



Your Learning and Development Professionals
*Supporting the direction of excellence
 for 21st Century Educators*

T.A.L.K. Associates shows K-12 educators at all levels how to successfully master positive direction in: a) communication skills, b) organizational unity of effort, c) respectful learning climates, d) team excellence, e) leadership consistency and f) personal and professional relationships. Teachers, schools and districts can immediately use the one dimension that connects everything – *Direction*. We also work with students and parents in developing Positive Direction Communication Skills.



People always seek improvement in the human activity of their lives, as individuals and as groups. Many seek relief; many seek better performance; many seek better experiences; many seek better balance. Many seek all of the above. Each of those is a positive

direction for someone – the direction of the successes, outcomes or results that are required or desired. With the support of the T.A.L.K. Associates learning and development services, educators learn skills, approaches and practices that they can use immediately for positive direction to be consistent in their lives. Student programs include effective speaking skills and positive direction communication skills.

We also support schools and districts to immediately align everyone’s relationships, performance and morale (the human activity) in the direction of student success. We call it **ESP** (Everybody on the Same Page with Excellence on the Same Page). It results in improved delivery of services, improved efficiency, improved student learning and success, improved employee satisfaction and retention, improved cost effectiveness and increased positive direction in personal and professional relationships. Additionally, we support supplementary education services (SES organizations) to align every effort in the direction of student success. We emphasize *direction and continuous improvement* (forward movement and continuous improvement) in relationships, performance and morale at the inclusion of every student rather than at the expense of any student.

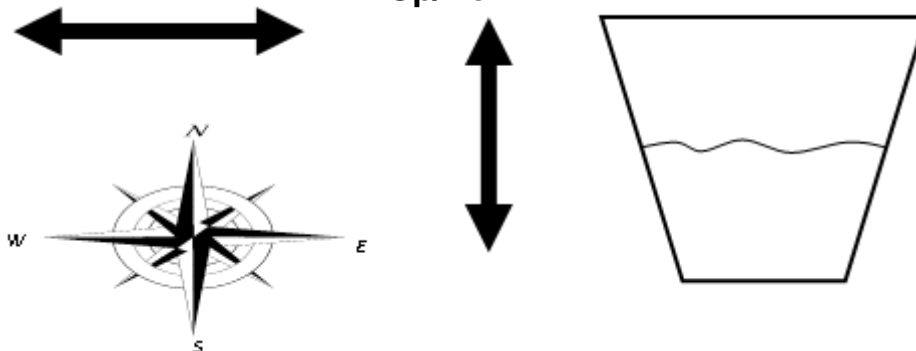
Student Success = *Students meeting or exceeding grade level requirements and expectations; students exceeding qualifications for college and career readiness.*

Which way is positive direction??

Half Full/Half Empty?

Forward/Reverse?

Up/Down?



...whichever direction moves you closer to student success!

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T.A.L.K. Associates

Your Learning and Development Professionals

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 Author of *Taking Charge of Your Positive Direction*

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Company General Information:

Since 1987, T.A.L.K. Associates has been providing expert assistance and staff development to educators to accelerate progress, unify direction, master positive direction communication skills and concentrate organizational and individual efforts on high performance delivery for student success. The T.A.L.K. Associates team includes resident specialists and national facilitators at all levels. Our programs, projects and offerings concentrate on evidence-based human interaction and relationships, so that every student can meet or exceed grade level requirements and expectations and exceed requirements for college and career readiness.

Our vision is that we are masters at providing breakthrough learning experiences for *forward movement and continuous improvement* beyond your expectations. Our experiences are universal: education, business, government, hospitality, community, non-profit organizations and more. This gives us a broad knowledge about our work and how it relates one industry and even one profession to another. We know this work; we love this work and we love to see you make it work.

