

# Leveraging Relationships to Increase Student Success



**Collaborative Strategies for Administrators, Teachers, and SROs**

John Huber Baltimore County Public Schools (Ret.)



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[john@marylandk12.com](mailto:john@marylandk12.com)

410-294-4659



# JOHN HUBER





# Building a Productive and Harmonious School Environment



**DYNAMIC  
COLLABORATION**



**PROACTIVE  
INTERVENTIONS FOR  
DISRUPTIVE  
BEHAVIORS:**



**EFFECTIVE  
COLLABORATION  
STRATEGIES:**



**STUDENT-CENTERED  
APPROACHES TO  
SAFETY:**

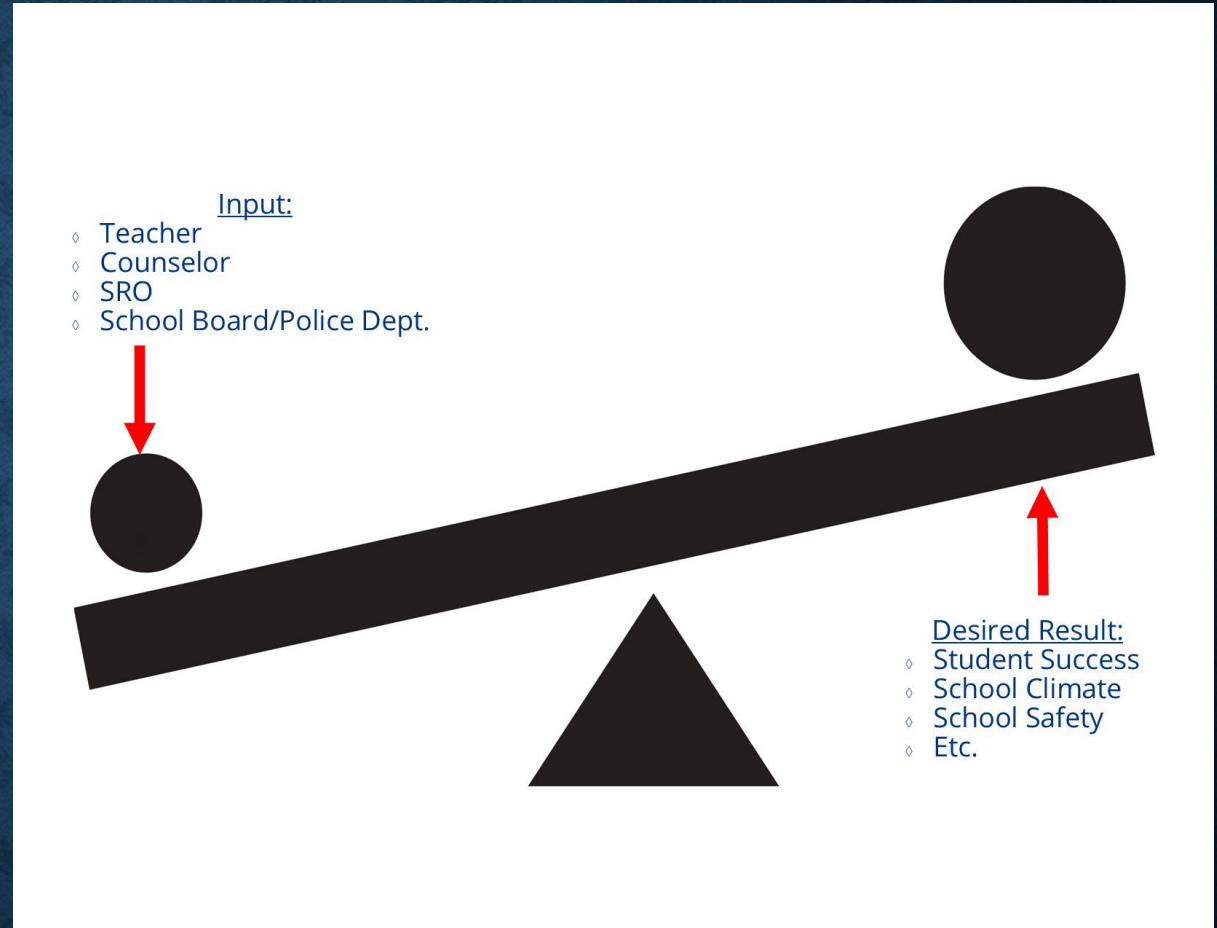


**INTERACTIVE  
DISCUSSIONS FOR  
PRACTICAL INSIGHTS:**



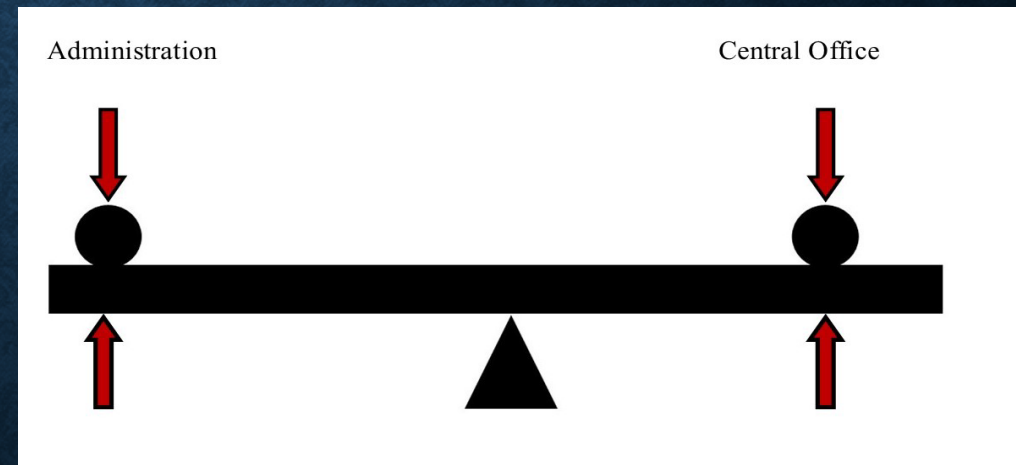
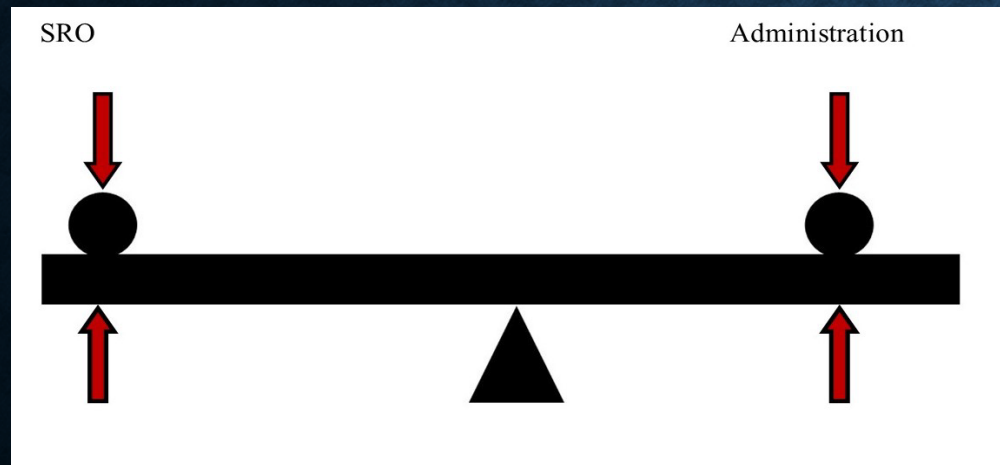
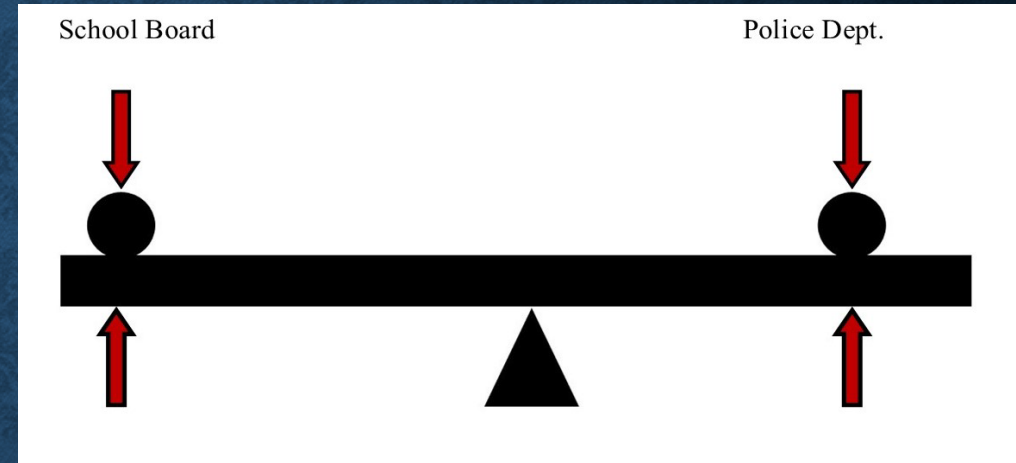
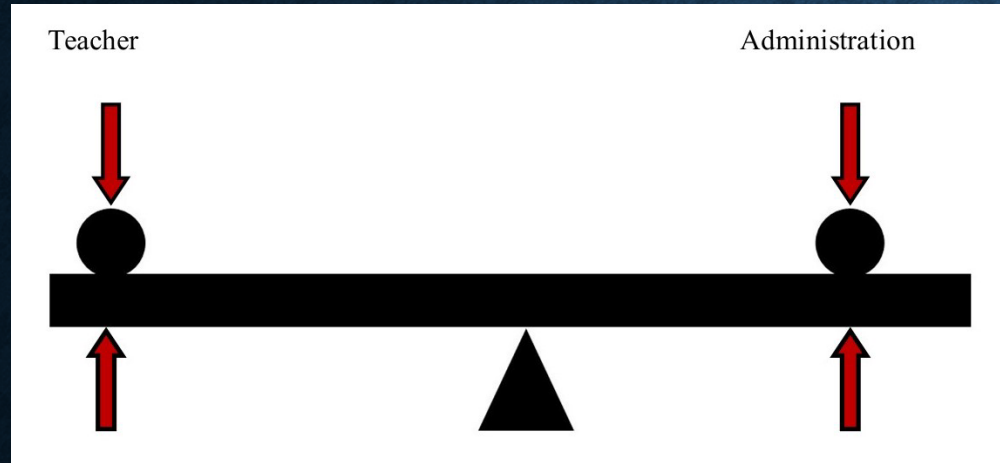
# Leverage

