

The Hammer & Screw

Building better students by building better relationships.

Edward DeShazer | Teacher's Ed



@edwarddeshazer



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What are you grateful for today?



Learning Objectives

- To inspire educators to be intentional with the relationships they build with their students.
- To give educators the tools they need to grow the respect for their students.
- To give educators the tools they need to build meaningful relationships in their classrooms.
- To help educators connect with their harder to reach students.

On a scale of Home Alone, how are you feeling today?



ON A SCALE OF CAT, HOW ARE YOU FEELING TODAY?



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Agreements for today...

- If I have to use the restroom, I will. If your bladders are full, your ears are full.
- If my water runs out, I will go and fill it up.
- If I get a text or need to take a phone call, I will.
- If I have questions as we go, I will raise my (virtual) hand and ask.

If school was a
cheeseburger.



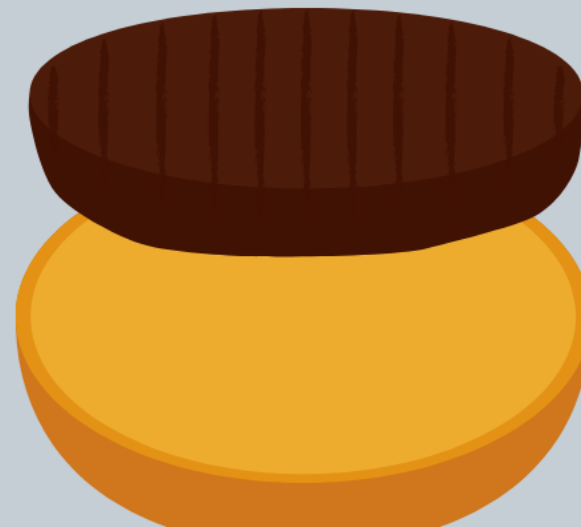
TEACHERS



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STUDENTS

TEACHERS



SUPPORT
STAFF

STUDENTS

TEACHERS

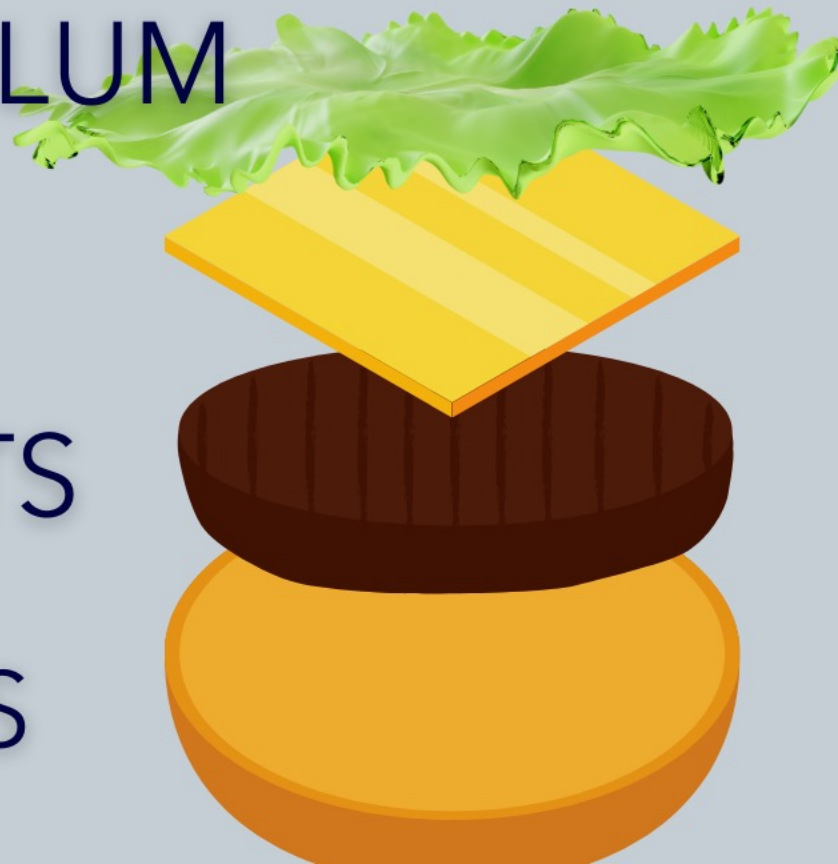


CURRICULUM

SUPPORT
STAFF

STUDENTS

TEACHERS



PARENTS

CURRICULUM

SUPPORT
STAFF

STUDENTS

TEACHERS



ADMINISTRATORS

PARENTS

CURRICULUM

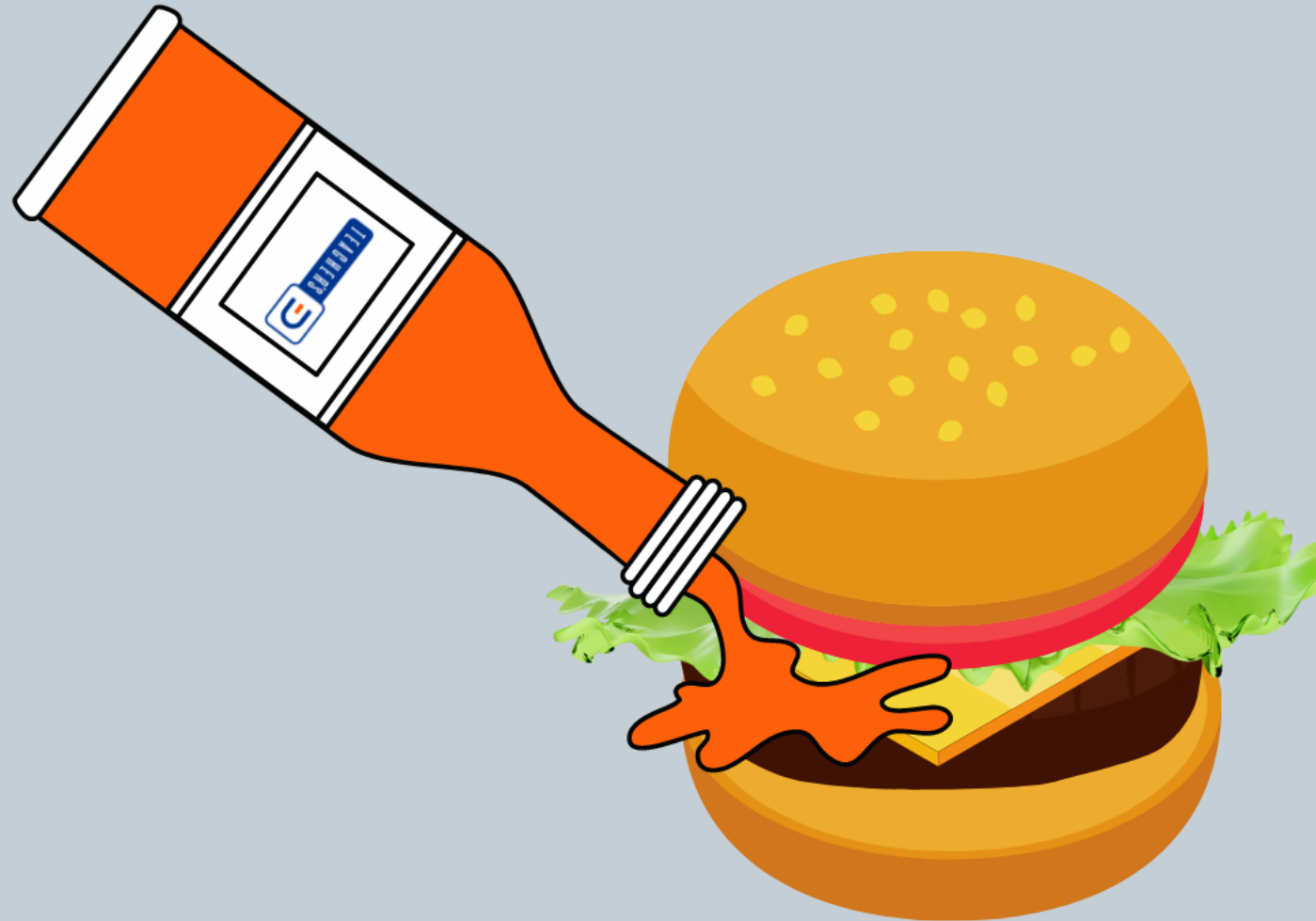
SUPPORT
STAFF

STUDENTS

TEACHERS



Relationships are
the secret sauce!



Who is Edward DeShazer

- In education for 16 years.
- Executive Director for Greater Holy Temple Christian Academy in Milwaukee WI (2016)
- Executive Board member for the Closing the Achievement Gap Consortium (40 school districts)
- Certified restorative practices trainer
- Nominated as a Biz Times Notable Minority Executive in Wisconsin (2021)
- Author of "I Love Me", and "The Hammer & Screw"
- Founder of Be Well Teacher Box (launching Fall 2022)



Who WAS Eddy DeShazer

- Born and raised in Milwaukee, WI
- Suspended from elementary and middle school over 30x
- Expelled two days before 8th grade graduation
- Expelled from high school after the first month
- Attended St. Charles Youth Facility as a freshman
- Returned to Nicolet as a sophomore
- Graduated high school with honors
- Earned athletic scholarship to play football in college



What changed?



Let's Take a Journey!

Text **TeachersEd** to 22333



www.TeachersEd.org



0:00



Respond at **Pollev.com/teachersed**



Text **TEACHERSED** to **22333** once to join, then text your message

Give me one word to describe your favorite teacher you ever had.

