



# Ideas for Building School Staff Capacity

The following are suggestions for building school staff capacity to partner with parents and family members in their child's academic achievement. Please use the Georgia Department of Education (GaDOE) Family-School Partnership Program's *Checklist for Building School Staff Capacity* available on the School Staff Capacity webpage at

<http://www.gadoe.org/School-Improvement/Federal-Programs/Partnerships/Pages/School-Staff-Capacity.aspx>, or your school district-developed checklist, to document your Title I school staff's participation. Note that this is not an exhaustive list of ideas.

If you would like to recommend a resource that has been effective with your school staff in building their capacity in working with parents and family members, please send us with your ideas. Our contact information is at the GaDOE Family-School Partnership Program at <http://www.gadoe.org/School-Improvement/Federal-Programs/Partnerships/Pages/Contact-Us.aspx>. This document will be updated at least annually.

## Video/Article Discussion

For faculty meetings, professional development sessions, or online platforms, prepare reflection questions based on the topic of the video/article relevant to family engagement. Provide the reflection questions to participants and watch a video/read an article together (or email the link to the video/article and the reflection questions). Ask participants to reflect on the questions individually. After giving them time to reflect on the video/article and the topic, depending on the number of participants in the meeting, ask them to pair with someone near them or in smaller groups. To debrief, discuss their responses as a whole group or ask for volunteers to share the key points in their discussion. Below are links to videos/articles you may want to use for building school staff capacity.

[Linking Family Engagement to Learning: Karen Mapp's '8 for 8'](#)



Dr. Karen Mapp of Harvard Graduate School of Education presents her bold ideas for impacting students through family engagement and changing the concept of a school's Open House. The video is available on YouTube at <https://www.youtube.com/watch?v=KDPY1t8E6Cg>.

### POWER TIPS Videos

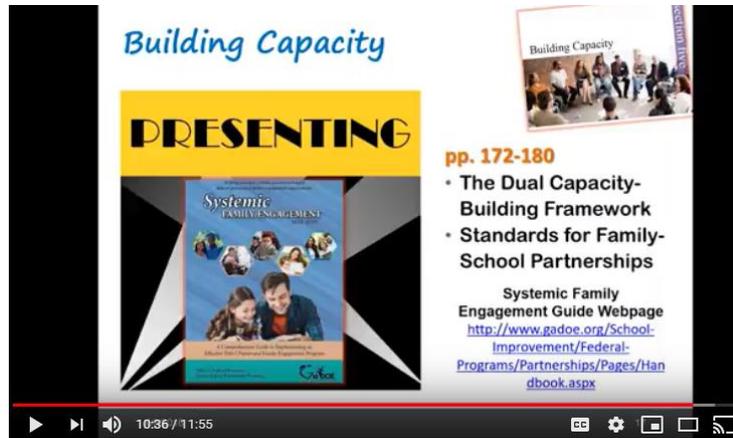


### Building Staff Capacity Pt 1



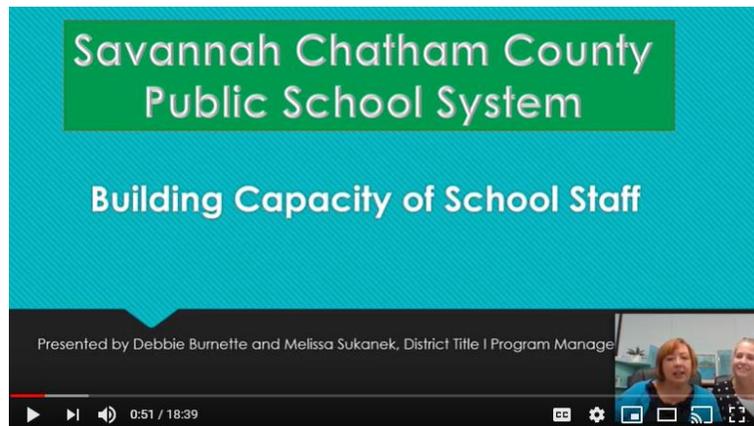
<https://www.youtube.com/watch?v=gwzJKwK5AK8&t=2s> (11 min 55 sec)

## Building Staff Capacity Pt 2



<https://www.youtube.com/watch?v=I03mpktOnYo&t=23s> (11 min 22 sec)

