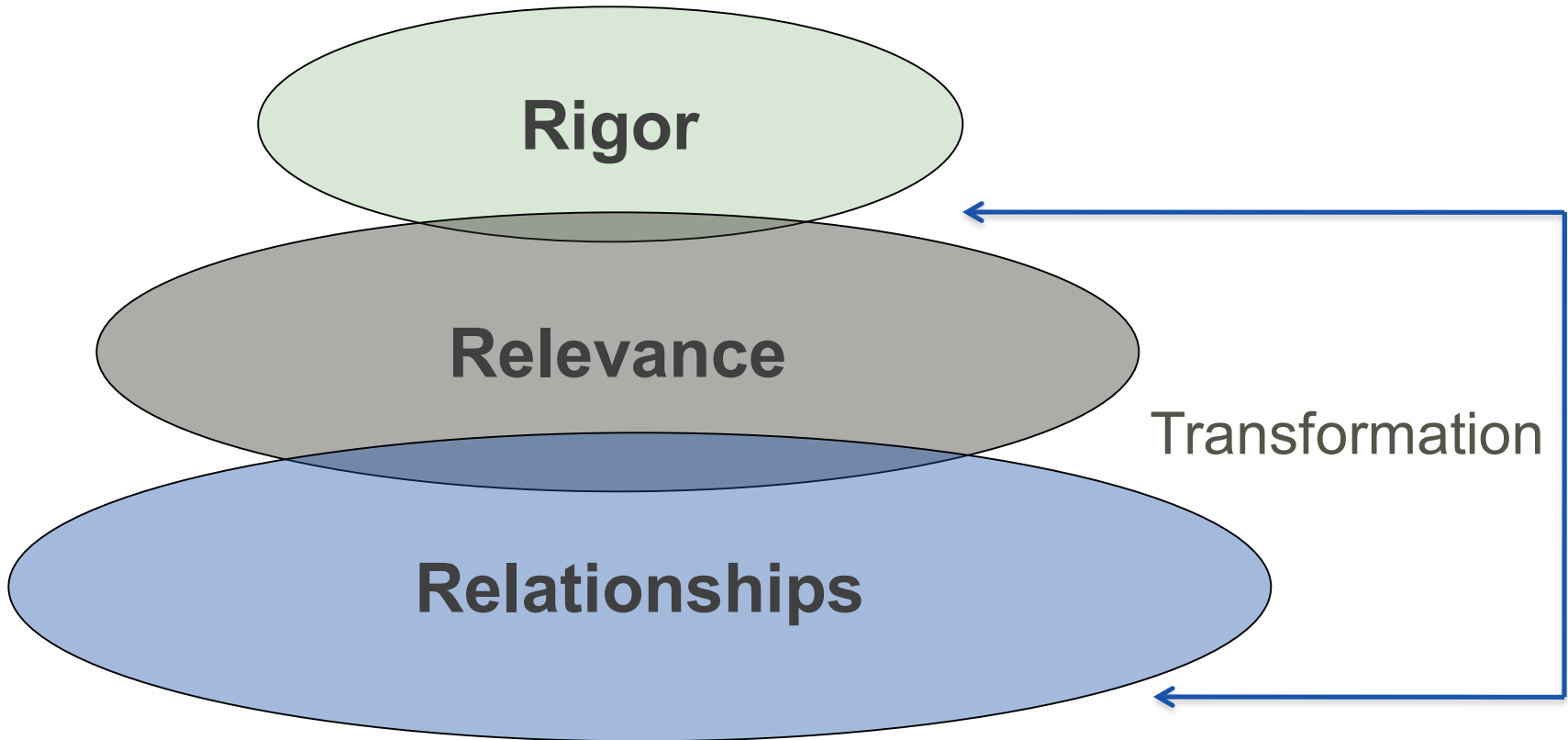


What to Tackle First?

