

# Educational Empowerment Newsletter

Volume 1 No. 10

"A man is but the product of his thoughts. What he thinks, he becomes." - Mahatma Gandhi  
"You are the only thinker in your head." - Louise Hay

## Articles:

- Focus, Fun and Tools for Developing Leaders
- Clark County (NV) ELL Dept Uses Crucial Conversations
- EE Hits the Road
- Choice Words - A Book Reviewed

## Interactive Leadership Development Seminar Offer In Albuquerque

Space Still Available!

Training for level three teachers features Focus, Fun and Useful Tools. The Leadership Development seminar offered June 5-9 in Albuquerque is designed for all New Mexico Level Three teachers, those aspiring to level three status, literacy leaders, process trainers, school improvement team members, teacher coaches, principals, assistant principals and professional development specialists. The weeklong leadership training is an excellent way to learn and sharpen skills, rejuvenate your approach to the profession, energize your ability to help others and to grow stronger in yourself.

Effective professional development requires highly interactive sessions. The teacher leadership seminar features powerful content, leadership skills, team building and highlights the experience of transforming ones self into an individual of personal power. It is engaging, collegial and has a side benefit of creating lasting friendships and creative partnerships.

The content features an introduction to cognitive coaching, critical conversations, and personal mastery and provides templates for problem solving, presentation skill development and teamwork. The content and processes focuses on the notion that educational leadership is looking increasingly like personal mastery. Those persons who possess personal mastery, start with themselves.

Join us by contacting EE toll free at 1-(866)-687-4601. The hotel rooms are large enough to bring the family, and are centrally located; the investment for the workshop is only \$499.00. School or teacher leaders are encouraged bring a team and are admitted without charge if they do so.

Look at the comments of past participants!

*"[Last year's Leadership Development Seminar] was one of the best weeks of my life. I learned about myself and how important my thoughts are to building myself. I feel energized and renewed. I learned strategies to help me deal with my thought and conversations. I know this will help in my personal and professional life."*

Ms. S



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Headquarters  
2011 Menaul Blvd NE  
Albuquerque, NM 87107  
Phone: (505) 761-5600

*"The [last year's Leadership Development Seminar] gave me invaluable opportunity. Opportunities to learn, reflect on, and practice skills that help me to be highly effective as a facilitator and presenter as well as more effective in my personal life."*

Ms. M.H.

*"This week has been fun, inspirational, and very informative. I feel that I can utilize all of the strategies - professionally and personally. I also feel that I have made many new friends who have a common vision and belief."*  
Anonymous

The Investment is a modest \$499 per team member and the leader is free! Register now! Call Yvonne at 1 (866) 687-4601 or drop her a note at [eellc@extremezone.com](mailto:eellc@extremezone.com).

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## ELL Department Boosts Effectiveness with Crucial Conversations

**Melba Madrid-Parra,  
Director II**

Ms. Melba Madrid-Parra, director of the English Language Learner Department in Clark County (Las Vegas), Nevada Schools is incorporating Crucial Conversations taught and coached by Yvonne Shay into the department's way of doing business. Michael Fullan's research into learning organizations heralds the importance of capacity building by "The development and use of policies, strategies, and actions that increase the collective power or efficacy of whole groups, organizations, or systems to engage in continuous improvement for ongoing student learning" He enumerates the ways this can be done on the school, district and state or national level in his article, "Professional Learning Communities Write Large" (see <http://www.michaelfullan.ca/>).

Yvonne Shay working with the department's leadership team, Director Melba Madrid-Para, Norberta Anderson and Nancy Alamo have approached this desire to increase collective efficacy by emphasizing Communication, Teamwork, and Problem Solving through workshops and individual and small group coaching. The participants in this large, urban department believe that they are becoming more effective communicators and increasingly more efficacious. Melba Madrid- Para reports that she has seen a positive change in the working relationships within the department as crucial conversations becomes more of the cultural norm within the department. If you are interested in learning more about Crucial Conversations to advance your learning community see <http://www.vitalsmarts.com/CrucialSkills/Product/CC1/> or contact Yvonne at [eellc@extremezone.com](mailto:eellc@extremezone.com). Or better yet, enroll in the Leadership development Seminar (see above) that features these important skills.

