



LOUISIANA EARLY CHILDHOOD Key Training Modules:

The Parallel Process:
Modeling CLASS® in Adult-Adult
Workplace Interactions

TKHB Associates, LLC



Welcome, Session & Group Introductions

Learning Objectives

LEARNING OBJECTIVES

- Relate CLASS[®] to their own words and behaviors in adult-adult interactions
- Use CLASS[®] behavioral markers to define their adult-adult interactions
- Support and develop their instructional staff by modeling CLASS[®]

Modeling as a Tool for Professional Development

ELEMENTS OF EFFECTIVE MODELING

- Focused Attention
- Retention or Remember
- Replication or Reproduction
- Motivation



Organization of CLASS[®]

Domains

Emotional
Support

Classroom
Organization

Instructional
Support

Dimensions

Positive Climate
Negative Climate
Teacher Sensitivity
Regard for Student Perspectives

Behavior Management
Productivity
Instructional Learning Formats

Concept Development
Quality of Feedback
Language Modeling

Indicators

Example –
Positive Climate :

- Relationships
- Positive Affect
- Positive Communication
- Respect

Example –
Behavior Management:

- Clear Behavior Expectations
- Proactive
- Redirection of Misbehavior
- Student Behavior

Example –
Concept Development:

- Analysis and Reasoning
- Creating
- Integration
- Connections to the Real World

Behavioral Markers

Example –
Relationships: proximity, shared activities

Example –
Clear Behavior Expectations: consistency, clarity

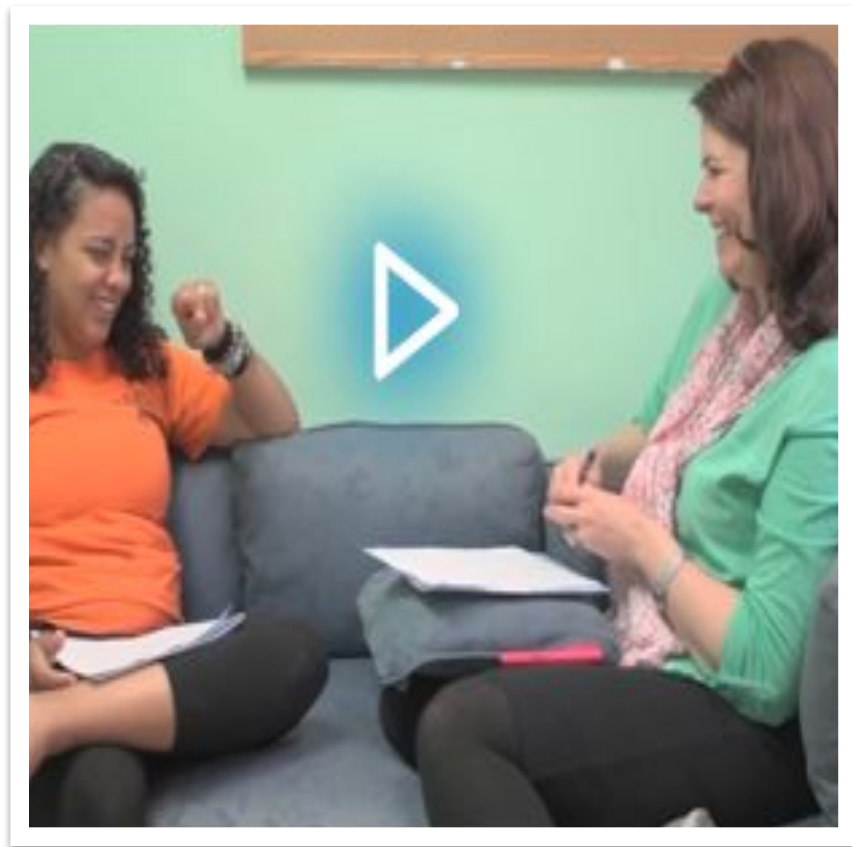
Example –
Analysis and Reasoning: why/how questions



Five Stages of Understanding

1. No Parallel Process Yet
2. Dawning of Awareness
3. Excitement
4. Practicing What We Preach
5. The Parallel Process is a Lifetime Achievement

Teacher-Supervisor or Interaction



Emotional Support in Adult-Adult Interactions

EMOTIONAL SUPPORT IN ADULT-ADULT INTERACTIONS

Pre-K Dimensions and Indicators

Positive Climate	Relationships	Positive affect	Positive Communication	Respect
Negative Climate	Negative affect	Punitive control	Sarcasm/respect	Severe negativity
Sensitivity	Awareness	Responsiveness	Addresses problems	Other's comfort
Regard for Other's Perspective	Flexibility and student focus	Support for autonomy and leadership	Other's expression	Restriction of movement

Brainstorming



Emotional Support Activity



BENEFITS IN THE WORKPLACE: JOB SATISFACTION



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QUIZ

Which Dimension is described by these Indicators?