For Educators, we provide technical assistance from pre-school through college in the following areas:

Positive Direction Communication Skills	Effective Speaking and Presentation Skills
Organization Development	Professional Development
Team Relationships	Personal Development
Staff Relationships	Leadership Consistency
Parent-Teacher Relationships	Student Learning Environments
School Improvement Plans	Educational Support Effectiveness
Comprehensive School Reform	NCLB Implementation, Facilitation, Evaluation

We provide our expertise at all levels so that schools and districts have the know-how to concentrate their human interaction energy and relationships on supporting front line performance and delivery, accurately and successfully. That includes providing programs and processes of quality management for support services, at the district and building levels to make infrastructure, custodial, transportation, maintenance and food services more student-focused and cost-effective and aligned with organizational visions. Additionally, we provide the speaking, writing, learning and skills to address critical realities that assure progress and continuous improvement.

We primarily work with schools and districts by supporting them in: a) building Positive Direction Communication Skills and Strategies; b) establishing Organizational Unity of Effort that supports great classroom delivery; c) developing and implementing school improvement plans and data-based decision making at all levels; d) completing district and school program evaluations in all phases from design to report, in association with Davidoff Associates.

Student Success = *Students meeting or exceeding grade level requirements and expectations; students exceeding qualifications for college and career readiness.*

We learn your organization’s direction of excellence. Then we provide an acceleration package that works for your educators – ready to use immediately for student success.

T.A.L.K. Associates is a National Endorsing Partner of the Common Core State Standards

Areas of Expertise:

Positive Direction Communication Skills™ for 21st Century Educators: Measurable skills of speaking in a positive direction, writing in a positive direction, learning in a positive direction and managing critical realities in a positive direction with near 100% consistency. These skills and techniques are designed for immediate use and easily apply to existing programs, projects and initiatives. They have been shared with educators, at every level since 1988. They are especially effective in resolving differences, finding solutions, building relationships, contributing to positive self esteem and making change work faster, more easily and more completely. These skills are integrated into every aspect and every level of human interaction including our core frameworks:

Unity of Effort in a Positive Direction	The Human Side of Technology
Positive Directions of Quality	Readiness for Change
Student-Focused Delivery	Whole Brain Interaction
Leadership Consistency	Team Development and Interaction
Multicultural Inclusion	Creating and Managing Reality

Unity of Effort in a Positive Direction: The *Unity of Effort* framework is a breakthrough in accelerating progress. Using the development framework and expert assistance you can unify organizational direction in as little as three months, assure progress of strategic plans, establish vision and mission statements, bring visions to reality, identify and clarify role relationships and the roles of LEA support, assure student-focused concentration of effort at all levels, assure high performance front line delivery, assure leadership consistency in a positive direction, accelerate the progress of student achievement, solidify site-based empowerment. We call it ESP: Everybody on the Same Page with Excellence on the Same Page. We start with the leadership and leadership teams first, then we work with grade level and content level teams to accelerate the progress of all students to meet/exceed grade level requirements and expectations *and* to exceed the qualifications for college and career readiness.

Program Evaluation and Planning: We provide technical assistance to set accurate achievement targets, assess and chart student progress, develop program analyses, design and conduct site-based team building, develop multi-year planning, select Highly effective teachers for high need schools and prepare and report outcomes. We work hand-in-hand with schools and districts to facilitate No Child Left Behind (NCLB) accountability in ways that accelerate progress.

Team Development and Interaction: Programs and skill development sessions and projects that provide consistency of interdependent relationships within teams and between teams. With development of grade level teams and content teams there is more forward movement in less time. Offerings and processes include:

- Data-based decision making for grade level and content teams
- Fast Improvement Team (*FIT*) Seminars for accelerating progress
- "Self Directed Teams" workshops and process assistance for empowered teams
- "Team Positive" - Development sessions for teacher-parent relationships
- Personal learning profiles to identify preferred roles in team interaction
- The "TEAM NINE" experiential learning exercise vividly defines real teamwork
- Leadership and School Improvement Team development for Leadership Consistency

School Improvement Plans for Success: We provide expert assistance to develop school improvement plans that work. We help you to take the guess work out of setting goals and objectives for academic success. You will be able to set accurate time lines, focus on all of the NCLB populations that are a part of your school or district and develop courses of action that can be implemented immediately and effectively. This work also includes an accelerated planning process that will put your plans in place for next year well before the close of the current school year. The plans will be exclusive to your student populations.

