



MEET EDOPP

EdOpp provides an array of workplace learning and business strategy solutions designed to transform purpose, people, processes, and performance.

Our team brings over **30 years of combined professional experience in K-12 education, higher education, adult education, youth development and programming, educational administration and leadership, digital learning, student and parent engagement, and teaching.** We deliver a track record of proven results to transform Workplace Learning, innovate Business Strategy, optimize Digital Learning, and impact Workforce Development. Our President,

Crystal L. Bessix is a **certified External Assessor to administer the Youth and School-Age Program Quality Assessment (PQA)®**, a validated instrument designed to measure the quality of youth programs and identify staff training needs to empower education and human service leaders to

adapt, implement, and scale best-in-class, research validated quality improvement systems to advance child and youth development. As an award-winning firm, we are proud of our strong reputation and credibility. In 2013, edOpp was recognized by the Houston-Galveston **Women's Business Center as the Small Business of the Year.**

We were recently awarded as the American Marketing Association **2016 Marketer of the Year** for Best in Business-2-Business Services and **2017 Marketer of the Year** for our client campaign in the Social Services/Non-Profit Category.

EdOpp Solutions LLC demonstrates the capabilities and expertise to provide a full range of services required to provide face to face, blending or virtual professional development training and resources for Specialized Climate and Culture Support. **EdOpp Solutions LLC leverages learning and strategy with a sincere passion to generate results.**

YOUR TOTAL SOLUTIONS PROVIDER FOR THE WORKFORCE!

As the total solutions provider for the workforce, edOpp provides an array of workplace learning and business strategy solutions designed to transform purpose, people, processes, and performance.



TEKS/ELPS STANDARDS

Based on TEKS, our courses are aligned with the following areas:
 English language arts and reading, Strand 2: Comprehension; English language arts and reading, Strand 3: Response; English language arts and reading, Strand 4: Collaboration; Social Studies Subchapter B. Middle School Culture 15-17 and Social Studies Skills 23; and Career and Technical Education Subchapter E. Education and Training.

K-12 INDUSTRY QUALIFICATIONS

- **30 years of combined professional experience** in K-12 education, higher education, adult education, youth development and programming, educational administration and leadership, digital learning, student and parent engagement, and teaching
- **8 years of firm experience** in strategy development and execution, human resources, online learning and instructional design, training development and facilitation, content development, and leadership coaching
- **Depth of domain knowledge and experience** in youth development, developmental education, balanced literacy, diversity and inclusion, social and emotional learning, leadership, and staff development
- **Team of learning facilitators and subject matter experts** with advanced degrees in Counseling, Business Administration, Human Resources, Leadership Studies, and Educational Leadership.
- **Suite of reliable and validated assessments** to identify performance and skills gaps such as Myers-Briggs Type Indicator Assessment (MBTI), Strong Interest Inventory, and Thomas-Kilmann Conflict Mode Instrument (TKI®)
- **Strong technical capabilities** to manage multiple-site, large-scale projects for clients in all industries from the local to the global
- **Responsiveness and adaptability** to meet the changing needs of our clients and maintain a long-term partnership
- **Commitment to quality and results** demonstrated through quarterly business reviews, feedback loops, status reports, and advanced metrics reporting to ensure training aligns with desired outcomes

Champions of Education

Teacher Professional Development

Leadership Development

Organization Transformations

Strong strategic and technical capabilities

Commitment to Quality

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SPECIALIZED SUPPORT

Our Professional Development offerings for specialized climate and culture support are focused on supporting schools achieving the following six goals:

- 1) Developing a shared vision and plan for promoting, enhancing and sustaining a **positive school climate**.
- 2) Defined practices are identified, supported and prioritized to provide high quality support for and engagement in **teaching, learning, and positive student development**.
- 3) The district intentionally promotes the development of social, emotional, civic and intellectual skills and behaviors, and **addresses barriers** to learning and teaching.
- 4) People **create an environment** where school community members and parents are welcomed, supported, and feel safe in school: socially, emotionally, and physically.
- 5) Students and staff develop practices, activities and norms that are meaningful and engaging and **promote culture diversity, inclusion, and customer service**.
- 6) To assess, diagnose, and create **action plans** to support teacher and staff professional development and coaching in the domains of: Environment, Support, Engagement, Youth-centered.

