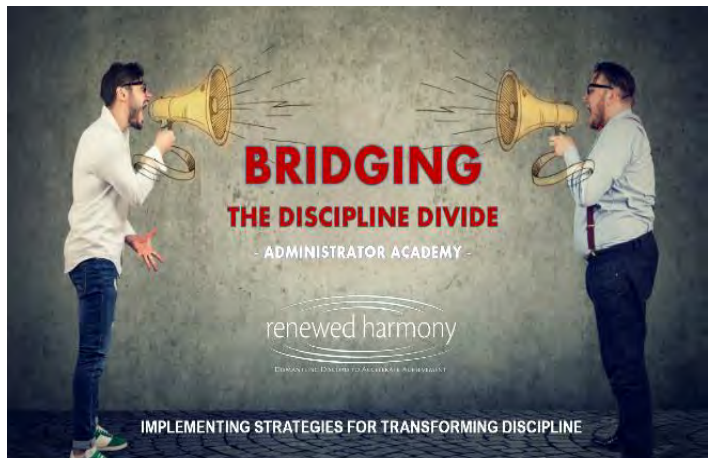




BRIDGING THE DISCIPLINE DIVIDE

A PEER SUPPORT COHORT FOR DATA-DRIVEN SCHOOL ADMINISTRATORS

Are you an administrator who wants to see your school's climate improve and discipline referrals decrease? Do you regularly monitor your discipline data, yet feel unclear about how to lower the volume of office referrals? Have you noticed the frustrations of teachers who disapprove of the way discipline is enforced by your admin team all while feeling frustrated yourself about the number of behavior referrals you process daily? Maybe your school culture feels reactive instead of proactive. Perhaps some of your teachers are quitting because of student behavior. If any of these statements describe your school, you won't want to miss this opportunity. Learn strategies used by school leaders across our state who have had successful results and discover proven methods to transform your school's discipline practices.



FOR WHO: K-12 administrators who want to see improved school climate and decreased discipline referrals. Schools are encouraged to send teams of three (at least two members of your admin team and a teacher leader, school counselor, behavioral interventionist, or instructional coach, etc.)

BY WHOM: Presented by Mona Elleithee Sullivan, MA Ed., NBCT, Founder, [Renewed Harmony](https://renewedharmony.com)
Sponsored by the Office of Educator Effectiveness & Leadership Development, SCDE

WHAT: A peer support cohort that will learn research-based methods to shift culture by: (1) analyzing the sources of resistance to behavior science; (2) practicing alternative approaches to address challenging behaviors, and (3) preventing discord in meaningful ways that lead to creating safer classrooms & schools.

WHEN: We will meet three times in person from 9:00 AM – 4:00 PM; Lunch: 12:00 PM – 1:00 PM; Learning will build from session to session.

SUMMER COHORT

- Session 1: Tuesday, 06/25/2024
- Session 2: Wednesday, 06/26/2024
- Session 3: Thursday, 06/27/2024

WHERE: Summer: N. Lake Community Learning Center, 702 N Lake Dr, Lexington, SC 29072, Learning Commons

WHY: Oftentimes, even when we use research to guide and inform decisions, our discipline policies and behavior programs can be met with resistance. This cohort will break down strategic interventions that shift school culture, improve teacher satisfaction, and decrease discipline issues. Learn the empowered steps necessary to take our policies, programs, and people where our students need them to be.

HOW: See how featured schools have made significant shifts towards the outcomes they envision: fewer failures, fewer discipline referrals, healthier school climates, and more inclusive cultures. This series of workshops will support district and school administrators with aligning their current initiatives with a strategic plan, identify gaps in their current methods, and implement concrete steps to move their stakeholders up a collective continuum for institutional transformation. Learn the methods and workshop with your team a catered plan designed to meet your school's current needs.

Administrator Testimonials



Casey Faulkenberry
Middle School Principal
Camden, SC

“The substantial decline in discipline data and the positive feedback from our teachers demonstrate the significant impact Mona has had on our school.”

Our work with Mona has truly been a significant experience for Camden Middle School. Not only does the discipline data support this claim, but the feedback from staff does as well. With her support we have been able to work together to bring a more consistent and effective approach to handling situations where students are not living up to our expectations. This approach has been both authoritative and understanding, which has allowed us to help students grow in their soft skills, while also holding them accountable for upholding our school values. We truly appreciate Mona and look forward to continuing our partnership with Renewed Harmony to move CMS forward.

Our major discipline referrals decreased by 43% and our minor discipline referrals decreased by 70% after: our faculty participated in her *Authentic Classroom Leadership* course; she consulted with our admin team and school counselors; she observed and coached 12 of our teachers; and she created 3 grade-level teacher-led discipline committees.