Additional Information

All of our offerings and follow-up services are ready for immediate use.

***CONSISTENT POSITIVE DIRECTION* and *Unity of Effort* add considerable value to existing programs. They add remarkable value to human interaction. They are designed to be infused at any point in a process. They are designed to accelerate progress. They make schools and districts more valuable to their employees as well as their students and parents. They clearly provide some of the most powerful and productive learning experiences of your lifetime. They easily adjust to change and to 21st Century progress.**

Timing and formats can be tailored and/or adjusted to meet your needs, including evening and night sessions to accommodate working hours, conference and meeting schedules and executive planning.

Lodging, per diem, rental fees and travel are extra.

T.A.L.K. Associates is an MWSBE organization that is minority owned and veteran owned. We are also a Federal Government Central Contract Registrant (CCR).

EIN: 51-0319389.

Development Partners:

Davidoff Associates
The Haberman Education Foundation, Inc.
Creative Learning Solutions, Inc.

The T.A.L.K. Associates Resident Facilitators and Specialists for Educators

J. Bert Freeman, Founder, Executive Facilitator, Project Leader

Leadership Consistency, School Climate, Data-based Decision Making, Program Evaluation, Multicultural Development, School Improvement Processes, Teacher Selection/Screening, Positive Direction Communication Strategies, Parent-Teacher Interaction, Comprehensive School Reform

Stephen Davidoff Ed.D. and Davidoff Associates, Education Consultants, Delaware Distinguished Educator Educational Research, Data-based Decision Making, Program Evaluation, School Improvement Processes

Vada Johnson-Wiggins M.Ed., Teacher, Executive Facilitator, Performance Coach

Classroom Management, Development and Coaching, Positive Direction Communication Strategies, Belief Systems, Curriculum Development and Design

Joyce Green (Doctoral Candidate), Executive Facilitator

Leadership Consistency, HR Development, Positive Direction Communication Strategies, Belief Systems, Curriculum, Multicultural Development, Classroom Management, Educational Support Systems

Calvin Moyer Ph.D., Executive Facilitator

Whole Brain Interaction, Multicultural Development, Positive Direction Communication Strategies

Rita Freeman, Support Coordinator

Teacher Selection/Screening, Educational Support Excellence, Positive Direction Communication Strategies

Sheella Mierson Ph.D. (Creative Learning Solutions, Inc.), Executive Facilitator

Student-Focused Leadership, Multicultural Development, Creative Learning Processes, Interactive Learning, Scenario-based Learning for Secondary Schools, Positive Direction Communication Strategies

Patricia Barrow Ph.D., Education Consultant, Executive Facilitator, Story Teller

Youth Programs, Multicultural Development, Story Telling, Positive Direction Communication Strategies

Sylvia Jackson M.Ed., Executive Facilitator

Instructional Leadership, Classroom Management, Special Education, Parent-Teacher Interaction

Fran Pierce, Mediator, Performance Coach

Mediation, Leadership Consistency, Multicultural Development, Positive Direction Communication Strategies, School Improvement Processes

Patricia Guzzo M.Ed., Executive Facilitator, Performance Coach, Teacher

Leadership Consistency, Performance Assessment Assistance, Team Development, School Improvement Processes, Positive Direction Communication Strategies, Classroom Management, Instructional Strategy

Nneka Kirkland M.Ed., Executive Facilitator, Performance Coach, Teacher

Leadership Consistency, Team Development, School Improvement Processes, Positive Direction Communication Strategies, Classroom Management, Instructional Strategies to increase mathematics proficiency

Tammy Davis, Executive Facilitator

Positive Direction Strategies, Teacher Selection/Screening, Parent-Teacher Interaction

Matthew Charity, Youth Development Facilitator

Effective Speaking and Presentation Skills, Positive Direction Communication Skills

Kwame Stith, Teacher, Performance Coach

Data-Based Decision Making, Classroom Management, Positive Direction Communication Strategies