INNOVATIVE PROFESSIONAL DEVELOPMENT (PD)

Our professional development (PD) offerings are designed to explore the different challenges facing teachers, instructional coaches, principals, or central staff personnel in the areas of climate and culture support.



PRINCIPALS

Explore how the subject matter can impact **leadership, policy** and **processes**, and school **performance**.



OFFICE PERSONNEL

Explore how the subject matter can improve **customer service, brand experience, communications**, and **engagement**.



TEACHERS

Explore how the subject matter can improve strategies for **classroom management** and **student success**.



INSTRUCTIONAL COACHES

Explore how subject matter can improve **curriculum development** and **student academic achievement**.

In addition, we offer a hybrid approach to training incorporating both face-to-face courses and online modules to differentiate PD for the various target audiences. The face-to-face courses include foundational courses aimed at helping participants understand various strategies for climate and culture support. The online component provides instruction in the tools and techniques for turning those ideas into reality.

COURSE LISTING

School of Service

Duration: 1-Day | Targeted Audience: All

Each and every one of us serves customers, whether we realize it or not. Maybe you're the teacher in the classroom, serving the students who follow your lead. Perhaps you're an accountant in central office, serving staff by producing their pay checks and keeping the school running. Or maybe you're a principal, serving your staff, your parents, and the community. This course will look at all types of customers and how we can serve them better and improve ourselves in the process. Participants will be provided a strong skillset including in-person techniques, dealing with difficult customers, and generating return business.

Creating Positive Behavior Through Appreciative Inquiry

Duration: 1-Day | Targeted Audience: All

School districts can be thought of as living beings made up of the individuals working within it. Appreciative Inquiry can change the entire school district by changing the people. Through positive questioning, people will be directed to move with positive behavior. Recognizing the strengths and values of what works as opposed to what's wrong will transform the individuals and thus transform the district. Appreciative Inquiry is a shift from looking at problems and deficiencies and instead focusing on strengths and successes. It is a tool for district-wide change and it will strengthen relationships.

Coaching Relationships that Build Positive Campus Culture

Duration: 2-Day | Targeted Audience: Principals, Assistant Principals, Department Heads, Curriculum Specialists, Counselors, Instructional Coaches

As a principal, you are in your office looking over your school report card and it happened again. Your low performing classroom failed to meet the measures this month even after you spoke with the teacher about the importance of meeting goals. This teacher has a great attitude and you know they can do better. You just do not know how to motivate them to reach the goal. What do you do? This course focuses on how to better coach your teachers to build a positive culture both in the classroom and across the campus. How well you coach is related directly to how well you can foster a great working relationship with your teachers through understanding them and strategic goal setting.

Making a Positive Impact through Student Leadership

Duration: 2-Day | Targeted Audience: Instructional Coaches, Teachers, Student Leaders

They say that leaders are born, not made. While it is true that some people are born leaders, some leaders are born amid adversity. Often, students who have never had a leadership role will stand up and take the lead when a situation they care about requires it. Once students learn the techniques of true leadership and influence, they will be able to build the confidence it takes to make a positive impact.

Delivering Constructive Criticism to Foster Growth

Duration: 1-Day | Targeted Audience: All

Delivering Constructive Criticism is one of the most challenging things for anyone. Through this workshop, participants will gain valuable knowledge and skills that will assist them with this challenging task. If a student, teacher, parent or co-worker commits an action that requires feedback or criticism, then it must be handled in a way that fosters positive outcomes and growth. Constructive Criticism, if done correctly, will provide great benefits to your school.

Maintaining Positive Behavior through Conflict

Duration: 1-Day | Targeted Audience: All

Wherever two or more people come together, there is bound to be conflict. Teachers may have conflict with a student or a parent, principals may have conflict with a teacher, central staff may have conflict with co-workers or school administrators. Therefore, to maintain positive behavior, all district personnel must learn crucial conflict management skills. This course will give participants a seven-step conflict resolution process that they can use and modify to resolve conflict disputes of any size. Your participants will also be provided a set of skills in solution building and finding common ground.