**To use a quality to  
obtain a desired effect  
or result**





# OTHER RELATIONSHIP IN EDUCATION





# RELATIONSHIPS

**INTERPERSONAL CONNECTIONS AND MUTUAL UNDERSTANDING  
AMONG KEY STAKEHOLDERS IN THE EDUCATIONAL ENVIRONMENT.**



- **Key Elements:**

- Authenticity
- Trust
- Open Communication
- Collaboration





## Student Success =

- Reduced Disciplinary Issues
- Reduced Suspensions
- Fewer Negative Interactions with SRO/No School to Prison Pipeline
- Higher Student Attendance
- Higher Teacher/Staff Attendance
- Increased Graduation Rates
- Elevated College and Career Readiness



# THE NEED FOR COLLABORATION

- **Why Collaboration Matters in Education**
  - Alignment between administrators, teachers, and SROs ensures the consistent implementation of policies, promoting a fair and supportive learning atmosphere.
- **Key Stakeholders: Administrators, Teachers, Counselors, SROs**





# CHALLENGES IN MAINTAINING A SAFE LEARNING ATMOSPHERE:

- **Differing Priorities:** Misalignment in priorities between administrators, teachers, and SROs can lead to disjointed efforts in maintaining a safe learning environment.
- **Communication Barriers:** Inconsistent communication among stakeholders may hinder the timely exchange of information critical for student safety.
- **Community Engagement:** Inadequate community engagement may limit the broader support needed to address safety challenges effectively.
- **Policy and Procedure Alignment:** Ensuring alignment and understanding of safety policies and procedures across all stakeholders is crucial for a cohesive and safe school environment.
- **Limited Resources:** Scarce resources pose challenges in implementing comprehensive safety measures and support services.





