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October 2014  
issue

## PROFESSIONAL DEVELOPMENT DISCUSSION GUIDE

By Lois Brown Easton

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## Using this guide

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# Teach like a novice: Lessons from beginning teachers

By Jonathan Eckert

*Phi Delta Kappan*, 96 (2), 13-18

## OVERVIEW

Classroom management can be improved through seven techniques, strategies, dispositions, or habits of mind displayed by expert teachers.

## KEY POINTS

- One difference between expert and novice teachers is how they facilitate the work of groups of students.
- The author formulated seven recommendations as a result of watching preservice teachers.
- First, teachers should maintain a growth mindset (Dweck, 2006) for students and themselves; nothing is fixed; everything can be modified.
- Second, teachers need to reflect on their teaching and then accept, modify, or reject the strategies they used.
- Third, contrary to the belief that motivation must be intrinsic (Kohn, 1994), the right extrinsic motivation can help students learn.
- Fourth, student engagement (attention) can alleviate many classroom management problems.
- Fifth, teachers should demand the best of students, expecting them to understand the consequences of their choices and making sure there are consequences.
- Sixth, build positive interactions with the most challenging students, greeting them (and all students) at the door and spending time engaging them in conversation.
- Seventh, teachers should cultivate a presence in the classroom, be aware of everything that goes on, position themselves strategically, and give permission for students to avoid being called upon.

## DEEPEN YOUR THINKING

1. What behaviors challenged your teachers when you were a K-12 student? How did teachers respond to these behaviors?
2. What motivated you in school? Were you motivated intrinsically or extrinsically?
3. How much did you learn about classroom management when you were studying to be a teacher? What did you learn? What do you wish you had learned?
4. What was your student teaching like? To what extent did you have a growth mindset about your own teaching?
5. At what point(s) in your educational career did you become an expert? What helped you become an expert?
6. To what extent have you reflected on your own skills as an educator? How has reflection helped you?
7. What would you characterize as good extrinsic motivation for yourself? For students you have known?
8. What do you think about this quote from the article: “She’s mean out of the kindness of her heart” (Wilson & Corbett, 2001, p. 91)?
9. What do you think about giving warnings in terms of classroom management? How well do warnings work?

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10. To what extent did you seek relationships with the most challenging students in your classrooms and schools? What did you do? What was the most difficult aspect of building relationships with challenging students?

### **EXTEND YOUR THOUGHTS THROUGH ACTIVITIES FOR GROUP DISCUSSION**

With colleagues discuss this article using the *Say Something Protocol* (adapted from Joellen Killian).

In small groups of three or four, have each person say something according to the first prompt below. Do not discuss or comment on what each person says until everyone has said something according to the prompt.

Once everyone has responded to a prompt, engage in open discussion on anything anyone said by commenting on what was said, asking questions, and requesting or providing examples and details. Compare and contrast your responses.

Then, go on to the next prompt.

After you've responded to all of the prompts you wish to use, extend your ideas and summarize your thoughts.

Prompts (related to this article):

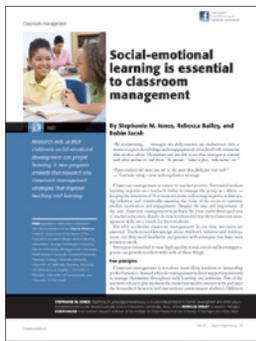
1. Say something you know for sure.
2. Say something you wonder about.
3. Say something you really disagree with.
4. Say something you are in full agreement with.
5. Say something that is a surprise.
6. Say something that this article brings to mind for you.
7. Say something you would like to do as a result of this article.
8. Say something you would like to say to the author.
9. Say something you would like to say to a student teacher.
10. Say something you are thankful for.

### **References**

Dweck, C.S. (2006). *Mindset: The new psychology of success*. New York, NY: Ballantine.

Kohn, A. (1994). *The risks of rewards*. [www.alfiekohn.org/teaching/ror.htm](http://www.alfiekohn.org/teaching/ror.htm)

Wilson, B.L. & Corbett, H.D. (2001). *Listening to urban kids: School reform and the teachers they want*. Albany, NY: State University of New York Press.



