



Proven Results: Benefits of Job Embedded Staff Development

Education Resource Group uses modern and innovative staff development to get significant results in schools. Job embedded staff development includes model lessons, observation and feedback in individual classrooms, and showcase lessons.

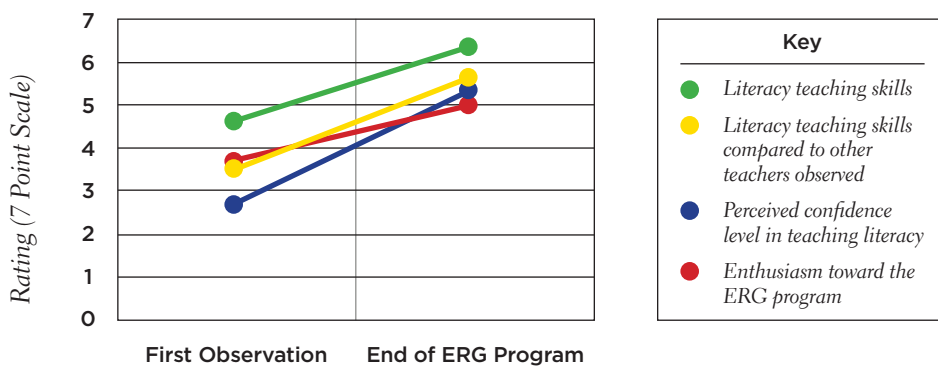
No substitutes needed.

The ERG staff development process takes place within the classroom. This cuts the cost of substitutes at the school level, is less disruptive to the instructional day, and provides qualitative information that can be used immediately.

Our single focus is growing all learners.

Evidence shows teachers grow, too. The graph below demonstrates the improvement in teaching skills, confidence, and enthusiasm that teachers exhibited over time through ERG staff development.

Changes in Teacher Skills and Perceptions Over Time



(All changes are statistically significant at the $p < .001$ level.)

What our clients are saying:

Mount Olive Elementary, Stokes County, NC

“Receiving real remarks in regard to my instruction in real time far surpasses any workshop where the speaker talks at you or reads from handouts.” —*Martha Sockwell, Classroom teacher*

Montlieu Elementary, Greensboro, NC

“ERG has master coaches who give exceptional feedback to inform the practice of every teacher—no matter where the teachers are in their work with Literacy and Math.” —*Jill Hall, Principal*

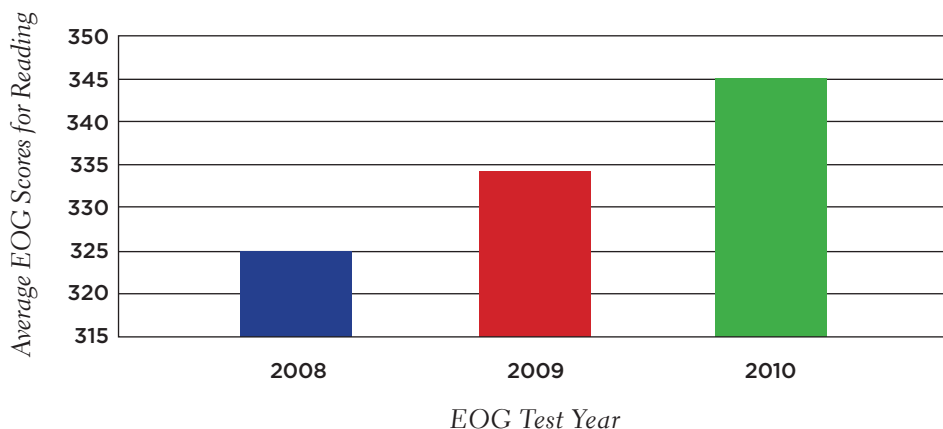
Rockingham County Schools, NC

“We attribute much of our 12 point gain in proficiency to our ERG support services. It’s a win-win situation with ERG!”
—*Cindy Corcoran, Principal*

Durham Public Schools, NC

“I continue to receive outstanding feedback from teachers and principals about the positive impact the ERG coaching/mentoring model is providing to our teachers at all of our sites.” —*Dr. Deborah Pittman, Area Superintendent*

Significant Improvements in Student EOG Test Scores for Years 2008-10



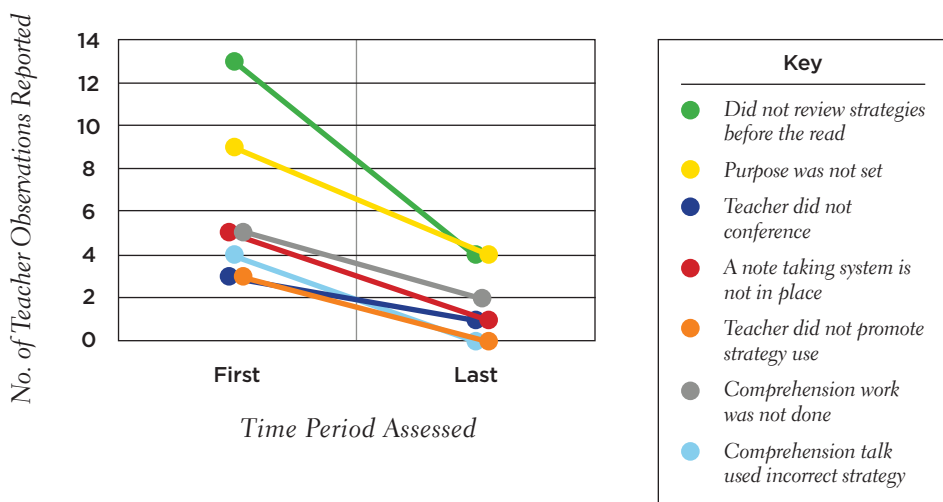
The pay-off is reflected in test results.

Students in classes of teachers involved in ERG projects show marked improvement in test scores. The graph above shows the significant improvement of EOG scores at an elementary school where ERG staff development was introduced in 2009. The significant increase in EOG scores from years 2008 to 2010 is evidence of ERG staff development being translated into real-world results for students.

You don't just get results, you get an increase in best practices.

Evidence in the graph below shows that through ERG staff development, teachers improved their teaching performance by reducing the use of ineffective strategies, thereby increasing their use of effective ones.

Decreases in Ineffective Teacher Behaviors/Strategies Over Time



What our clients are saying:

Chewing Middle School, Durham, NC

“The job embedded staff development has been most beneficial this year! The process of visiting classrooms, reflecting and then revisiting made a significant difference.” — James Key, Principal

Alamance Elementary, Guilford County Schools, NC

“The ERG coaching model takes teachers from where they are to where they want to be. ERG coaching is exactly what we needed for beginning teachers to veterans!” — Dacia Quate, Curriculum Facilitator

Stokes County Schools, NC

“ERG is an emerging leader in the field of education. They continually strive for excellence and the success of all students in every grade span.” — Myra Cox, Elementary and Title One Director

McLauchlin Elementary, Hoke County, NC

“ERG coaching was good because I was observed in an authentic situation. The feedback was specific, timely and useful.” — Kaitlin O'Halloran, Classroom Teacher

For the full report, contact Alice Oakley at 866.725.8121.