### Building Staff Capacity: Savannah-Chatham School District



[https://www.youtube.com/watch?v=9RsYW0-MX\\_E](https://www.youtube.com/watch?v=9RsYW0-MX_E) (18 min 39 sec)

### Building Staff Capacity: Chestatee Elementary School

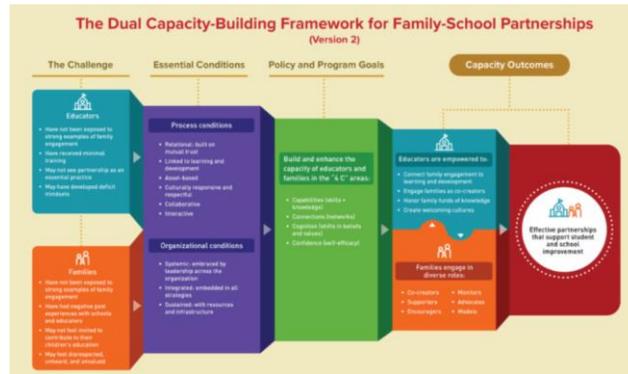


[https://www.youtube.com/watch?v=0gAm27\\_sgvI](https://www.youtube.com/watch?v=0gAm27_sgvI) (9 min 38 sec)

These four videos highlight the most requested topic from our districts and schools—Building Staff Capacity. These videos provide specific content examples from Georgia’s Camden County School

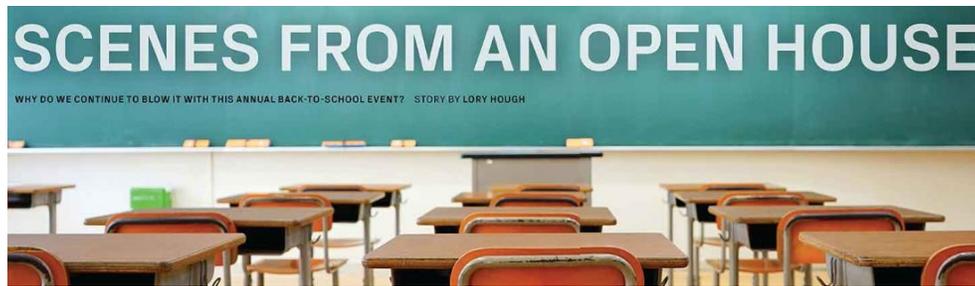
District, Rome City Schools, Savannah-Chatham School District, Chestatee Elementary in Forsyth County Schools, and New Mexico's Family and Community Engagement Program.

Article: The Dual Capacity-Building Framework for Family-School Partnerships (Version 2)



[www.dualcapacity.org](http://www.dualcapacity.org)

Article: Scenes from an Open House



<https://www.gse.harvard.edu/news/ed/16/08/scenes-open-house>

Article: 8 Ways to Encourage Family Engagement in Secondary Schools



<https://www.edutopia.org/blog/8-ways-encourage-family-engagement-secondary-schools-heather-wolpert-gawron>

## Videos from National and Other States' Efforts on Family Engagement

Below are links to brief online videos featuring parents, educators, national leaders in family engagement.

A Parent Reflects on Building Relationships with Teachers (3.5 min)

<https://www.youtube.com/watch?v=vbyhao0FtaQ>

The Power of Family-Teacher Partnerships (4 min)

Interviews with teachers

<https://www.youtube.com/watch?v=vNdwJTKuHDw>

Researchers and Practitioners Across the Country Define Family Engagement (1 min, 53 sec.)

Defining Family Engagement

[https://www.youtube.com/watch?time\\_continue=113&v=vvSNycD8QYY](https://www.youtube.com/watch?time_continue=113&v=vvSNycD8QYY)

From Parental Involvement to Family Engagement (1 min, 12 sec.)

[https://www.youtube.com/watch?time\\_continue=68&v=fJQlVoCzhys](https://www.youtube.com/watch?time_continue=68&v=fJQlVoCzhys)

Dr. Karen Mapp Shares Advice for Educators on Family and Community Engagement Strategies (Approx. 2 minutes)

<https://www.youtube.com/watch?v=6j-Hkl5vIS4>

Effective Family and Community Engagement by Dr. Karen Mapp (Approx. 2 minutes)

<https://www.youtube.com/watch?v=u-zlb5wVUAs>

Parent Engagement Overview (Institute for Responsive Education) What Does Research Say (Approx. 2 minutes)