# PROACTIVE INTERVENTIONS

STRATEGIC AND ANTICIPATORY APPROACH TO ADDRESSING POTENTIAL ISSUES OR CHALLENGES  
BEFORE THEY ESCALATE

Strategies for Administrators Teachers, and SRO's

Be	Ask	Pay	Go In
Be Present and Available	Ask Questions/Make Small Talk	Pay attention	Go In Classrooms




# STRATEGIES FOR MINIMIZING NEGATIVE STUDENT INTERACTIONS WITH SRO'S (SRD'S)


Administrator deals with ALL issues that do not break the law.



SRO is not called for any event that does not break the law or present an immediate safety threat.



SRO is not assigned duties like lunch and hall duty, but is encouraged to be present at such events.



SRO is encouraged to develop authentic relationships with all stakeholders



# EFFECTIVE COLLABORATION STRATEGIES FOR STAKEHOLDERS



- Training
- Follow through
- Enforcement





# TRAINING (BASED ON MOU)

- Must Include All Stakeholders
  - Police (Sheriff) Dept.
    - SROs(SRDs) and Dept. Supervisors/Officers
  - School Personnel
    - Principal/Asst. Principals
    - Teachers
    - Counselor
    - Union Rep
    - Etc.
- Must Have Assessment / Certification Component



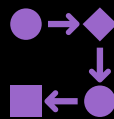
# **FOLLOW THROUGH (MOU)**



Regularly (Monthly, Quarterly, Annually) Revisit and Revise if necessary



Means to Document Meetings



Procedure(s) to Revise Clear and Easily Achievable



# ENFORCEMENT (MOU)

- Enforcement Mechanism Must Be included
- Means to address when violated
- Personnel to be held accountable





# STUDENT CENTERED APPROACHES



Creating a Team



# RELATIONSHIP BUILDING STRATEGIES FOR TEACHERS, ADMINISTRATORS, COUNSELORS AND SRO'S (SRD'S).



## Be Yourself and Be Genuine:

Develop Empathic Listening Skills:

Empathic Listening:

Give students undivided attention and providing a safe space for expression without immediate solutions.

Small Talk Matters:

Casual Conversations:

Allocate time for genuine small talk with students during informal encounters.

Embrace Vulnerability:

Personal Anecdotes:

Share personal stories and acknowledge challenges to humanize yourself and create a supportive environment.



## Prioritize Time with Outstanding Students:

Peer Awards Program:  
Outstanding Student  
Celebrations



## Foster a Sense of Community

Huber Bucks  
School Store:



## Engage Student Leadership:

Historians/Quarterly  
video  
Tech Crew  
Student Led Assemblies:



## Showcase Student Achievements:

Recognition Ceremonies:  
Perfect Attendance, Honor  
Roll, teacher awards, etc.



# CASE STUDY





# INTERACTIVE DISCUSSIONS FOR PRACTICAL INSIGHTS

## Recognition Programs

How have you implemented or experienced recognition programs in your school to celebrate outstanding students, and what specific positive outcomes or challenges have you observed?

## Authenticity and Leadership: Student Empowerment

Reflecting on the importance of authenticity, how do you ensure that as an admin., teacher, counselor or SRO(SRD) you remain true to yourself while building relationships with students, staff, and parents? Can you share specific examples or strategies?

Considering the idea of engaging student leadership, what advisory groups or councils have you established or participated in to empower students in decision-making processes? What impact have these initiatives had on the overall school culture?







# INNOVATIVE FRAMEWORK TO EFFECTIVELY ENGAGE WITH DISRUPTIVE STUDENTS.



- With proactive interventions in place, the issue is half over.
- Consistency
  - Some research has shown that as teachers' perceptions of administrator's consistency improved, the risk ratio for African American students' out-of-school suspensions decreased.
- Body Language
- Time and Place
- Factual
- Non-Judgmental
- Professional





# INTERACTIVE DISCUSSION

How can you or will you  
leverage your relationships  
to create student success?



# REVIEW



Proactive intervention  
strategies



Effective collaboration  
among administrators,  
teachers, and SROs



Innovative framework



Applications?





**QUESTIONS?**



## **SLIDE 16: CONTACT INFORMATION**

john@marylandk12.com

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