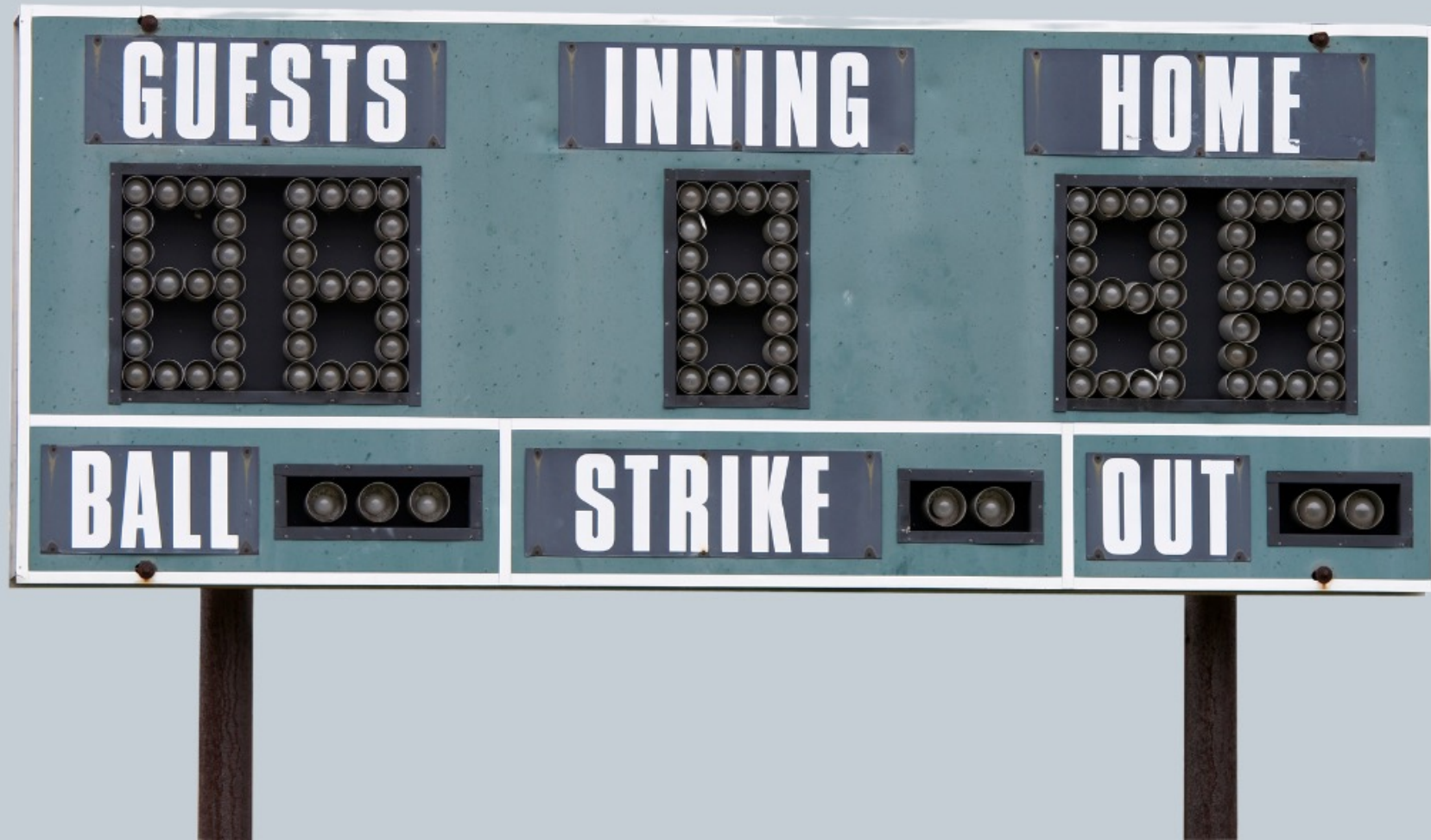
funny
caring
loving genuine

Mrs. Joyce Davis

Loving



Educators...
STOP KEEPING SCORE WITH YOUR STUDENTS!





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“Now faith is the substance of things hoped for and the evidence of things not seen.”



Teach by faith...

Not by sight.



- Greater Holy Temple Christian Academy (GHTCA) is a K-8th Grade school in Milwaukee, WI.
- GHTCA services a 94% economically disadvantaged population.
- 40% of our students come from the zip code 53206. 53206 is known as the most incarcerated community in the world.

Here is what happened....