<https://www.youtube.com/watch?v=sZRfXFDCMrc>

## **Georgia Department of Education Family-School Partnership's Self-Paced, Online Courses**



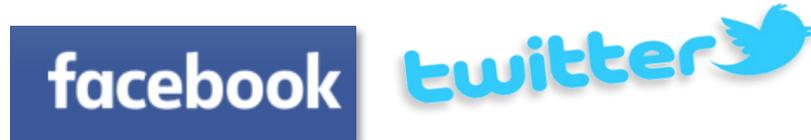
<https://www.gadoe.org/School-Improvement/Federal-Programs/Partnerships/Pages/Online-Courses.aspx>

Click [here](#) for directions on how to access the School-Parent Compact course.

Click [here](#) for directions on how to access the Family Engagement Partners Job Responsibilities course.

Click [here](#) for directions on how to access the School Parent and Family Engagement Policy course.

## Social Media



From Monday through Friday, the GaDOE Family-School Partnership Program posts on its social media account links to news articles, research summaries, infographics, family at-home activities, national trends, and other postings about family engagement. Share these links with your school staff along with response questions in an email or during a faculty meeting or other in-person sessions. The GaDOE Family-School Partnership Program social media accounts are listed below.

Follow us on Twitter: [@GaDOEPartners](#)

Like us on Facebook: <https://www.facebook.com/GaDOEPartnerships>

## Professional Development Sessions

### Virtual Connections



The GaDOE Family-School Partnership Program presented a session during the 2017 Federal Programs Summer Conference called *Virtual Connections: Continuous Communication with Families in the Digital Age*. Use the presentation slides with your school staff to discuss the varied range of online strategies to communicate with parents and family members of your students. Download the

GaDOE presentation file from the School Staff Capacity webpage at <http://www.gadoe.org/School-Improvement/Federal-Programs/Partnerships/Pages/School-Staff-Capacity.aspx> and customize the content to your school or school district.

### Georgia Family-Friendly Partnership School Initiative



The GaDOE Family-School Partnership Program developed presentation slides and handouts to help school teams assess their welcoming environments. Visit the Georgia Family-Friendly Partnership School Initiative webpage at <http://www.gadoe.org/School-Improvement/Federal-Programs/Partnerships/Pages/Georgia-Family-Friendly.aspx> or [http://bit.ly/ffps\\_learn](http://bit.ly/ffps_learn) and customize a session to build your school staff capacity. This webpage is your “one-stop shop” to download a virtual tour of a model family-friendly elementary and middle-high schools, presentation slides, scenarios for elementary and middle-high schools, sample parent surveys in English and Spanish, a sample parent survey for virtual schools, and a walk-through exercise. These resources were designed for school teams to work together with parents and the community to enhance your school’s welcoming environment.

### **School-Parent Compacts**



[Click here to watch this Power Tip!](#)

[Presentation Slides](#) (PDF)

Dust off your School-Parent Compacts throughout the school year! Watch the Power Tips Video on School-Parent Compacts that walks you through the process of creating an effective School-Parent GaDOE Family-School Partnership Program

Compact that is “linked to learning.” After your school’s distribution of the finalized School-Parent Compact(s), continue to use the compact as a tool to build school staff capacity in communicating with parents on how their child is progressing on the identified academic goals. Provide guidance to teachers and other educators at each Title I school on revisiting with parents the academic goals written in the School-Parent Compact and giving an update on how their child is improving in the identified skill areas.

## Improvement Plans



In 2017, the GaDOE launched the Georgia’s Systems of Continuous Improvement framework. This framework guides improvement at both the district and school level to support student academic achievement. As the graphic shows, the whole child is placed at the center of all our improvement efforts. Surrounding the child are the five systems of *what* to improve and the outer rim of the graphic depicts the *how* of the improvement process.

Each school district in Georgia submits a District Improvement Plan to the GaDOE based on an analysis of needs and root causes identified during its Comprehensive Needs Assessment (CNA) process. Some schools may also be using a School Improvement Plan template like the District Improvement Plan template. These templates include S.M.A.R.T. (specific, measurable, attainable, relevant, and time-bound) goals and action steps.