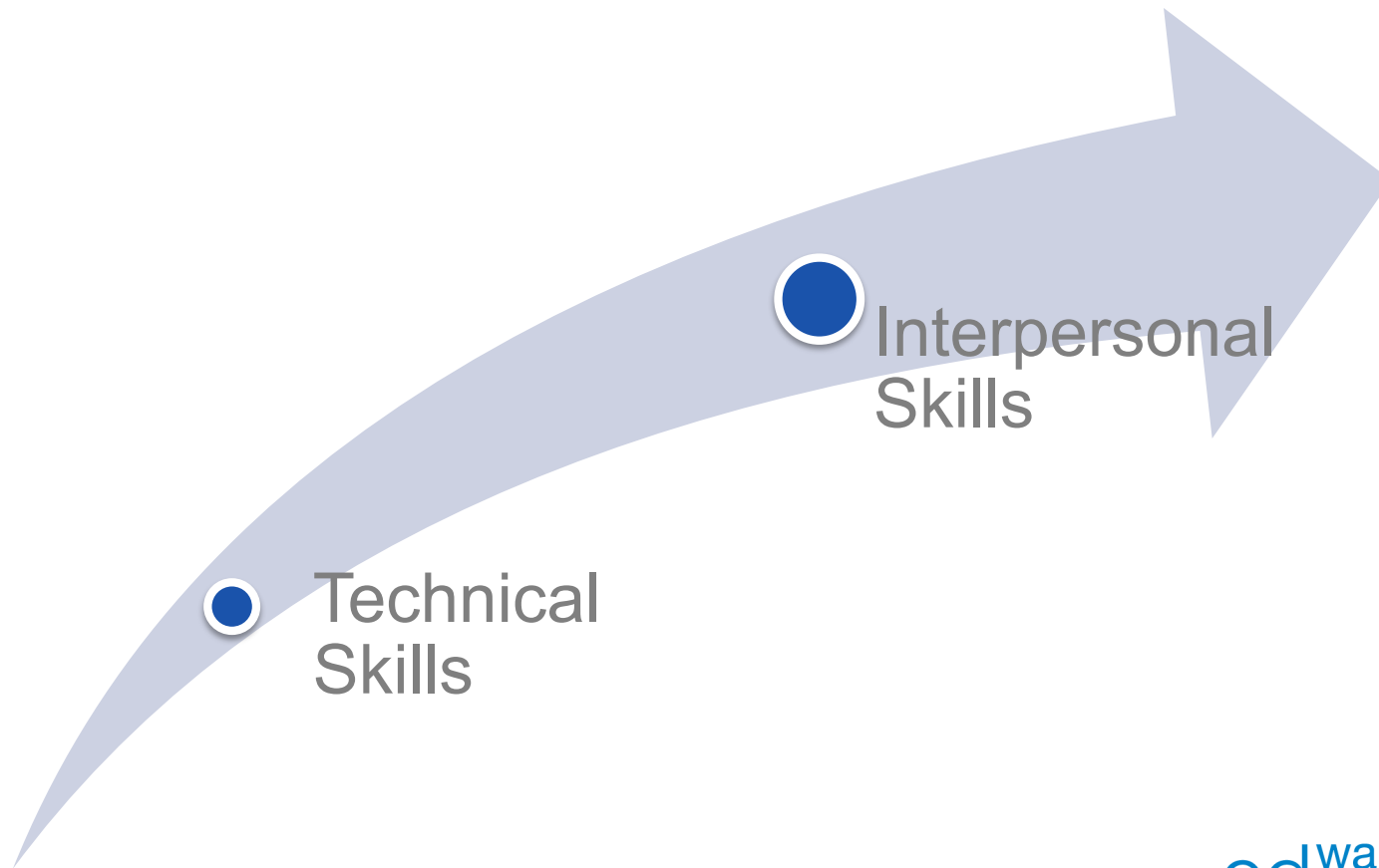
Experts have struggled with the question of what to tackle first:

- Engagement of the Heart must occur before change truly becomes effective
- Unfortunately, schools don't have the luxury of sequentially addressing one aspect at a time
- We must “build the plane while it is in flight” and tackle multiple elements at the same time

The Hierarchy



Engaging Students



What would help all
students be better
students?

What Would Help All Students Be Better Students?