November, 2015



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2017 - 2018

54.7%



Student days missed because of suspension: 757 days

2018 - 2019

68.6%



Student days missed because of suspension: 514 days

2020 - 2021

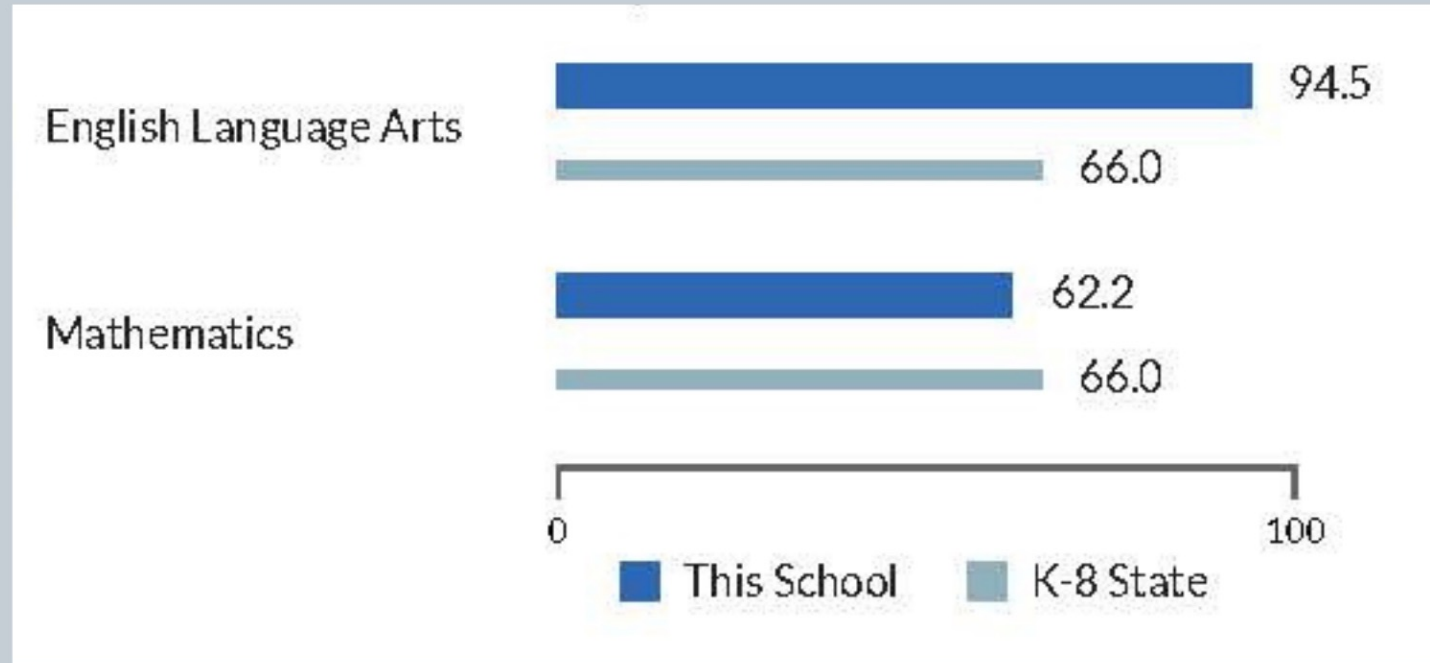


75.2%

Student days missed because of suspension (19-20): 101

Growth Scores

(According to DPI)



**Every student is not a nail...
so educators must be more than hammers.
You would never hammer a screw.**



RELATIONSHIPS

REAL

RESPECT



Respect is the foundation.

RESPECT



Building a relationship without respect is like building a house on sand. The first time there is a storm, the relationship will tumble.

RESPECT



5 ways to build respect with your students

1. Respect your students.
2. Have a class agreement, not top-down rules.
3. Be part of their learning community. Model behaviors.
4. Acknowledge their physical needs.
5. Be fair and reasonable.

Once we have established respect,
next we must be real.