# Social-emotional learning is essential to classroom management

By Stephanie M. Jones, Rebecca Bailey, and Robin Jacob

*Phi Delta Kappan*, 96 (2), 19-24

## OVERVIEW

Social-emotional learning programs can help teachers understand children's development and provide them strategies to use with students effectively.

## KEY POINTS

- Teachers need two things to manage their classrooms: knowledge about how children develop and strategies for dealing effectively with student behavior.
- These are based on four principles about effective management.
- The first principle is that effective classroom management must be planned especially in terms of transitions and potential disruptions.
- Second, effective management is a result of relationships in the classroom, especially the warm and responsive relations teachers establish with students that have boundaries and consequences.
- Third, effective management is supported by routines and structures embedded into the environment.
- Finally, teachers who are effective classroom managers continuously observe and document their learning, reflecting on patterns and problems.
- Social-emotional programs such as SECURe help with classroom management.
- SECURe (Social, Emotional, and Cognitive Understanding and Regulation in education) (Bailey et al., 2012) is a preK-5 set of interconnected strategies that support students' being self-regulated learners in a community of learners.
- Lessons are taught weekly or twice weekly in three areas: cognitive regulation or executive function, emotion processes, and interpersonal skills.
- Activities are based on "high-quality children's literature, songs, games, role-play with puppets, art activities, and short videos.
- SECURe helps students learn daily structures and routines, skills, and self-regulation.
- SECURe has been shown effective in a variety of settings, especially when teachers fully embrace the tools provided them.

## DEEPEN YOUR THINKING

1. Recall your own education. How would you describe classroom management in all of your classes? What strategies did your teachers use? How effective were they? Why?
2. If you are still in a classroom, what strategies do you use for classroom management? How effective are they? Why are they effective — or not?
3. If you are no longer in a classroom, what do you remember about your own classroom management strategies? How effective were they?
4. Have you ever watched a teacher who was particularly good at classroom management? What did he or she do to manage the classroom?
5. Have you ever watched a teacher who was not particularly effective in terms of classroom management? What did he or she do to try to manage the classroom? What could he or she have done to improve classroom management?

6. Transitions are particularly important in terms of classroom management because students can easily be distracted during those times. What helps teachers handle transitions? What hinders them?
7. What rules and regulations does every classroom need? In your opinion, how does the effective teacher manage rules and regulations?
8. What routines are helpful in a well-managed classroom?
9. Have you (or someone you know) used a social-emotional learning program? How well did it work?

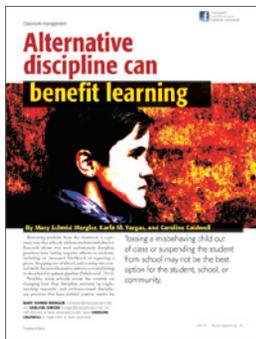
### EXTEND YOUR THOUGHTS THROUGH ACTIVITIES FOR GROUP DISCUSSION

With colleagues, think of at least one preK-5 student you all know well. Work together on the routines/strategies the authors suggest. Consider how well these routines/strategies would work for the student(s) you have in mind. Record your responses below each routine/strategy.