## EE Hits the Road

Yvonne Shay, Richard Valentine and Mary Sue Houser have assembled a road show designed to find new fiends and to see if among them we can help them meet their school and personal goals. We have met hundreds of fine people at the National Rural Educator's Association, The Arizona School Administrators Association and the New Mexico Association for Supervision and Curriculum Development.

During these confabs, EE has conducted drawings for books: Leading in the Culture of Change by Michael Fullan and Strategies that Work: Teaching Comprehension to Enhance Understanding by Stephanie Harvey and featured the grand prize of a one day service to schools as we conduct an Instructional Practice Inventory (IPI). We also provide feedback that indicates the level of student engagement in learning at that school on the day of these focused walk throughs.

Winners of these drawings are:

### Instructional Practices Inventory

- ~ Robin Berry, Superintendent, Palo Verde Elementary School, Palo Verde, Arizona
- ~ Dr. Don Roberts, Superintendent, Willcox Unified School District, Willcox, Arizona
- ~ Mr. Able Montoya, Principal, Eddy Elementary School, Carlsbad, New Mexico

### Leading in a Culture of Change, by Michael Fullan

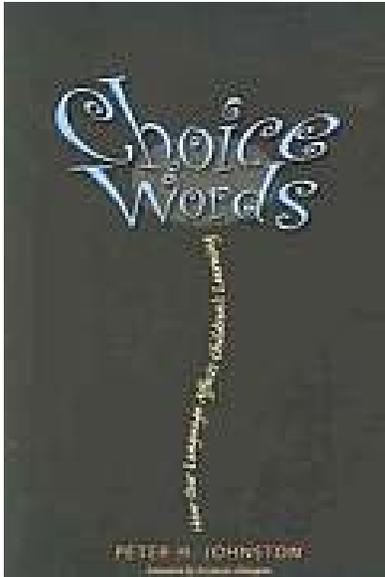
- ~ John Carpenter, Governing Board Member, Phoenix Elementary School District
- ~ Lorna Breske, Assistant Principal, Hillrise Elementary, Las Cruces, New Mexico

### Strategies that Work, by Stephanie Harvey

- ~ Tom Hoskins, Governing Board President, Sierra Vista Elementary, Sierra Vista, AZ
- ~ Lynn Shorty, Teacher, Eva B Stokely Elementary, Shiprock, New Mexico



Mary Sue Houser carries the EE message of quality support to achieve our partners' school improvement and personal mastery goals to NM ASCD.



## Choice Words How Language Affects Children's Learning By Peter H. Johnston

Power is a word teachers seldom use, but it is power we have. The power to select just the right words, just the right approach to nurture an attitude of strength and provide confidence as context for a student's journey. Peter H. Johnson uses a variety of narratives from classrooms that include student-teacher dialogue. In this dialogue we hear for ourselves the difference between the words that teachers use express a variety of both conscious and subconscious opinions of students.

Instructional utterances contain Choice Words that reveal what teachers think about their students. These thoughts and word selections have significant implications on the opportunities afforded and eventual achievements of those students.

Johnston's chapter headings reveal the kind of power thoughtful teachers have to support the student: Noticing and Naming, Identity, Agency and Becoming Strategic, Flexibility, Transfer and Generalizing. My favorite is "Who do you think you are talking to?"

The topics within these chapters would make great concept ladders to serve the teacher (and parent) to model productive talk as we guide the student toward independence.

Some ideas that could be on the concept ladder are:

- What a talented young poet you are.
- That is not like you.
- I bet you are proud of yourself?
- What are you doing as a writer today?
- How are you planning to go about this?
- How did you know?
- How can we check?

We have and must use the power to encourage and to nurture growth and independency. The power to become strategic thinkers and to acquire and pride themselves in the use of literacy skills.

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