REAL

RESPECT

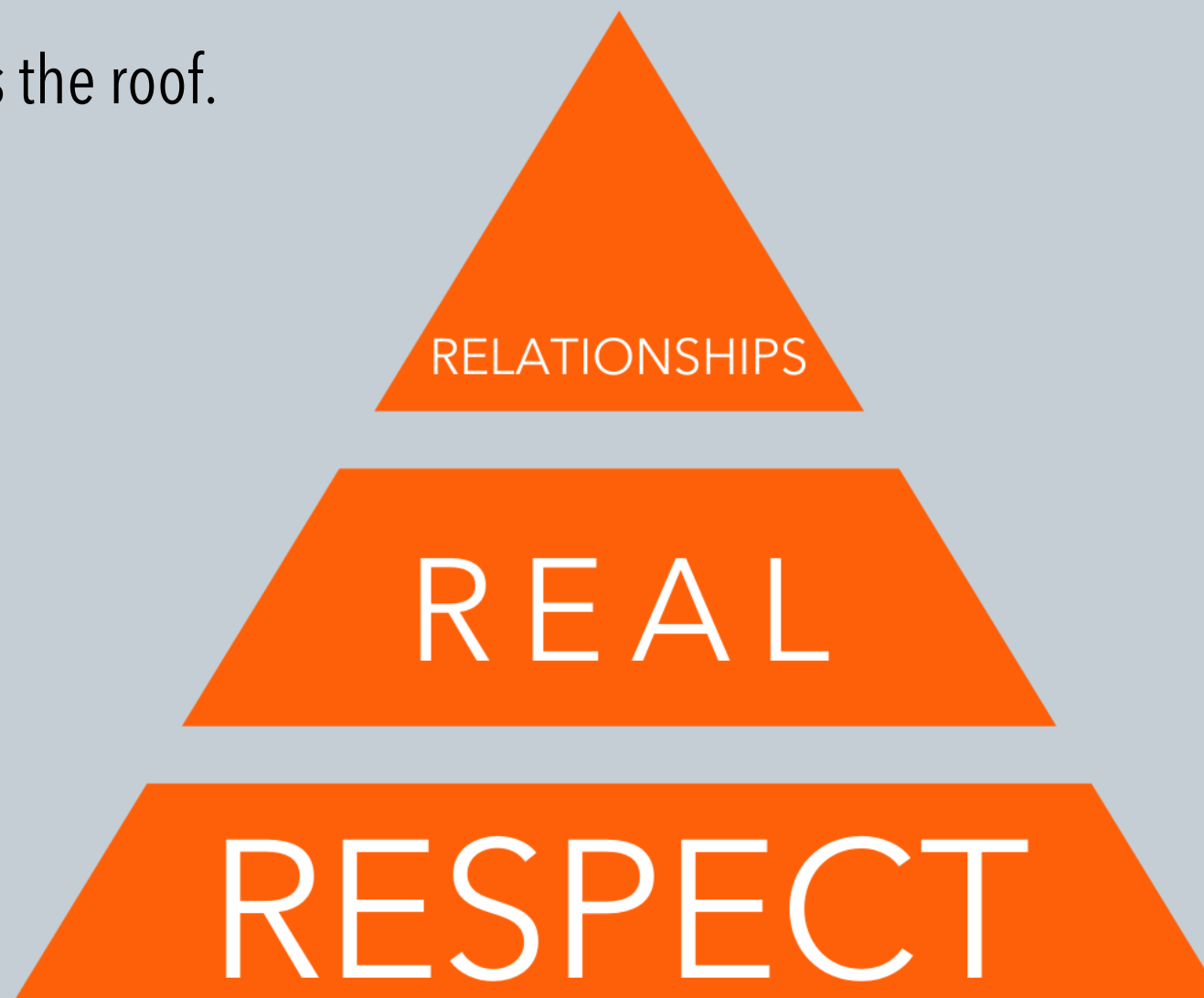


What must we be real with?

- STUDENTS. Who they are and what they deal with.
- PARENTS. Who they are and what they deal with.
- OURSELVES. Who we are and what we deal with.



Respect in the foundation.
Being real is the walls.
Building relationships is the roof.



We are intentional with everything that we do in schools, except building relationships.



Six Easy Ways to Build Relationships w/ Students

- Don't be boring!
- Spend 1-on-1 time with your students.
- Look for something to comment on
- Develop an interest in their interests
- Share Your Stories. TEACHERS ARE ACTUALLY HUMANS TOO!
- Attend Student Events



What if I told you there was a simple thing you could do each day that would increase your academic engagement by 20% and lower your disruptive behavior by 9%?

(According to a 2018 study by Dr. Clayton Cook)





Greet your students at the door!



4 Rules of Greeting Your Students

T

- Touch (for students who are comfortable)

U

- Use Their Name

M

- Make Eye Contact

S

- Smile

How can I get to know
my students?



Rapport Report



RAPPORT REPORT

STUDENT NAME

WHAT IS YOUR FAVORITE SEASON?

WHAT IS YOUR FAVORITE HOLIDAY?

WHAT IS YOUR FAVORITE FAMILY ACTIVITY?

WHAT IS YOUR FAVORITE HOBBY?

WHAT IS YOUR FAVORITE THING TO DO WITH YOUR FRIENDS?

WHAT IS YOUR FAVORITE SUBJECT IN SCHOOL?

WHAT IS YOUR FAVORITE THING TO DO AT RECESS?