- What students said:
 - More hands-on activities
 - More enthusiastic teachers
 - Teachers expand their teaching techniques
 - Teachers improve their attitudes
 - Have students learning from students
 - Teachers show more respect towards students

(Results of a five year study of students ideas on improving learning, school safety, risk prevention and relationships. James & Ciurczak. February 2014).

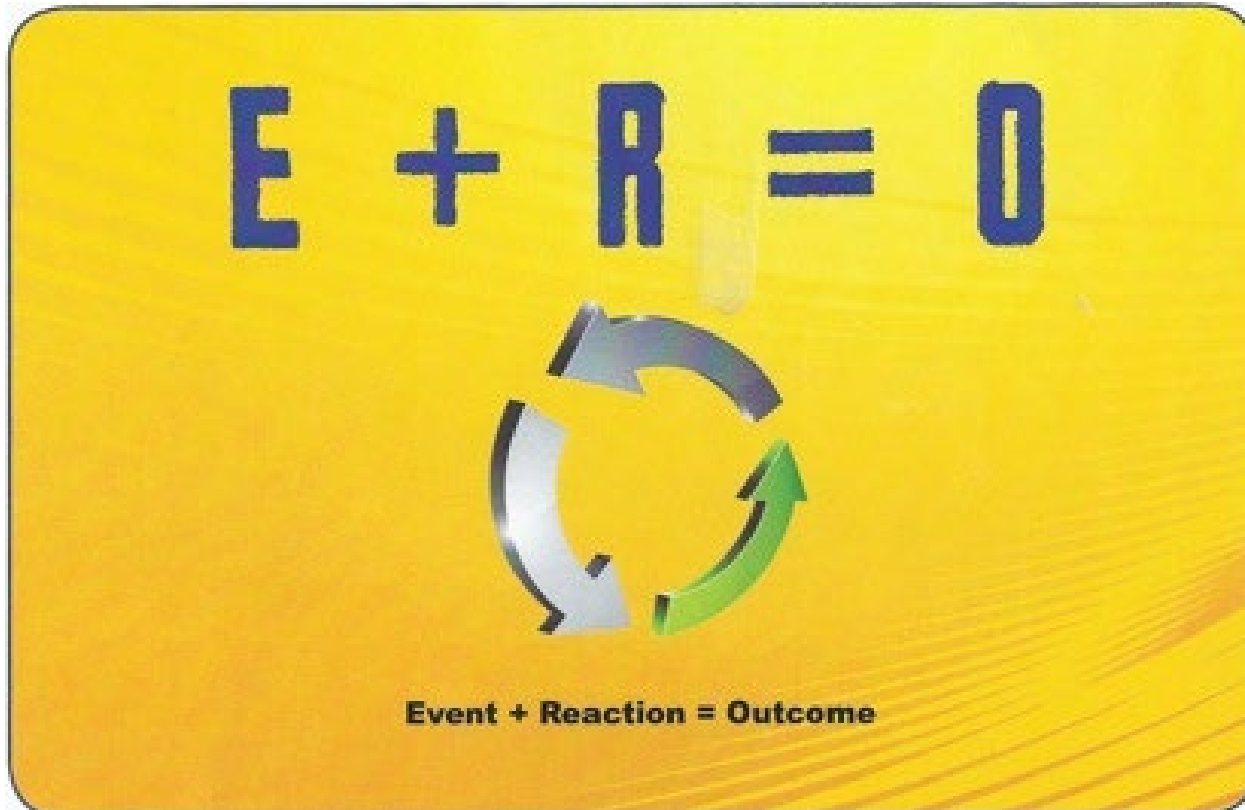
Additional Findings

- What would help all students be better students:
 - A student's drive to achieve academically is often driven more by the student-teacher relationship than by a fundamental interest in the subject.
 - Students see a positive relationship with teachers as the pillar that comes before learning.

(Results of a five year study of students ideas on improving learning, school safety, risk prevention and relationships. James & Ciurczak. February 2014).