Student(s) we are thinking of: \_\_\_\_\_

## SECURE (PreK) routines and strategies

Routine/strategy	Targeted skill(s)	How does it work?
Making choices	Planning and goal setting Flexibility and transitioning	Teachers use a visual board to show students what centers are available (blocks, art, etc.). Children indicate where they will play by putting their name card on a sign-in board at that center. Children can move to another center if there is an available spot on the sign-in board.
How this routine would work with our student(s)		
Cool Kid	Prosocial behavior Noticing and respecting others Positive communication	Cool Kid wears a button to identify him/her. Children give compliments to Cool Kid for positive (helpful, friendly) behaviors all day. At end of day, teacher writes three compliments on a certificate that the Cool Kid takes home to show his/her parents. Cool Kid is chosen at random each day; every child is chosen the same number of times throughout the year.
How this routine would work with our student(s)		
Taking turns bag	Conflict resolution	Children can get the bag anytime during the day if they're having trouble sharing a toy or object. Bag contains a coin and timer. Children flip the coin to see who goes first, then use the timer to ensure that both children get an equal turn.
How this routine would work with our student(s)		
Feelings thermometer	Emotion knowledge Emotion and behavior regulation Positive communication	Feelings thermometer poster includes the numbers 1-5 to illustrate that feelings can be more or less intense/strong. Children use the numbers to tell each other when they are about to "lose their cool."
How this routine would work with our student(s)		
Think-pair-share	Prosocial behavior Positive communication Teamwork and partnerships	(Listening, speaking, and waiting/taking turns.) Children hold a laminated strip that reminds them to first think about what they want to say, then pair up with a partner, and finally to take turns sharing their idea.
I messages / Say it back	Noticing and respecting others Positive communication Empathy and perspective taking	I messages is a communication strategy for intense or escalating situations: "I feel xxx because xxx." After an I message is given, the other person uses "say it back" to acknowledge the other person's feelings and repeats what they heard: "You feel xxx because xxx."
How this routine would work with our student(s)		
Stop and think signal Focus binoculars Remember signal	Self-control Attention/focusing Memory	Teachers use these nonverbal hand signals to manage behavior without interrupting instruction. Children use the signals to remind each other when they need to pause or wait before doing something, when they need to look and listen carefully, and when they need to actively remember an important direction or piece of information.
How this routine would work with our student(s)		



# Alternative discipline can benefit learning

By Mary Schmid Mergler, Karla M. Vargas, and Caroline Caldwell

*Phi Delta Kappan*, 96 (2), 25-30

## OVERVIEW

Removing students from school because of misbehavior is not a good solution for schools or students; instead, educators should implement alternative strategies such as restorative justice, Positive Behavioral Interventions and Supports (PBIS), and social and emotional learning (SEL).

## KEY POINTS

- Suspension or expulsion — basically removing students from school — is the usual way administrators address misbehavior, even though the negative effects are well-known.
- Exclusionary policies and practices such as suspension and expulsion helped administrators implement zero-tolerance policies to address school safety and student accountability issues.
- However, these policies and practices have not led to safer schools, and they appear to be related to the increased dropout rate and entrance into the juvenile justice system.
- Increasingly educators are implementing practices that keep students in school and help them learn and use new skills that get at the “root causes of their misbehavior.”
- Three models exemplify this alternative approach to discipline: restorative justice, Positive Behavioral Interventions and Supports (PBIS), and social and emotional learning (SEL).
- Restorative justice, developed in the criminal justice system, helps students learn how their actions affect the community and gives them an opportunity to right the wrongs they caused.
- Positive Behavior Interventions and Supports (PBIS) features three tiers of support, with the first tier being the creation and teaching of behavioral expectations, the second a series of strategies for students to learn in small groups, and the third a highly individualized response that includes a support plan.
- Social and emotional learning (SEL) helps students learn skills related to their emotions, building relationships, and making good decisions.
- The authors provide examples of these three models in districts and schools in Texas.
- They emphasize that “the alternative to exclusionary discipline is not tolerance of misbehavior.”

## DEEPEN YOUR THINKING

1. What do you remember about discipline in your own K-12 education? What effects did discipline policies and practices have on the culture of your schools? On disciplined students? On other students?
2. What were the discipline policies and practices in the school(s) you were in as a teacher or administrator? What effects did discipline policies and practices have on the culture of your schools? On disciplined students? On other students? On educators?
3. What does your current community (city or town) expect in terms of discipline?
4. To what extent are these expectations carried out by the board of education, administrators, and teachers in the schools that serve this community?
5. How would you describe the culture of the schools that serve your present community? To what extent do the discipline policies affect the culture?

6. Are any of the policies and practices implemented in schools in your community similar to those described by the authors of this article?
7. If there are no alternatives to removing a student from school in the schools in your community, could an alternative be implemented? If so, which one might work best? What would be the effects of an alternative policy?

### EXTEND YOUR THOUGHTS THROUGH ACTIVITIES FOR GROUP DISCUSSION

Work with colleagues on a school discipline survey adapted from Lives in the Balance. If you work together in a school, base your answers on your own school; if not, select a school you all know well.

First, individually respond to the questions and then share your answers by writing the number you chose for each item next to that item number on a piece of chart paper.

