ENVoY Nonverbal Classroom Management

The ENVoY, classroom management model, combines non-verbal communication for both teaching and managing. Research by the University of Houston has proven that schools that implement ENVoY will raise test results, lower discipline referrals, improve attendance, and help the culture within be calm and respectful, helping students to better succeed. Students K – 12 will benefit from management that is systematic, consistent, influence rather than power driven, and visual rather than verbal. Using visual management reduces the chances that teachers and managers will become hooked into verbal conflicts and power struggles with students. Managing students becomes a calm process and productivity increases.

What’s exciting about ENVoY is that it is not the “we train and leave, now you do” model of the past, but rather ENVoY is a professional development model that offers opportunities for on-going coaching support for mastery and measurable results, as well as a process for training your own on-site coaches for future sustainability and peer support!

Teachers who systematically utilize the full range of non-verbal management skills are able to reinforce consistent and fair parameters while preserving their relationships with each student, regardless of unique learning styles or cultural backgrounds.

In other words:

INFLUENCE
Not POWER

ENVoY is the science and art of non-verbal communication as it relates to teaching and learning.

The 7 Gems of ENVoY are:
- Freeze Body
- ABOVE (Pause) Whisper
- Raise Your Hand vs. Speak Out
- Visual Exit Directions
- Most Important Twenty Seconds
- OFF/Neutral/ON
- Influence Approach

The 7 Gems are applied to the four stages of teaching with specific actions:
1. Getting Their Attention
2. Teaching
3. Transition to Seatwork
4. Seatwork

Effective implementation of initiatives requires:
• Staff Development: Initial and follow-up training for staff provides the basics of the skills being learned. This is done in a 2 day training for staff.
• Monthly Embedded Coaching by A & J Educational Consultants who watch and give feedback to participants is essential for ensuring that the skills will take hold.
• Monitoring: Supervisors provide accountability to ensure that all parts of the initiative are being implemented and that staff have the tools and inspiration they need to succeed.
• Data Collection: Doing scans to collect data helps provide feedback for monitoring.

**Here’s how it’s done!**

**Year I – Build the Foundation**

A. Interactive 7 Gems & Refinements training for all staff, Para-professionals, support staff, and administrators
B. 2 days preferred (same time, 1 now-1 later, etc.)
C. Expert ENVoY trainers provided and Classroom Management Manual required
D. Establish upcoming coaching protocol

**Facilitate Implementation and Outcomes**

E. Routine coaching and peer visits begin within one month of 7 Gems training.
F. Trained ENVoY coach observes monthly to assist teachers with job-embedded mastery and skill implementation.
G. Monthly 7 Gems Peer observations to enhance skill use are encouraged.
H. ENVoY skills and data updates (discipline referral numbers to date, implementation percentages, etc.) given at faculty or team meetings.

**Year II – Create Sustainability**

7 Gems Review and Refinement 1 day workshop and ENVoY Coaches’ Lab Week

A. Review day of 7 Gems & Refinement
B. Selected staff members participate in 5 day on-site coaches training.
C. Remaining building staff signs on to be observed and coached during the lab week.
D. Certified ENVoY Mentor Lab Coaches and ENVoY Coaching Manuals are provided.
E. Trained coaches return to building sites to coach monthly or as needed.

**Year III - Maintain the Power of Influence!**

A. ENVoY School Certification
B. A & J work with school ENVoY Coaches to create systems for sustainability and implementation coordinating with building goals and needs.
C. Data collection

For more information………………

Tel: 360.798.2800   Fax: 360.576.5694   jan@train4mastery.com   www.train4mastery.com