

Beyond Behavior
Management: Coaching for
Lasting Change and Emotional
Growth in ECE;



Presented by
Prema Richards
CEO & Founder
Together We Grow



1


If we have not before let's
become friends!





2



Note Taking!







3

What are we talking about today?

The truth about coaching resistant, Overwhelmed teachers and going beyond behavior management.



4

Before I share my most important golden “nuggets” around transforming challenging behaviors, you might be wondering how I got into this and figured out how to most effectively transform **Stress to Joy!**

Let me tell you so you know where it is coming from and what has influenced me as an educator!



5

Objectives for today's Conversation:
3 Golden Nuggests

1. Understand the types of stress
2. Understanding the connection between brain / behaviors/ learning
2. Learn strategies to coach resistant teachers and foster a growth mindset.



6

The goal for today is to give you my **best tried** and **tested coaching methods** that have helped hundreds of educators already!



7

Mission: Transform one program at a time from stressful to joyful!

Are you ready to join the movement? Let me know in the chat-

Are you ready to be change maker?



8

Poll
What is your biggest challenge as a leader right now?



9

Understanding Stress in Early Childhood Settings

- **45%** of early childhood educators are battling mental health challenges and burnout
- **43%** say staffing shortages are affecting their stress level



What we are doing is not working! **DSD**



10

Behavior Challenges: The Growing Crisis

Statistic:
130% increase in 4-year-old suspensions.

Impact: **18 million hours of suspension**—how unresolved behaviors lead to **significant staff turnover and burnout**.

The link between behaviors and Stress!

Children can't learn from someone who doesn't like or love them!



11



Poll: Stress!



12



1st Golden Nugget

3 Types of Stress!

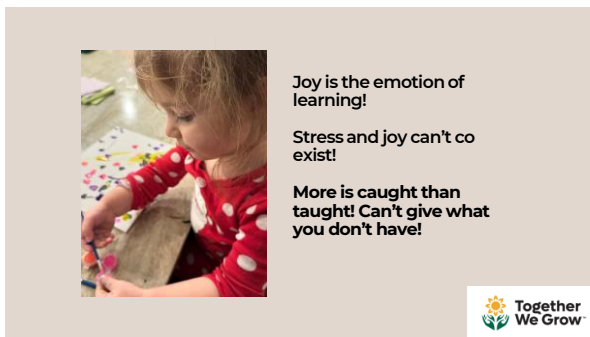
- 1. Positive
- 2. Tolerable
- 3. Toxic



13



14



15

Teachers teach who they are!

A stressed-out teacher teaches stress

A joyful teacher teaches joy!



16



17



18

What happens early in life – lasts a lifetime!

The first 5 years
have so much to do
with how the next
80 turn out



19

Hello Brain Architects!




20


Case Study!




21



Brain states poll



22




2nd Golden Nugget!

3 Brain states that determine all behaviors!

Survival
Emotional
Learning Brain

SAIL



23

Specific Strategies that have transformed thousands of classrooms already:

7 Symptoms of the Survival Brain

1. Fight
2. Flight
3. Fear
4. Freeze
5. Fibbing
6. Fawning
7. Floating



24

Needs of the Emotional Brain

- 1) To be seen
- 2) To be heard
- 3) To be understood
- 4) To belong
- 5) To be respected
- 6) To be valued
- 7) To be appreciated



25

Survival Brain: Fear and Insecurity shows up as over-controlling, compliance heavy

Emotional Brain: Shows up as reactive, snappy, impatient,

Learning Brain: Calm and connection help children, willing and able to learn

Practical tip: SBA!!



26

**Learning Brain:
Calm Brain!**

Reflective Conversations: 3 Questions

- 1. What happened?
- 2. How did that make you feel?
- 3. What are you going to do the next time?



27

The misconception about behavior management!

The traditional classroom management and behavior management is not working!



28

What else gets in the way? Compliance Queen!



When we know better, we do better! Coping skill!



29

Poll: Mindset



30



31

Fixed Mindset and Growth Mindset – which is which?

- I have tried everything, nothing works
- It is what it is, these kids are just crazy!
- We have always done it this way
- Maybe I can help
- It is hard but I am up for the challenge
- Some days are nurturing days, and some days are learning days
- This is hard but what can I do to help it?
- This is hard and I can't do this anymore!
- I give up!



32

Come from a curiosity, not an accusatory mindset!

How does that make you feel?

- What have you tried so far?
- How consistently did you try it? For how long?
- I would love to see you less stressed! Try this one thing

Help me understand the role of the teachers during playground time?

Let's set expectations together; how long should we try should we check in?



33



34

Helping teachers change the mindsets



I am not rewarding a negative behavior I am meeting a need!



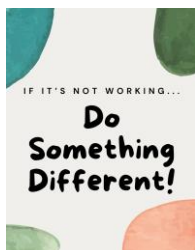
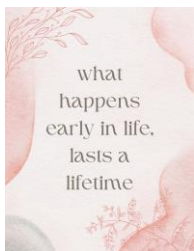
35



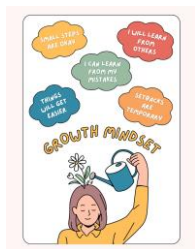
Reflection SAIL stands for poll

36

What we learned today!



37




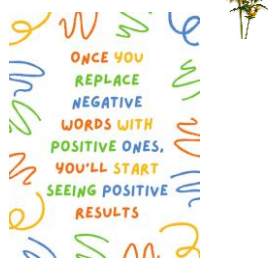
38



39

I am not rewarding a negative behavior I am meeting a need!

ONCE YOU REPLACE NEGATIVE WORDS WITH POSITIVE ONES, YOU'LL START SEEING POSITIVE RESULTS

40

Free Resource Download!

10 ways to connect before you Correct!



I can be reached through



Togetherwegrow.online

41



Questions????

Thank you for Joining!

togetherwegrow.online



42