Hope Carter
Secondary School Administrator
Charleston, SC

“Mona is engaging, knowledgeable, personable, and would be an asset to work with any faculty.”

As an administrator, my colleagues and I are always searching for professional development that will enhance and further cultivate the work that our teachers do with our scholars every day. We found a gem in Mona! She initially worked with our administrative team to identify and analyze our core values. We explored how these values may shape our behavior management practices, and we also worked to collectively align our values with our practices as an educational institution. Following this workshop, we invited Mona back to work with our full faculty. During this time, Mona shared research and implemented various activities to help our faculty build a more supportive and productive classroom culture. In addition, she facilitated activities that provided an opportunity for our faculty to analyze their core values and what these would look like in everyday practice. Mona is engaging, knowledgeable, personable, and would be an asset to work with any faculty.

Our discipline data dropped significantly after she worked with us. We saw our minor discipline referrals decline by 10% and our majors decline by 70%.



Dr. Brandon Ross
High School Principal
Newberry, SC

“I’ve been working with Mona of Renewed Harmony since my AP days, and I highly recommend her without reservation. My team has felt so connected to her since we started this work, and I’m sure you will see the same.”

If you are not working with Renewed Harmony, you are missing out on a phenomenal opportunity to support students and educators. No matter what time of day Mona comes, my staff at NHS is highly engaged and they have truly connected with her. Our time together is always so valuable and meaningful. Thank you, Mona, for facilitating this approach for us. We are excited about our work together this year.

Highlighted discipline data shifts resulting from our collaboration include: Refusal to Obey decreased from 11.4% of our referrals to 7.4%; Inappropriate Behavior decreased by half – from 8.1% to 4.1%; and Disrespect declined from 2.4% to 0.6%.



Corey Collington
Middle School Principal
Greenville, SC

“This process has been life-changing and is improving my practices as a principal. Her guidance has helped us move our school forward to the next level.”

I’m so appreciative for the conversations and work that Renewed Harmony has put into Berea Middle School. In order to move to the next level, our administrative team had to believe in the mission and in providing equitable experiences for every student in our building. I’m thankful for Mona for pushing us to evaluate our beliefs and biases as an admin team. This process has been life-changing and is improving my practices as a principal. Her guidance has helped us move our school forward to the next level. Her Equitable Grading Practices PDs have provided our faculty with great information and made a difference in our instructional practices. Additionally, Mona helped us move to greater understanding of how to build collective teacher efficacy. The work and collaboration my faculty put into creating a revised mission and core values of our school has been amazing. They collaborated together to come up with a mission that will go along with the vision for every student that walks into our school. Thank you to Mona Elleithee for facilitating this work with our staff and I can’t wait to unveil the new vision and mission of Berea Middle School. What a great partnership!

The number of failing grades declined by 68% in one semester and collective teacher efficacy increased by 37%.



Johnny L. Orr
Secondary Administrator
Charleston, SC

“The information and research shared validated that I’ve been on the right track towards making a difference and being effective as a leader.”

I was grateful to see that our team is on the same page with a like mindset and philosophy. The information and research shared validated that I’ve been on the right track towards making a difference and being effective as a leader. Thank you for helping us openly discuss and address some of the issues and concerns that have been present. I’m going to be an outspoken advocate for building relationships by modeling, supporting, and encouraging teachers. Thank you for offering our admin the support we need. Keep doing what you are doing. Great job!

Minor discipline referrals declined by 10% and majors declined by 70%.



renewed harmony

DISMANTLING DISCORD TO ACCELERATE ACHIEVEMENT

We facilitate staff development that is

Reflective



We **grow teacher capacity** in those who serve students with challenging needs and offer leadership coaching for administrators.

Interactive



We **improve school climate and culture** by building classroom management tool kits to energize staff morale, reignite professional passion, and retain teachers.

Results-driven



We **teach high effect-size instructional practices** to close the achievement gap and increase student outcomes.

Transformational



We know it's all about **building relationships**, so we specialize in the intrapersonal and interpersonal bridges that develop healthy connections with one's self and others.

"This professional development was powerful, meaningful, and thought-provoking. It was one of the most enjoyable, engaging, and relevant PD opportunities I have experienced."

Cederia Campbell
Elementary teacher

"Renewed Harmony's Mona is able to help teams of teachers and administrators reflect on where they are and push through to new ways of thinking about how to reach their goals."

Mary Carmichael
Secondary administrator

CONTACT US TO START OUR PARTNERSHIP

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