

Collaborating, Cultivating, Connections

a Consultancy Project in Partial Fulfilment of the Requirements for the Degree of
Doctor of Education in Organizational Leadership

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Background

- Hickory Public Schools, 46 years
- Northview Middle School, 17 years
- 600 Students
- 29 Average Class Size
- 35 Teachers
- National Forum School to Watch 2015, Redesignated in 2017
- North Carolina Association for Supervision and Curriculum Development Lighthouse School Award

District Problems

- Northview Middle School is a Focus School
- Diverse subgroups are failing assessments
- Increase discipline issues
- Increase discipline suspensions

Why

- Why did I select this consultancy project?
 - Why is it needed right now?
 - Why is the district willing to support it?
 - Why do I believe it will work?
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- Passion for what's best for students
 - The gap is REAL
 - There's a struggle between teachers and diverse students
 - DEOL Program showed me reality in Public Schools

Collaborating, Cultivating, Connections Purpose

Supports student achievement by integrating two programs into Hickory Public Schools, that will provides scopes that include a student, teacher, and community.

It is collaborating with students, teachers, and the community, which it cultivates leaders and connects the community to the schools.

Cultivating Leader's Scope

- The Classroom Management and Diversity Course will enhance Hickory Public Schools New Teacher's Orientation /District Curriculum Conference at the start of the 2018 school year by providing teachers a culturally relevant course on the diverse population.
- The Classroom Management and Diversity Course will enhance student teacher relationships in the classroom which will support in decreasing suspensions of challenging students.
- The Classroom Management/Diversity Course will support teacher understanding of the cultural differences of classroom students.

Community Connections Scope

- The Lunch Buddy Mentoring Program will improve the collaboration with the parents by integrating community members to mentor the students during lunch to support student achievement in Hickory Public Schools by the 2018 school year.
- The Lunch Buddy Mentoring Program gives schools a commitment to a weekly lunch with a specially selected student. During the lunch another objective is to spend time helping the student gain skills, character, and to be responsible for their future.
- The Lunch Buddy Mentoring Program will foster a relationship between a student and a community person that can offer support, guidance and concrete experience.

Collaborating, Cultivating, Connections Work Plan

- **Leadership Activities and Roles:** The goals and objectives for the Consultancy Project dictate the Leadership Activities and Roles.
- **Resources and Funding:** Budgets for these were limited, leaders were to utilize the school environment resources to minimize cost.
- **Evidences of Success:**

Risks/Constraints

- Money: low
- Background Checks: low
- Parental Consent: medium
- Teachers Scheduling: medium
- Teachers Cancelling: high

Surveys

- Survey Before Project began: Central Office sent out surveys to see what teachers needed in Professional Development. A total of 300 surveys were sent out.
- The results were that classroom management was first, and diversity training was third. A total of 209 surveys were returned.
- Surveys for the Lunch Buddy Mentoring Program were sent to 35 teachers at Northview Middle School to get feelings about a mentoring program to help connect students to school.
- The results were that all teachers supported the mentors in the school, but not at the expense of losing instructional time.

Quality Assurance Surveys

- Lunch Buddy Mentoring Program: At the end of the school year students and mentors completed surveys, and teachers completed observations. All positive results in attendance, grades, and discipline.
- After a baseline has been established, students can be tracked from 6th – 8th grade. That would be attendance, grades, discipline, and other student achievement data.
- Classroom Management and Diversity Course: At the end of the school year the Central Office will compile the completed surveys from the curriculum conference starting September 2018 and schedule all teachers from those two scheduled sessions.

Results/Benefits

- Hickory Public Schools: Consultancy project are in place and will positively support the district
- Teachers: Get a culturally relevant training in classroom management and diversity that is sustainable
- Students: Consultancy project helps bridge that gap between students, teachers, and school
- Community: Consultancy project connects the community and the school
- DEOL Student: Attains Knowledge, Professional Status

Reflection

- Leadership Change: + -
- Staff Buy In: +
- Time/Pace : + -
- DEOL Takeaways: + -
- Classmates: +
- DEOL Professors: +

Area of Future Study

Public Education: Now
Higher Education: Future