



An evidence-based, proven system for improving:

- Parent effectiveness at home
- Parent involvement at home and school
- Parent-Teacher communication
- Behavior management in the classroom
- Student behavior in the classroom and at home
- Children's social-emotional skills
- Children's *ability to concentrate and learn* the content



Parent's Toolshop® Consulting, Ltd.
Building Confidence through Competence

Presented by Parent's Toolshop® Consulting, Ltd.
Jody Johnston Pawel, LSW, CFLE, President

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Introduction

Lack of Parent Involvement is a Problem *All* Schools Face

Survey after survey shows that administrators, teachers, and even parents agree: lack of parental involvement at home and school is the biggest challenge facing schools.

- 36th annual Phi Delta Kappa/Gallup Poll
- The YMCA Parent and Teen Survey conducted by Global Strategy Group, Inc
- MetLife Survey of the American Teacher: Past, Present and Future; 25th Anniversary Edition
- National Survey of Education Leaders

Students, parents, teachers, and administrator are caught up in the increasing demands of homework, sports, and extra-curricular activities resulting in an increase of **stressed-out children and families**. The situation is taking a toll on our children:

- 3.22 million treated for depression from 2002-2007 (twice that of the previous 5 years)
 - 8.5% of all children have attempted suicide
 - 75% of all high school students have cheated at some point
 - When asked about school, children say they are bored and tired and feel like "robo"-students
- CommonGroundSpeakerSeries.org

Parents and educators also list **poor student behavior** among their top four major concerns, because it results in:

- o Disrupted classrooms
- o Lost curriculum time
- o Lost homework time
- o Poor learning environment
- o Loss of good teachers

Among the list of common concerns of parents from middle and upper socioeconomic means include:

- The myth that families with economic resources don't have parent needs or problems
- Being omitted from some programming because they are not seen as at-risk.

Developing Caring Relationships Among Parents, Children, Schools, and Communities, by Dana R. McDermott

The Obvious Answer — Parents are the Key

“Three decades of research provide convincing evidence that parents are an important influence in helping their children achieve high academic standards. When schools collaborate with parents to help their children learn and when parents participate in school activities and decision-making about their children’s education, children achieve at higher levels....when parents are involved in education, children do better in school and schools improve.” — U.S. Department of Education, Office of Elementary and Secondary Education

Studies have found that students with involved parents, no matter what their income or background, are more likely to:

- Earn high grades and test scores, and enroll in higher-level programs.
- Pass their classes, earn credits, and be promoted.
- Attend school regularly.
- Graduate and go on to post-secondary education.

— “Education Extras,” published by the Parent Education Network, 09-2008

We have over 50 years of long-term research that shows when parents are involved with their children at home and school, using proven-effective parenting methods, their children are far more likely to arrive at school fed, rested, ready to learn, emotionally stable, able to focus, and capable of achieving higher standards.

So What Can YOU Do?

"...There is no program or policy that can substitute for a mother or father who will attend those parent-teacher conferences, or help with homework after dinner, or turn off the TV, put away the video games, and read to their child. I speak to you not just as a President, but as a father when I say that *responsibility for our children's education must begin at home.*" — **President Barack Obama**, to Congress, Tuesday, February 24, 2009

Invest in educating parents and see results at school and home.

~ **The primary benefit** is better school performance by all.

~ **The secondary benefit** is a reduction of society’s ills: like crime, gangs, drugs, violence, etc.

When parents and educators work together to model and use these effective behavior management strategies, children develop life skills such as independent problem solving skills, responsible decision making, and self-discipline.

The School Toolshop® outcome-focused programs equip parents and educators with the tools they need to improve parent involvement, student behavior and performance, and teacher performance.