Then, note the average and range of the numbers for each item and discuss implications of your answers in terms of the recommendations in this article. Go to Lives in the Balance to find out more — [www.livesinthebalance.org/school-discipline-survey](http://www.livesinthebalance.org/school-discipline-survey)

1. My school relies very heavily on adult-imposed consequences — such as detentions, suspensions, paddling, and other punishments — in responding to challenging behavior.

Yes	Mostly	Sometimes/somewhat	No
(4)	(3)	(2)	(1)

2. In my school, classroom teachers frequently send students to someone outside the classroom — for example, the principal or assistant principal — to deal with behavior problems.

Yes	Mostly	Sometimes/somewhat	No
(4)	(3)	(2)	(1)

3. In meetings about students with behavioral challenges, discussions focus primarily on behaviors rather than on lagging skills and unsolved problems.

Yes	Mostly	Sometimes/somewhat	No
(4)	(3)	(2)	(1)

4. Terms such as *manipulative*, *attention-seeking*, *unmotivated*, *coercive*, and *limit-testing* are frequently used to describe students with behavioral challenges.

Yes	Mostly	Sometimes/somewhat	No
(4)	(3)	(2)	(1)

5. Our behavioral assessments focus on how a student's challenging behaviors are *working* to enable him or her to *get*, *escape*, and *avoid* rather than on the fact that the behaviors *communicate* that the student lacks the skills to respond more adaptively.

Yes	Mostly	Sometimes/somewhat	No
(4)	(3)	(2)	(1)

6. The philosophy guiding our thinking about behaviorally challenging kids is *Kids do well if they want* rather than *Kids do well if they can*.

Yes	Mostly	Sometimes/somewhat	No
(4)	(3)	(2)	(1)

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7. In responding to challenging behaviors, the school relies heavily on a rubric system; a list of behaviors students mustn't exhibit and an algorithm for how adults should respond to those behaviors if they are exhibited.

Yes	Mostly	Sometimes/somewhat	No
(4)	(3)	(2)	(1)

8. There are many "frequent flyers" in the school: students whose behavior has not improved despite frequent exposure to the school discipline program.

Yes	Mostly	Sometimes/somewhat	No
(4)	(3)	(2)	(1)

9. The problems precipitating students' challenging behavior seem to occur again and again without every being solved.

Yes	Mostly	Sometimes/somewhat	No
(4)	(3)	(2)	(1)

10. We're still blaming parents for the challenging behavior their children exhibit at school rather than collaborating with them to understand the lagging skills contributing to that challenging behavior.

Yes	Mostly	Sometimes/somewhat	No
(4)	(3)	(2)	(1)

11. Our response to students' challenging behavior is primarily *emergent* and *reactive* rather than *planned* and *proactive*.

Yes	Mostly	Sometimes/somewhat	No
(4)	(3)	(2)	(1)



## Uncovering “The Deal” in classroom management

By Joseph P. McDonald and Daniel Hudder

*Phi Delta Kappan*, 96 (2), 44-47

### OVERVIEW

Two teachers, one a college professor who taught the other, a classroom teacher, discuss classroom management through emails and an interview.

### KEY POINTS

- Joe is a college professor who taught Dan an introductory teacher education course at NYU; Dan graduated and taught in a high-poverty middle school in Boston when he renewed his contact with Joe.
- Dan’s first email described the challenges — “They wouldn’t stop talking” — of his first day.
- Joe worried that he might not have taught Dan enough about classroom management during the college course Dan took.
- He decided that Dan had the technical knowledge but may not have had the visceral knowledge, consulted Esmé Codell’s *Educating Esmé: Diary of a Teacher’s First Year*, and sent Dan an excerpt.
- Codell was assertive, serious, confident, deliberate, and funny, which Joe translated for Dan into “The Deal.”
- The Deal assures students that there’s a payoff for their constrained freedom: learning that will “improve their lives, enhance their freedoms, and make them feel better about themselves.”
- It requires role-playing extreme confidence and seriousness of purpose (especially for a first-year teacher) to excite students about an “explicit exchange of liberty for academic press.”
- Dan tried it, strictly enforcing his rules, answering questions with certainty, pressing for homework, and — most importantly — getting to know every student’s name immediately.
- Twelve years later, one of Joe’s students interviewed them in front of a method’s class.
- Joe confessed that teachers didn’t teach classroom *management* then; they taught classroom *environment*, and Dan revealed that waiting, persistence and meaningful lessons were key to his change.
- Not only did he learn every student’s name early, but he made clear that he noticed when they did not learn.
- Joe and Dan agree that what’s important is the mindset that everybody can get better, including the teacher.