Measure what you Treasure

$$E + R = O$$




Identify your “Top 20”

Relationships

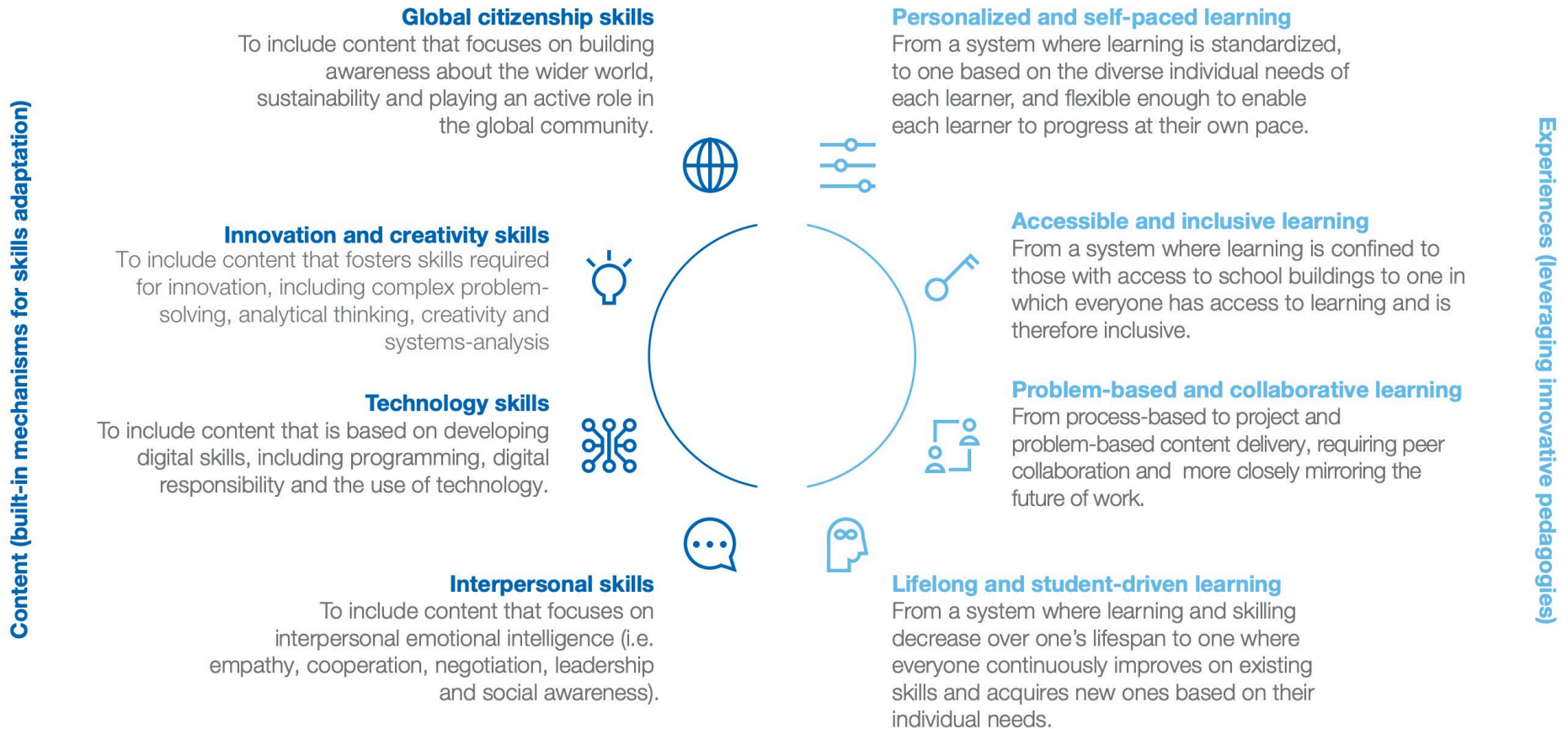
- Students-5/day
- Staff: 1/day
- Classes: 5/day
- Parents: 5/day
- Eat in the cafeteria
- Engage the disengaged