Pre-K Indicators				
	Awareness	Responsiveness	Addresses problems	Other's comfort

- Positive Climate
- Negative Climate
- Sensitivity
- Regard for Other's Perspective

QUIZ

Which Dimension is described by these Indicators?

Pre-K Indicators				
Sensitivity	Awareness	Responsiveness	Addresses problems	Other's comfort

- Positive Climate
- Negative Climate
- Sensitivity
- Regard for Other's Perspective

Organizational Support in Adult-Adult Interactions

ORGANIZATIONAL SUPPORT IN ADULT-ADULT INTERACTIONS

Pre-K Dimensions and Indicators

Behavior Management	Clear expectations	Proactivity	Redirection	Other's behavior
Productivity	Maximizing time	Routines	Transitions	Preparation
Instructional Learning Format	Effective facilitation	Variety of modalities and materials	Other's interest	Clarity of objectives

Organizational Support



ORGANIZATIONAL SUPPORT ACTIVITY



Reflection



ANSWER KEY: BEHAVIOR MANAGEMENT

Behavioral Markers:

Have clear behavior expectations and rules.

Consistently enforce behavior expectations.

Be proactive and prevent problems instead of reacting.

Focus on what is working.

Give attention to positive behavior.

Use cues to redirect inappropriate words and behaviors.

ANSWER KEY: PRODUCTIVITY

Behavioral Markers:

Provide choices to avoid wasting people's time.

Manage disruptions efficiently.

Do managerial tasks effectively and efficiently.

Plan meaningful transitions.

Plan and conduct follow-through activities.

Fully prepare for meetings and interactions.

Keep materials, information, and ideas well-organized.

ANSWER KEY: INSTRUCTIONAL LEARNING FORMAT

Behavioral Markers:

Actively facilitate engagement in activities and meetings.

Ask effective questions to encourage participation and expand involvement.

Use a variety of modalities (auditory, visual, and movement).

Use creative and interesting materials.

Provide opportunities for others to create things with objects.

Summarize learning and objectives after interactions and meetings.

Use re-orientation statements to keep things focused on objectives.

BENEFITS IN THE WORKPLACE: EFFECTIVE SUPERVISION

How might these practices make a difference?

Kohn *et al.* (1983) have been researching the impact of work on personalities of the worker using longitudinal data and comparing the personalities of workers ten years apart. Those working in jobs free from close supervision where complex operations and independent judgement demonstrated a lasting impact on their personalities. They became self confident and showed greater flexibility in handling ideas. Those in more routine jobs had lower levels of self confidence, were more fatalistic, more likely to experience psychological distress, and were less flexible in dealing with ideas.

QUIZ

Which Dimension is described by these Indicators?

Pre-K Indicators				
	Effective facilitation	Variety of modalities and materials	Other's interest	Clarity of objectives

- Behavior Management
- Productivity
- Instructional Learning Format

QUIZ

Which Dimension is described by these Indicators?

Pre-K Indicators				
Instructional Learning Format	Effective facilitation	Variety of modalities and materials	Other's interest	Clarity of objectives

- Behavior Management
- Productivity
- Instructional Learning Format

Cognitive Support in Adult-Adult Interactions

COGNITIVE SUPPORT IN ADULT-ADULT INTERACTIONS

Pre-K Dimensions and Indicators

Concept Development	Analysis and reasoning	Creating	Integration	Connections to the real world	
Quality of Feedback	Scaffolding	Feedback loops	Prompting thought processes	Providing information	Encouragement and affirmation
Language Modeling	Frequent conversation	Open-ended questions	Repetition and extension	Self- and parallel talk	Advanced language

Brainstorming



**Cognitive
Support Activity**



BENEFITS IN THE WORKPLACE: CREATIVITY AND PRODUCTIVITY

- Promotes working without boundaries
- Tackles the big problems
- Shows employees they can change their workplace
- Gets people emotionally invested
- Removes the fear of failure



QUIZ

Which Dimension is described by these Indicators?

Pre-K Indicators				
	Analysis and reasoning	Creating	Integration	Connections to the real world

- Concept Development
- Quality of Feedback
- Language Modeling

QUIZ

Which Dimension is described by these Indicators?

Pre-K Indicators				
Concept Development	Analysis and reasoning	Creating	Integration	Connections to the real world

- Concept Development
- Quality of Feedback
- Language Modeling

Session Review

REVIEW LEARNING OBJECTIVES

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**Reflections,
Questions, &
Comments**



**Please complete the
Post-Assessment
Evaluation.**

Thank you!

