****

Paul Bernabei

paul@top20training.com

**BIBB COUNTY SCHOOLS: WHERE AMAZING HAPPENS**

**What’s POSSIBLE?**

* Purpose 🡪 Power Awareness to FLOURISH…to develop successfully; thrive.
* Being aware of and establishing the conditions that make what’s possible possible.
* The FILTER of Flourishing and Human Development
* Thinking, Learning and Communicating 🡪 **Top 20**: Effective TLC

 🡪 **Bottom 80**: Ineffective TLC

**Top 20s Create an Effective and Healthy School Culture**

**Guarded \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Vulnerable**

* Disengagement is a strategy for being guarded.
* Fear is the roadblock to engagement and high performance.
* Safety is the antidote to fear that results in engagement and high performance.

**Our Choice: Energy Situations**

Positive 🡪 Positive

 Negative 🡪

 Positive 🡪 Negative

 Negative 🡪

**Top 20s Create a Culture of Safety and Trust: Establishing 4 Cornerstones**

**1. Job #1: Help Others Succeed**

**2. Communicate ‘You Matter’** A. Listen to understand

 B. Value differences

**3. Honor the Absent**

 **Honor the Absent**: Speak well of those who are not present.

 **Dishonor the Absent**: Speak negatively of those who are not present.

 A. Be a Problem Solver, Not a Problem Namer

 B. Keep My Lake Clean: (1) How do I communicate with a ‘Dump Here’ sign?

 (2) How do I or could I communicate ‘No Dumping Here’?

C. Treat Everyone’s Name as Sacred

 D. Don’t Add Fuel to the Fire: Say, “OK” or “I hear you.”

 E. Say, “Ouch!”

 F. Practice the 2-out-of-3 Rule: (1) Say someone’s name.

 (2) Say something negative.

 (3) Say it to someone else.

4. **See the Problem, Own the Problem**

5. **Assessing Our Culture: Self Staff**

 8-10 Significantly present in our culture \_\_\_\_\_ \_\_\_\_\_ Job #1: Help Others Succeed

 6-7 Often present in our culture \_\_\_\_\_ \_\_\_\_\_ Communicate ‘You Matter’

 4-5 Seldom present in our culture \_\_\_\_\_ \_\_\_\_\_ Honor the Absent

 1-3 Significantly absent in our culture \_\_\_\_\_ \_\_\_\_\_ See the Problem, Own the Problem

6. What problems do we see relative to safety and trust in our culture?

7. What steps do we need to take to better establish an effective and healthy culture of safety and trust?

**Top 20s Practice Kaizen: Continual Improvement**

What are your take-aways from this session?

**Top 20 Curriculum:** Top 20 K-6 Smart Board or Power Point Curriculum

 Top 20 TLC -- Grades 3-6 Curriculum

 Top 20 Teens -- Grades 7-12 Curriculum

**Top 20 Books:**

 *Top 20 Teens: The Best-kept Thinking, Learning and Communicating Secrets of Successful Teenagers*

 *Top 20 Teachers: The Revolution in American Education*

 *Top 20 Parents: Raising Happy, Responsible and Emotionally Healthy Children*

 *Why Students Disengage in American Schools and What We Can Do about It*

 *Rebalanced Thinking, Rebalanced Living: Developing Your Inner Life through Social-Emotional Learning*

For information on Becoming a Top 20 School, contact Paul Bernabei, Director of Top 20 Training, at paul@top20training.com or 651-470-3827. To order Top 20 books or materials, go to www.top20training.com.