WHAT IS YOUR FAVORITE THING TO LEARN IN THAT SUBJECT?

WHAT IS YOUR FAVORITE BOARD GAME?

WHAT IS YOUR FAVORITE CANDY OR SNACK?

WHAT IS YOUR FAVORITE MOVIE?

WHAT IS YOUR FAVORITE WEBSITE TO VISIT?

WHAT IS YOUR FAVORITE BOOK?

WHAT IS YOUR FAVORITE MUSICIAN?

WHAT IS YOUR FAVORITE SHOW ON TV?

WHAT IS YOUR MOST PRIZED POSSESSION?

WHAT IS YOUR FAVORITE MEAL OF THE DAY?

WHAT IS YOUR FAVORITE ICE CREAM FLAVOR?

WHAT IS YOUR FAVORITE COLOR?



POOL PARTY!!!



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How To Pool Party

- The pool party is a great way to build community in your classroom.
- Teachers can be most fearful of this activity.
- The Pool Party is about learning about your students and they learn about each other.
- Two types of Pool Parties: **Green (S,S,S)** & **Yellow (S, M, S)**
- Your first five pool parties should always be **GREEN**.
- For every **YELLOW** Pool Party, you should do three **GREEN**.

Pool Party Question Depths

SHALLOW: Questions that are easy to answer in a word or two.

What is your favorite color?

MEDIUM: Questions that can be answered easy or could go deep.

If you could have dinner with one person (dead or alive) who would it be?

DEEP: Questions that require thought and longer responses.

What is one thing standing between you and happiness?



GREEN Pool Party Example

Question 1: What is your favorite fast food place? (SHALLOW)

Question 2: What is the best fast food item ever? (SHALLOW)

Question 3: McDonalds or Burger King? (SHALLOW)

YELLOW Pool Party Example

Question 1: What is your favorite movie? (SHALLOW)

Question 2: Who is your super hero? (MEDIUM)

Question 3: Spiderman or Batman (SHALLOW)

Key Components of a Pool Party

- 3-5 guidelines. (List them. Repeat them. Confirm that everyone agrees.)
- 2-4 questions in a green Pool Party
- 3-5 questions in a yellow Pool Party

How to Pool Party!

- 1) Pose the question you're going to ask.
- 2) Make sure your class knows that it's ok to "Pass."
- 3) Make sure the class understands the order which they will speak.
- 4) Teacher should enter the Party last.
- 5) Teacher should model the type of response they are looking for. (1-3 words answers)
- 6) Teachers should remind the group of the guidelines.

Pool Party Sample Guidelines

- Treat the talking piece and speaker with respect.
- It's ok to pass.
- Be respectful with your words and actions.
- Keep it 100% (Use student lingo increases buy-in)
- Don't be silly. (For younger students)

Pool Party Tips

- No Comments!
- Introduce non-verbal signals for when students hear something they like.
- Set a time limit (10 seconds)
- Try using a theme for your questions.
- Give students guided responses, “My favorite color is _____”
- Pose questions early in class.

Let's Try One (Green Pool Party)

Question 1: Pizza or tacos?

Question 2: What is your favorite place to order pizza?

Question 3: Soft shell or hard shell tacos?



Let's Try One (Green Pool Party)

Question 1: Pizza or tacos?

Question 2: What is your favorite place to order pizza?

Question 3: Soft shell or hard shell tacos?



Let's Try One (Yellow Pool Party)

Question 1: What is your favorite sport to watch?

Question 2: If you could be any mascot in real life, what would you be?

Question 3: Jordan or Lebron?



Change is inevitable.

Growth is intentional.



What type of
educator are you
going to be?



Thermometer Educator

Reactive.

This type of educator can only tell you what temperature the classroom is.

Thermostat Educator

Proactive.

Sets the temperature of their classroom.
Turns up the success of their students by
building meaningful relationships.

"Teacher energy is contagious.
You can either affect your students
or you can infect your students."

EDWARD DESHAZER



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Teach With Your Heart!



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