One school staff capacity idea would be to have staff review the details of family engagement action steps described in the District or School Improvement Plan. During this review staff could revisit S.M.A.R.T. goals, action steps, the person(s) responsible for each action step, the subgroups, and the timeline and then ask the following questions from the perspective of family engagement considerations: What is the school’s progress on each action step? Are the students making progress toward achieving the S.M.A.R.T. goal? Are parents and community partners engaged in helping the school staff reach the S.M.A.R.T. goal? For a copy of the District Improvement Plan and/or the School Improvement Plan, please reach out to your school system’s Federal Programs Director.

### Georgia’s Systems of Continuous Improvement

#### Family and Community Engagement System Structures / Standards for Family-School Partnerships

The National Parent Teacher Association (PTA) developed six standards called the National Standards for Family-School Partnerships.



For details, visit the National PTA website at <https://www.pta.org/home/run-your-pta/National-Standards-for-Family-School-Partnerships>

On November 10, 2010, the Georgia State Board of Education endorsed these six standards. Under each Standard for Family-School Partnerships, there are links to brief videos on how Georgia schools are engaging families related to that standard. Click on the links to view the Standard in practice.

### **Standard 1: Welcoming All Families and the Community**

DeKalb County School District's I.M.P.A.C.T. Hub

<https://www.youtube.com/watch?v=AK6spQO-488> (4 min, 27 sec)

### **Standard 2: Communicating Effectively with Families**

Pierce County Schools' Parent University, Lunch N' Learn, Pierce County (PC) Resource Room on Pinterest

<https://www.youtube.com/watch?v=6pZJTWyuKMU> (2 min, 16 sec)

Ware County High School's Friday Nights and Parent Insights: Go Where the Parents Are

<https://www.youtube.com/watch?v=Z05scOcpKhU> (2 min, 14 sec)

### **Standard 3: Supporting Student Success**

Houston County Schools, Morningside Elementary School's Ticking for Fluency

<https://www.youtube.com/watch?v=sVZa0dfhQjc> (4 min)

Griffin High School Invitation to Families (Grades 6-12)

Parents v. Students Escape Room for Social Studies and ELA, Survival Science, Are you Smarter Than a Sixth Grader?

<https://www.youtube.com/watch?v=9rC6A44Cmfs> (1 min, 59 sec)

### **Standard 4: Empowering Families**

Troup County School System Celebrates Family Engagement Month

Asking parents for feedback using Play-Doh

<https://www.youtube.com/watch?v=zm7bcZu3vHs> (2 min, 14 sec)

Griffin-Spalding School System's Get Engaged Video

2016 Family Engagement Month Video Contest Winner

<https://www.youtube.com/watch?v=tbuWg1HOWH4> (1 min, 14 sec)

Thomas County Central High School  
2016 Family Engagement Month Video Contest Winner  
<https://www.youtube.com/watch?v=DD1pi3KT9Fc> (2 min)

**Standard 5: Sharing Leadership with Families and the Community**

Kevin Gray, State School Superintendent's Parent Advisory Council Member, representing Baldwin County School District

2016 Georgia Family Engagement Conference General Session with more than 1,200 attendees  
<https://www.youtube.com/watch?v=u62BYCh6xow> (2 min, 41 sec)

Allyson Dozier, State School Superintendent's Parent Advisory Council Member, representing Fulton County Schools

<https://www.youtube.com/watch?v=W81vtzhFQEQ> (3 min, 34 sec)

Power of the Parent Panel

Featuring parents and former principal of Maynard Jackson High School, Atlanta Public Schools  
<https://www.youtube.com/watch?v=R53OUeodbcM> (Video Segment from Timestamp 20:15 to 23:40)

**Standard 6: Collaborating with the Community**

Decatur County School District Family Engagement Bus

<https://www.youtube.com/watch?v=lWci5n6APKY> (2 min, 46 sec)

Cobb County Schools Learning Launch with Office Depot/Office Max

[https://www.youtube.com/watch?v=pT\\_SDxYOS\\_M](https://www.youtube.com/watch?v=pT_SDxYOS_M) (2 min, 28 sec)

These are just a few examples of Georgia's schools implementing their family engagement policies and plans aligned to the standards. For more videos, visit the Family Engagement Partners Video Channel at <https://www.youtube.com/channel/UC3gAmski7tYsNkr79ATfb3w/featured>.

*GaDOE Monitoring Tip: Be sure to use the [GaDOE Checklist for Building School Staff Capacity](#) or your school district-developed checklist to maintain documentation of the review session(s), such as meeting agenda, notes taken, sign-in sheets, etc.*