

Tepper and Flynn Services

Depending on your needs, you may design a plan that includes various elements of our services. Tepper and Flynn work hand-in-hand with you from discovery to contract and throughout the learning to design a personalized and responsive plan. All services are designed to ensure each educator grows in alignment with your goals and priorities to transform your school/district.

Services can be delivered in-person or virtually or through a combination or blended model.

Service	Description
Institutes	<p>Tepper and Flynn institutes are widely accepted as some of the most engaging and impactful institutes on the market. Designed to help districts and schools develop a common understanding of expectations of teaching and learning and develop the skills, dispositions, and tools so administrators, coaches, and teacher leaders can observe for impact.</p> <p>1-, 3-, and 5- day workshops are available</p> <p><i>“The past three days have been instrumental in altering the way that I collect and provide feedback. This workshop not only has taught me how to provide effective feedback to feed forward, but most importantly, stressed the why. Creating students who are conceptual thinkers, can employ metacognitive strategies, and can self-regulate/ self-monitor, is at the heart of observing and providing feedback.”</i></p> <p>~ Thessalonica Cobb, Hartford Public Schools Administrator</p>
Workshops	<p>Targeted and flexible, working directly with schools and/or districts, the workshops are designed to address specific areas of growth and align to varied roles and/or district, school, or department goals (e.g. SPED, new standards such as NGSS, new curriculum). Tepper and Flynn leverage their expertise in developing the highest quality professional learning experiences to increase educator efficacy in dozens of areas of education practice.</p> <p><i>Having met Patrick a few times prior to our workshop, I expected we would work hard and learn a lot. However, the workshop exceeded my expectations. He took a diverse group of people, and engaged us in activities and conversations that were extremely thought-provoking. We learned about ourselves and our colleagues and began to develop a greater acceptance and appreciation of one another. By the end of the 1.5 days we had developed concrete action steps as a collaborative body, and had a plan for continued growth and work in the future. I am extremely grateful for this work with Patrick, and feel optimistic moving forward.</i></p> <p><i>Thank you, Patrick!</i></p> <p>~Sheman Public Schools Teacher Leader</p>

<p>Job-Embedded Coaching</p>	<p>Whether one-on-one coaching for administrators, coaches, and/or teachers, or fully embedded as complementary evaluators or instructional coaches, Tepper and Flynn provide direct support to ensure you can improve performance and achieve your goals. Personalized plans, modeling, and the opportunity to collaborate provide the support educators need to build capacity and create learning for all.</p> <p>Coaching sessions are available in person and virtually.</p> <p><i>Amy reminds us that the more we can make and reinforce the connections between teacher goals, the curriculum, and the learning we see in the classroom, the more successful our schools will be at reaching high standards and creating lifelong learners.</i> ~ Alicia Roy, RSD 1 Principal</p>
<p>Keynotes</p>	<p>Tepper and Flynn have an undeniable passion for teaching and learning which creates high-energy, relatable, and motivating experiences for groups of all sizes. Keynotes are not ‘sit-and-get’ sessions, but highly engaging opportunities to actively strengthen new skills, leaving with actionable next steps to apply tomorrow.</p> <p>Keynotes can be delivered as 45-minute - 2-hour sessions</p>
<p>Strategic Thinking & Planning</p>	<p>More often than not, educational organizations of all types recognize how observation and feedback cannot happen in isolation. Effective systems and structures need to be in place to support educators in their practice. Tepper and Flynn provide easy to use frameworks for supporting the design, articulation, and dissemination of strategic goals for teaching and learning.</p> <p><i>Patrick came in to help our school improve its overall trust and climate. He provided a systematic approach to effect positive change, beginning with offering a neutral listening ear, progressing to a proposal and several days of observations with a follow-up report, and culminating with the development of a decision-making body that included both administrators and teachers. After 2.5 days of professional development and a wide variety of activities, the consensus of the steering committee is that we have come a long way and are excited to begin this next process together.</i> ~Teacher Leader</p>
<p>Research Partnerships & Writing</p>	<p>Tepper and Flynn work with districts, schools and educational organizations including multiple State Departments of Education in the design of materials from white papers to webinars to internal and external communications. With the right combination of technical writing experience and an insatiable desire to turn research into practice, Tepper and Flynn’s support leads to clear and powerful resources for all audiences.</p>