J. Bert Freeman is the Founder of T.A.L.K. Associates. He has been providing staff development programs for educators in schools and Districts since 1987, in organizational unity of effort, diversity, leadership consistency, positive direction communication skills and data-based decision making. In recent years he has been assisting schools with programs that are compatible with ILLSC Standards, Learning Forward Standards and State Teacher and Administrator Standards providing the positive direction skills and frameworks for school improvement progress. From 1998 to 2007 he was a designated Distinguished Educator Consultant by the Delaware Department of Education. From 1998 to 2007 he assisted Delaware schools and districts with annual program evaluations (design, development, fact finding, composition, interpretation of data, recommendations based on data, setting accurate timelines and projections, transition to balanced scorecards). From 2001 to 2009 he developed accurate achievement and achievement gap timelines and projections based on actual outcomes for at least six school districts in Delaware, for the overall district and individual schools, ranging in size from small to largest. He is a Haberman certified interviewer for selection of teachers for inner city and high-need schools. He is a former commissioned member of the State of Delaware Accountability and Assessment Advisory Committee, and the Lieutenant Governor's Task force on Parental Involvement. He is one of the founding members of the Pioneer Education Project in New Hanover County, North Carolina. He has a B.S. in Engineering (U.S. Naval Academy) and an M.S. in Human Relations (Golden Gate University). He was also an Olympian and U.S. National Fencing Champion.

Our Development Team provides staff development and expert assistance for educators to *accelerate progress* in academic performance through high performance classroom delivery, organizational unity of effort, team excellence and Consistent Positive Direction climates. Educators will expand their know-how to include every child in meeting state and national standards, performing at or above grade level and exceeding 21st Century qualifications for college and career readiness.

T.A.L.K. Associates Client Organizations (Processes, Projects and/or Expert Assistance)

Staff and Organization Development Experience

Bancroft Academy, DE
Brandywine School District, DE
Carrie Downey Elementary School, DE
Christina Cultural Arts Center, DE
Christina School District, DE
Darley Road Elementary School, DE
Delaware Department of Education
Delaware Department of Services for Children, Youth and their Families, Education Services Statewide
Delaware Futures, Inc. (Annie E. Casey Grant)
Delaware State University, Family and Consumer Sciences Department, DE
Delaware Teacher Center, DE
Delaware Technical Community College (Continuing Ed. Staff Development) , DE
DPI Family and Consumer Sciences, DE
East Side Charter School, DE
Elbert-Palmer Elementary School, DE
Fort Bend School District, TX
Interagency Council for Student Success, Wilmington, NC
Harlan Elementary School, DE
Jennie Smith Elementary School, DE
Jobs for Delaware Graduates (Staff Development) , DE
John T. Welsh Elementary School, Philadelphia, PA
Kuumba Academy, DE
Martin Luther King Jr. Elementary School, DE
Mary C. Williams Elementary School, Carolina Beach, NC
Morris Brown College, Hospitality Administration Dept., Atlanta, GA
Neighborhood House School of Hope, Alternative Education Program, DE
New Castle Middle School, DE
New Hanover County Board of Education, North Carolina
New Hanover High School, Wilmington, NC
Pleasantville Elementary School, DE
Pioneer Education Project, Wilmington, NC
Red Clay School District, Wilmington, Delaware
State of Delaware Department of Education
Summer Jobs Program, Wilmington, NC (Staff Development)
University of Delaware, Longwood Graduate Program
University of Delaware, Center for Disabilities Studies
University of Delaware, Hotel/Restaurant Management
Urban League (Metropolitan Wilmington Urban League, Wilmington Delaware
West Center City Day Care and Nursery, Inc., DE
William Henry Middle School, DE
YWCA, Wilmington Child Care Center, DE

Parent Programs (Positive Direction Parents)

Carrie Downey Elementary School PTA, DE
Central Middle School PTA, DE
Claymont Elementary School, DE
Delaware Housing Authority, Various Programs, DE
Delaware PAC
Delaware Parent School
Foster Grandparents, Germantown, Maryland
Iyabo Program, Christina Cultural Arts Center, DE
St. Thomas Pre-School, Wilmington, NC