COURSE LISTING

Oh No! Not this Parent Again

Duration: 1-Day | Targeted Audience: Teachers

Ever had a parent that was a little difficult to deal with? Yes, their heart is in it for their child, but the parent has a negative attitude, consistently complains, and neglects the real issues affecting the student. Yes, many parents can be difficult. However, with a positive attitude, teachers can effectively deal with the most difficult parents and both parties can end the situation satisfied. Through this workshop, participants will gain a new perspective on how to react to negative parents and leave the parent satisfied and engaged.

Organizational Skills for Effective Classroom Management

Duration: 1-Day | Targeted Audience: Teachers

Developing good organizational skills is an investment that will provide benefits to your classroom. One way to have effective classroom management, is to be organized.

Staying on time with lessons and activities, prioritizing when to do lesson planning or grade papers, maintaining accurate student records, and just making it throughout the school year all requires organizational skills. Organizational skills will foster improved productivity, better management, and an overall increase in professional growth.

Critical Thinking Skills for Positive School Climate

Duration: 1-Day | Targeted Audience: All

We live in a knowledge-based society, and the more critical you think the better your knowledge will be. Critical thinking provides you with the skills to analyze and evaluate information so that you can obtain the greatest amount of knowledge from it. It provides the best chance of making the correct decision, and minimizes damages if a mistake does occur. It will reduce your prejudice and bias which will provide you a better understanding of your school climate.

Motivate to Learn

Duration: 1-Day | Targeted Audience: All

As a district, you put time, effort, money, resources, and people to invest in achieving student learning. The truth is, no matter what we do, true motivation must come from within. This course, will give participants several types of tools to become a great motivator, including goal setting and influencing skills. Participants will also learn about five of the most popular motivational models, and how to bring them together to ensure learning is achieved.

Building Authentic Campus Communications

Duration: 1-Day | Targeted Audience: Administrators, Coordinators, Instructional Coaches

Effective communication skills are fundamental to successful schools. It is a key interpersonal skill that must be developed to report district information, convey expectations, coach and train staff members, describe specific day-to-day tasks for your staff. In addition, you must communicate to engage others with the vision and goals of your campus.

Teambuilding for Campus Leaders

Duration: 2-Day | Targeted Audience: Administrators and Coordinators

When administrators begin to experience disconnect, miscommunication, conflict, and low productivity on a team, too often the focus is on the team members. Yet, the way a team works is a direct reflection of its leadership. By strengthening your teambuilding skills, managers can improve the success of teams. Teambuilding involves developing clear and consistent goals, roles, processes, relationships, and leadership.

Supporting Teacher Training to Improve Student Learning

Duration: 1-Day | Targeted Audience: Administrators

It takes sustained investment of time into teacher training to change instruction and improve classroom outcomes. A review of research on the effect of professional development on increased student learning found that programs had to include more than 14 hours of professional development for student learning to be affected.

Administrators must align teacher training to the purpose, people, processes, and performance of the school.

COURSE LISTING

The Nuts and Bolts of Strategy and Processes: Building a Culture of Retention and Attendance

Duration: 1-Day | Targeted Audience: Administrators

Student motivation and parent engagement is critical to maintain school retention and attendance. Therefore, it is the responsibility of administrators and staff to cultivate that motivation by developing a retention strategy. This session is designed to explore the fundamentals of crafting strategy, implementing processes, and the elements of a productive culture.

The Digital Divide: Social Emotional Learning for the 21st Century

Duration: 1-Day | Targeted Audience: Administrators, Coordinators, Instructional Coaches, and Teachers

Today's educators are tasked with molding a generation that has been literally born connected to the universe. Generation Z individuals born since 1996 are inundated with social media, visual stimulation, global connectiveness, mobile devices and digital learning since birth. The challenge is that due to the level of artificial intelligence, each generation has become increasingly disconnected and decreased "soft skills."