Moving From Compliance to Empowerment



Moving Towards a Learner Centered Model	Basic Definition	What It Looks Like In Practice	Understanding The Why
Compliant	Student does what they are asked to do	Little interest in learning the material but is motivated by some external factor	Learner sees the “how” but does not see the relevance to them
Engaged	Learning because I am interested	Learner wants to learn more. Learning activity is seen as fun	Learner begins to see the “why” from someone else’s perspective, not for theirs, yet
Empowered	Learning because this is relevant and meaningful to me	Creating & making connections that are meaningful to the learner. Student is intrinsically motivated to go deeper	Learner clearly sees the “why” and can connect the learning to real life that is relevant and adds value to their life

Figure 2: The World Economic Forum Education 4.0 Framework



RELATIONSHIPS



RECOGNITION



ENGAGEMENT



CONNECTIONS:

- Individual
- Institution

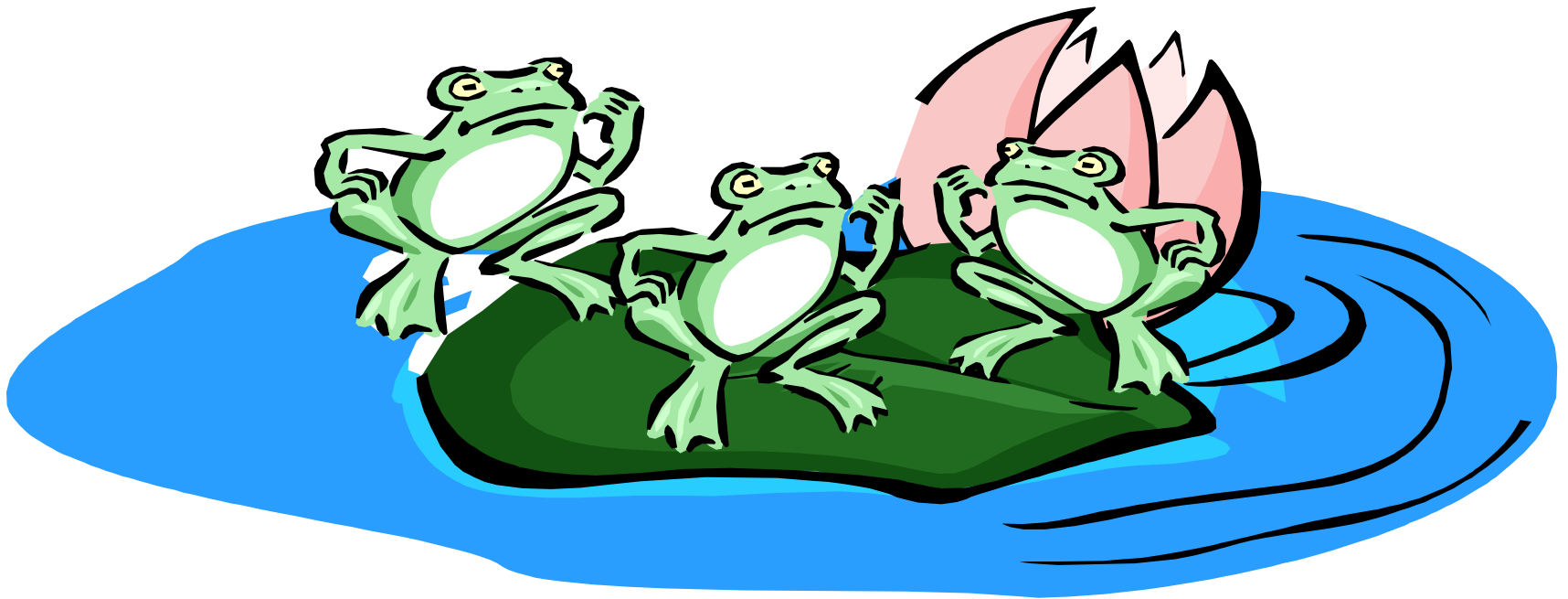


PERSONALIZATION



Citizens, Not Tourists In Our Schools

The Knowing-Doing Gap



Change because you see the
light, not because you feel
the heat

Questions/Comments/Reactions

Thank You



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STEVEN W. EDWARDS, PH.D.
PRESIDENT & CEO

P 202.359.5124 **F** 703.837.0223

E steve@edwardsedservices.com

W edwardsedservices.com