



# Jacki Brickman | *NB...* Nancy Burns

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## Frequently Asked Questions about ENVoY Certification

### What is an ENVoY Certified Teacher?

Teachers earn ENVoY certification when he/she demonstrates proficiency (including the student response to the strategy) of all 7 ENVoY GEMS in real time within the context of one lesson.

### What is an ENVoY Certified School?

Schools earn ENVoY Certified School status when at least 80% of the licensed staff earns individual ENVoY certification. There are currently 5 ENVoY Certified Sites. They are: Elizabeth Hall in Minneapolis, Global Academy in Columbia Heights, Evergreen Park World Cultures Community School in Brooklyn Park, Mississippi Elementary and Eisenhower Elementary- both in Coon Rapids.

### What ENVoY Certifications are available?

Teacher- whole group

Teacher- small group

Teacher- one on one

Demonstration Teacher

Paraprofessional- academic and behavior support

Cafeteria staff

Advanced Teacher Certification is currently being developed

### I have my notes from previous coaching sessions that show I've demonstrated all the gems, can I just show you those and be certified?

For ENVoY certification the gems need to be demonstrated within the course of one lesson.

### I was just certified last year, why do I have to do it again?

ENVoY is a set of behaviors that teachers implement to increase engagement and productivity while preserving relationships. In times of stress people change behaviors. Each year teachers experience NED. New. Emotional. Difficult. (New Classes, new students, etc.) Education in general is a difficult job. Annual recertification supports the teacher in getting the ENVoY skills to a consistent high level each and every year to support each and every student. If you choose to maintain your ENVoY Certification, annual recertification is required.

### Have you ever thought about only requiring certification every 2 to 3 years?

There has been a lot of discussion and field-testing around that idea.

The first time a teacher is certified, it demonstrates an ability to demonstrate all 7 Gems one time. Annual Certification supports teachers in getting the skills even closer to the habit level.

Yearly certification supports high-levels of implementation for individual teachers. When teachers who had 3 or more consecutive years of ENVoY Certification were interviewed, they overwhelmingly supported moving to a yearly certification model as a minimum. The teachers especially mentioned less of a "drop" in the use of the skills on a more regular basis. Another common theme was that it negated the idea of "ENVoY? We used to do that..."



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## Specific Feedback-

“Yearly certification of ENVoY skills is a critical component for maintaining the high degree of implementation of ENVoY at Eisenhower Elementary School. This allows teachers to refocus on the ENVoY seven gems each year which allows them to deepen and expand their ENVoY skills.” –Kari Rock, Principal at Eisenhower Elementary School

“I like yearly certification because it keeps you up on the 7 gems. It's easy to drop a gem or skill here and there when you're busy and/or breathing high, so the reminder and yearly goal is helpful! I jump at every possible chance to have my ENVoY skills observed because it's a reminder of what I am doing well, it helps me remember ALL of the skills I need to be using, and I believe in it!”- Brie Canfield Certified ENVoY Demonstration Teacher

“Yearly Certification helps staff keep their skills fresh and the focus on implementation of ENVoY skills each year. As buildings experience staff changes, re-certification provides new staff an opportunity to gain skills and ENVoY certification without splitting the group.” –Missy Monson, Principal of Hamilton Elementary School

“Yearly certification serves as a way to preserve our school’s ongoing commitment to ENVoY, even with potential changes in administration. Yearly certification also serves as a goal for new staff at the site to take the training, participate in peer and green chair coaching, and work towards certification since it is such a huge part of our school culture.” – Mississippi ENVoY Leadership Team

“Yearly ENVoY Certification keeps the skills in the forefront of your mind. Every year is different, new students can bring new challenges, keeping skills solid can help teachers save energy and maximize learning. It’s also a great acknowledgement of the hard work it takes to be an educator.” -Matt Thompson, ENVoY certified Teacher and Certified Resident ENVoY Coach & Trainer

“I have a different group of kids each year and I need to be able to use skills with all groups. Being recertified each year keeps ENVoY fresh in my mind. It reminds me of how valuable each skill truly is. Recertification also helps me grow in other areas of ENVoY; being certified in the 7 gems is just the 1st layer and recertification increases my confidence.” Jackie Slocum, ENVoY Certified Demonstration Teacher and Resident ENVoY Coach

“Yearly certification is an example of the highest level of professional development providing ongoing observation and feedback for continuous improvement of practice for increasing engagement. It keeps the management skills of our teachers very well tuned and refined (does that even make sense? 😊). Our teachers report that annual certification keeps us at the top of our game.” -Bennice Young, Principal of Elizabeth Hall Elementary and Trained ENVoY Resident Coach

“ENVoY is best for students when used consistently. While it is possible to learn and demonstrate the 7 gems one time, it is best for students to be in a healthy classroom where ENVoY skills are at the habit level. Yearly certification keeps the skills fresh in a teacher’s practices and adds a level of accountability that ensures high level implementation.” -Mark Hanson, Principal and Trained ENVoY Resident Coach



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“Yearly certification demonstrates the teacher’s commitment to implementation in the midst of new, emotional, or difficult circumstances. From one year to the next, it can be dangerously easy to let old habits return and annual certification reminds us all that new skills must be continuously practiced to become habit level.” -Nathan Elliott, Instructional coach, Certified ENVoY Teacher, Certified ENVoY Trainer & Resident Coach

“I think that it is important to be recertified each year for ENVoY because, like anything that is good and wonderful, it is very easy to take the 7 gems for granted. It is easy to get in a rut, or become so stressed that you forget to breathe.” - Diane Thoemke, 3<sup>rd</sup> Grade Teacher

“With the ever changing initiatives, curriculum, etc., that teachers are faced with each year, it is easy to lose focus on what we know works (ENVoY), to try and be good at everything else. Implementing ENVoY well makes it possible for teachers to do their best with all the other stuff (curriculum, initiatives,...). Having a yearly certification enhances ENVoY practices, keeps it in the forefront of teachers’ minds, and improves educational experiences for both teachers and. It also allows for continued learning for teachers to make their teaching even better! If your goal is to provide students with the best education experience possible, yearly ENVoY certification will support your efforts in making this possible.” –Amy Rapp, Instructional coach, Certified ENVoY Teacher, & Resident ENVoY Coach

## **What is the difference between an ENVoY Demonstration Teacher and an ENVoY Host teacher?**

Host teachers are ENVoY certified teachers who are willing to open up their classrooms to observing teachers. They may or may not be working towards Demonstration Status. ENVoY Demonstration teachers have earned this status by demonstrating the ability to model the 7 gems *and additional skills from ENVoY, A Healthy Classroom & Charisma* while (both recommended and least recommended) while visitors are present. There are currently 12 Certified Demonstration Teachers- 4 at Elizabeth Hall and 8 at Eisenhower Elementary.

## **What is the difference between an ENVoY Certified School and an ENVoY Demonstration Site?**

ENVoY is practiced- and observable- by more than just the licensed staff. There is a rigorous rubric used to determine Demonstration Status- in addition to the standards required for School-wide Certification status. Elizabeth Hall is currently the only demonstration site. Eisenhower Elementary and Global Academy are currently working towards that goal.