Area(s) of expertise related to improving student achievement:

- Data analysis, planning and projection for data-based decision making
- Team building & development: leadership teams, school improvement teams, grade level teams, content teams
- Instructional strategies based on data
- Multilevel Leadership Consistency from the school board to the front line
- School improvement strategies and frameworks
- Parent-Teacher collaboration for students to meet/exceed grade level requirements and expectations
- Achievement gap analysis, accurate interpretation, planning and projections
- Grade level team building, development, empowerment with data-based decision making
- Middle school and high school 'content team' building and empowerment with data-based decision making
- Organizational Unity of Effort (school and district) with Positive Direction Communication Skills
- Organizational Unity of Effort and Positive Direction Communication Skills for Educational Support Professionals
- Multicultural Development and Diversity Programs for staff and students
- Effective Speaking Skills and Positive Direction Communication Skills for Students (Positive Direction Students)

Recent Experience and Success

- Worked with the Department of Service for Children Youth and Their Families (DSCYF) Education Services alternative and special schools by providing expert assistance and courses to the school administrators, teachers and management team to help them become adept at using the Unity of Effort framework for educators. The Unity of Effort Framework helped to accelerate the progress of using Response to Intervention, Positive behavior Supports and DESS in efforts to be more strongly aligned with the Delaware DOE. This work connected strongly to the DESS Leadership for Learning Domain. Since 2006, The "Unity of Effort in a Positive Direction" framework has been in place for the Relationships, Performance and Morale (human activity) to function successfully. It is designed in a way that the entire organization concentrates on supporting front line performance and delivery. The front line is identified primarily as the classroom teachers.
- Provided expert assistance to the DSCYF Education Services in the planning, development, processing and composition of its Annual Outcome Evaluation of student achievement efforts and programs.
- Provided facilitation and expert assistance to the DSCYF Education Services to help establish an increasingly strong relationship with the Delaware Department of Education (DDOE) and to increase the chances of student success upon return to regular classroom environments. Worked with each of the Principals and their staffs to help deepen their use of data-based decision making.
- Facilitated a DSCYF Alternative and Special Schools Project team to best determine programs and processes that increase the assurance of student success upon return to mainstream environments. The outcomes of this process resulted in the alignment of all transition efforts with the DSCYF Education Services "Curriculum Frameworks for Learning and Employment", a multiphase student achievement process.
- Initiated and spearheaded the data analysis that led to the partnership between the Christina School District and the Metropolitan Wilmington Urban League (MWUL) Achievement Matters Campaign. This program helped to target the student population in the City of Wilmington that was most in need of improvement.
- Provided Expert assistance to the Red Clay Instructional Support Team in 2006 for new district administrators to adjust to the preparation phases of developing outcome evaluations based on 21st Century requirements.
- In association with Davidoff Associates: provided technical assistance to develop accurate achievement and achievement gap goals, objectives and timelines for the Seaford, Cape Henlopen and Lake Forest school districts during 2006 to 2009, based on DOE NCLB targets, The process was developed for the district and school levels.

Our most recent experience was with the DSCYF Education Services schools, principals and management team. The emphasis was to establish a unified team of administrators who would concentrate their efforts on the performance and delivery of their classroom teachers in a way that teachers could have the very best performance so that students could have the very best education and experiences. A Unity of Effort framework for educators was established. Using the Unity of Effort framework helped to align 'Connections to Learning' and 'Teaching and Learning' Domains all in the direction of student learning. Data-based decision making became increasingly useful for accurate student placement and course selection. In early FY09 the management team completed the Unity of Effort Expert Leader course helping them to build clear directions of excellence for the human activity in their schools. The management team consists of the Education Services Superintendent, five school principals, the Special Education Supervisor, the administrative staff, the curriculum coordinator and 2 transition specialists. Pre and post growth assessments are the summative measures used to gauge student improvement (Information on file in the DSCYF Educational Services Evaluation at DDOE). During 2010 and 2011, student success in transition increased by 20 percentage points.