Balanced Literacy: A Little of This and A Little of That

Duration: 1-Day | Targeted Audience: Instructional Coaches and Teachers

A Balanced Literacy program is a balance between both whole language and phonics. The strongest components of each are incorporated into a literacy program that guides students toward proficient and lifelong reading. This course will expound on five components and demonstrate classroom integration.

Parental Engagement: It Takes a Village

Duration: 1-Day | Targeted Audience: Instructional Coaches and Teachers

Research shows that family engagement in schools improves student achievement, reduces absenteeism, and restores parents' confidence in their child's education. Students with involved parents or guardians earn higher grades, have better social skills, and show improved behavior. It takes commitment and active participation.

Keeping It Under Control: Classroom Management for K-5 Teachers

Duration: 1-Day | Targeted Audience: Teachers

Teachers can spend countless hours planning the perfect lessons; however, students will not benefit from the lessons if there is no behavioral control of the class. Classroom management is essential for student success. This course will focus on developing a management system, tips for diffusing negative situations, prevention of student misconduct.

The Power of One: Anti-Bullying and Harassment Workshop

Duration: 1-Day | Targeted Audience: Teachers and Student Leaders

Whether you are the one being bullied, the one who is the bully, or the one who is the bystander, you have the power to influence and positively shape the outcome. This workshop identifies and analyzes the problem of bullying in schools and how the discovery of self-esteem, self-worth and awareness of others can be a positive solution.

Leading Self & Engaging Others with Emotional Intelligence

Duration: 2-Day | Targeted Audience: All

Daniel Goleman (1998), famous leadership researcher and author, suggested that anyone can have education, experience, and talent; but those who emerge as the best leaders can recognize their self and connect well with others. In this course, participants will understand the four principles of emotional intelligence and learn how to effectively leverage them to improve leadership skills and engage others across the district.

Defining Diversity: Let's Take a Second Look

Duration: 1-Day | Targeted Audience: All

Typically, diversity is viewed as a district policy to protect against civil rights violations or a hiring goal to increase the inclusion of different identity groups. Diversity is one of those everyday words that we do not bother to define when we use it, perhaps, because the very act of defining it can lead to endless semantic combat. Diversity deserves a second look. Districts should embrace workplace diversity as a strategy to increase cultural awareness, knowledge, and skills of its staff for better teamwork.

PROGRAM FEATURES

Program Features:	CUSTOMIZED
Team-Based Training We provide two expert facilitators for every training class to ensure we meet the diverse learning needs of all participants	✓
Fink's Taxonomy Learner Outcomes	✓
Evidence-Based Content	✓
PowerPoint Presentation	✓
Course Handouts	✓
Course Workbook Comprehensive workbook to provide additional tools and strategies that will extend and reinforce the learning beyond the training.	✓
Personal Surveys	✓
Strategy in Action Participants develop action plans for better problem-solving and decision-making in their daily work.	✓
Innovation Insight Offers participants a critical thinking question or insightful group dialogue to help generate better ideas and appreciate perspectives.	✓
Tech 2 Learn Designed to integrate technology and multimedia applications into the learning experience.	✓
Role Call Role play scenarios provide REAL-flection to help participants see themselves authentically while learning how to handle situations.	✓
Final Note Designed to help participants evaluate and summarize their training experience while connecting it to their current work or personal life.	✓
Detailed Self & Team Assessments Inclusive self and team discovery assessments that provide insights for performance, growth, and development.	✓
The Toolbox An extension of the learning experience to provide additional theoretical context, research, and resources on the subject matter.	✓
Checkmate Assignment Requires participants to complete homework assignment(s) after the training course has ended.	✓
Flipped Classroom A learning model in which the typical training presentation and course elements are reversed.	✓



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At edOpp Solutions, we exist because of our passion about four guiding principles essential to the success of every organization:



PURPOSE

Cultivate the purpose of personal & organizational actions.



PEOPLE

Transform & engage people to work smarter together.



PROCESSES

Design processes to plan, do, check, & act with intention.



PERFORMANCE

Maximize performance to increase value & community impact.



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