### DEEPEN YOUR THINKING

1. What did you learn about classroom management when you learned to teach? What was the popular term then: *discipline*, *classroom environment*, *classroom management*, or another term?
2. How well did your learning serve you in your first classroom? What went well? What went wrong?
3. To what extent did you have a mentor (from your college days or from your first school) to help you address classroom management issues?
4. How can mentors help new teachers address classroom management issues?
5. To what extent do teachers each have to learn by themselves how to handle classroom management?

6. What would you want to say to today's first-year teachers about *classroom management*?
7. What deals do students today make in terms of their learning?
8. What deals do teachers today make in terms of their learning?

**EXTEND YOUR THOUGHTS THROUGH ACTIVITIES FOR GROUP DISCUSSION**

1. Working with colleagues, consider deals among the following people:

Between	And	The Deal(s)
communities	school boards	
school boards	district administrators	
district administrators	school administrators and teachers	
parents	their children	
administrators	parents	
administrators	teachers	
teachers	other teachers	
teachers	professional learning providers	
teachers	students	
students	younger siblings	
other	other	
other	other	
other	other	

2. Discuss the deals that most interest you according to the following questions:
  - a. What is good about these deals?
  - b. What is harmful (or potentially harmful) about these deals?
  - c. How transparent are these deals? Do people talk about them?
  - d. If they are not transparent, is that a problem? Should it be addressed?
  - e. What deals still need to be made so that all educators and their students see themselves as learners?

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# Applications

This Professional Development Guide was created with the characteristics of adult learners in mind (Tallerico, 2005):

- Active engagement
- Relevance to current challenges
- Integration of experience
- Learning style variation
- Choice and self-direction

## As you think about sharing this article with other adults, how could you fulfill the adult learning needs above?

This Professional Development Guide was created so that readers could apply what they have learned to work in classrooms (Marzano, Pickering, & Pollock, 2001):

- Identifying Similarities and Differences
- Summarizing and Note-Taking
- Reinforcing Effort and Providing Recognition
- Homework and Practice
- Nonlinguistic Representations
- Cooperative Learning
- Setting Objectives and Providing Feedback
- Generating and Testing Hypotheses
- Cues, Questions, and Advance Organizers

## As you think about sharing this article with classroom teachers, how could you use these strategies with them?

### References

Marzano, R.J., Pickering, D., & Pollock, J.E. (2001). *Classroom instruction that works: Research-based strategies for increasing student achievement*. Alexandria, VA: ASCD.

Tallerico, M. (2005). *Supporting and sustaining teachers' professional development: A principal's guide* (pp. 54-63). Thousand Oaks, CA: Corwin.

# About the Author

**Lois Brown Easton** is a consultant, coach, and author with a particular interest in learning designs — for adults and for students. She retired as director of professional development at Eagle Rock School and Professional Development Center, Estes Park, Colo. From 1992 to 1994, she was director of Re:Learning Systems at the Education Commission of the States (ECS). Re:Learning was a partnership between the Coalition of Essential Schools and ECS. Before that, she served in the Arizona Department of Education in a variety of positions: English/language arts coordinator, director of curriculum and instruction, and director of curriculum and assessment planning.

A middle school English teacher for 15 years, Easton earned her Ph.D. at the University of Arizona. Easton has been a frequent presenter at conferences and a contributor to educational journals.

She was editor and contributor to *Powerful Designs for Professional Learning* (NSDC, 2004 & 2008). Her other books include:

- *The Other Side of Curriculum: Lessons From Learners* (Heinemann, 2002);
- *Engaging the Disengaged: How Schools Can Help Struggling Students Succeed* (Corwin, 2008);
- *Protocols for Professional Learning* (ASCD, 2009); and
- *Professional Learning Communities by Design: Putting the Learning Back Into PLCs* (Learning Forward and Corwin, 2011).

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