THE PARENT'S TOOLSHOP®

Curriculum is “**Quadruple**” **Research- Based**

1. The book is the result of a **10-year literature research** project that involved reviewing hundreds of parenting resources.
2. Only techniques/teachings that were accepted into the curriculum are those that are **backed by long-term research** showing their effectiveness.
3. The curriculum underwent an extensive **10 years of outcome evaluation tests involving over 3000 parents and professionals from diverse backgrounds**. Here are the results:
 - Nearly 1300 parents participated in an eight-week parenting class in the Dayton (Ohio) area. They were of diverse populations: 50% had a total household income of < \$15,000, 69% of those were unemployed. 51% were from disadvantaged populations, with 77% of those being Title XX eligible.
 - Almost 1000 parents completed an outcome-focused pre/post-class parenting skill assessment specifically designed for *The Parent's Toolshop* to evaluate knowledge and skill mastery in 11 areas:
 - Nearly 825 parents successfully graduated from the parenting class (83% graduation rate).
 - Almost 100% (99.6%) showed improvement in their parenting skills.
 - On a scale of 11 points, the average improvement in skills was 2.40 points, from below the midpoint (5.41) to the “more skillful” range (7.81). Nearly 20% scored in the highest skill range!
 - In participant evaluations, 83% rated the program “excellent,” 100% rated it “good” or “excellent,” 96% said they learned new information and 100% said they would recommend the program to others.
 - Of the parents who had custody of their children, 100% said they successfully used the skills with their children and 92% said they had used the skills with other children or to improve adult relationships.
4. The curriculum and its outcome-focused evaluation tool have been **featured in independent research projects**. One article is entitled "I Want to be a Better Parent: Examining an Applied Approach to an Undergraduate Parent-Child Course," by Heidi E. Stolz, University of Tennessee. It was published in *Family Science Review*, Volume 14 - No. 1, January, 2009. Read the full article at: <http://sn.im/UofTNstudyofTPT>. Here's a summary:

College level family interaction texts and classes usually emphasize developmental theories, parenting frameworks, and empirical studies related to children and parents. Dr. Stolz studied whether students' parenting skills can be significantly improved by using a curriculum that integrates hands-on, practical skills with these theories and research findings. The students in the treatment group used *The Parent's Toolshop* (Pawel, 2000) as the primary required text for their 10-week parenting course. This taught them the hands-on relationship skills and Dr. Stolz discussed in class the linkages between these skills and developmental and parenting theories. To measure the effectiveness of parenting behaviors, both before and after the treatment and control curricula, the *Outcome-Focused Parenting Skill Assessments* instrument (Pawel, 1998) was modified.



The School Toolshop[®]

Program Descriptions

Toolshop[®] Training Core Content Areas

12 Critical Skill Groups (“Toolsets”) Taught in All Comprehensive Toolshop[®] Programs:

1. **Foundation-Building Toolset: *Improve Parent-teacher Teamwork*** by adopting “balanced” styles that meet everyone’s needs. Identify your long-term goals, see a parent or teacher “style show” and learn which style will best reach your goals.
2. **Using the Universal Blueprint: *Quickly and Effectively Respond to Any Classroom or Parenting Challenge*** by learning a simple problem-solving formula. Simply ask 3 questions and take up to 5 steps and you can respond effectively to *any* situation with *any* child *any* time, *anywhere*!
3. **Self-Esteem Toolset: *Give Children encouragement*** to boost their confidence, resistance to peer pressure, and internal motivation — without creating “praise junkies.”
4. **Cooperation Toolset: *Foster internal motivation*** in children without bribes, incentives, stickers, or rewards. Watch children take action the first time you make a request — without power struggles, tantrums or sass. These simple tools usually get quick results while bringing long-term benefits.
5. **Independence Toolset: *Foster Responsibility*** by teaching children the tasks, skills, behaviors & values they need to succeed — at home, in the classroom and in life.
6. **F-A-X Listening & Problem-Solving Toolsets: *Guide Children To Their Own Solutions*** — so they learn how to peacefully resolve conflict, solve problems, and make decisions independently & responsibly.
7. **Keep Your Cool Toolset: *Help Children Calm Down*** with individualized stress/anger plans that are useful at home and in the classroom.
8. **Communication Toolset: *Express Concerns With as Little as One Word*** — without lectures, threats, guilt or blame. These “Ten Tactful Talking Tools” will get children to listen, with no rolling eyes, covered ears, or back-talk.
9. **Misbehavior Toolset: *Understand Why Children Misbehave – and What to Do About It*** by knowing how to identify unintentional misbehavior and the 4 goals of deliberate misbehavior. Know how to respond effectively to each type, without reacting in ways that accidentally escalate the problem or give a payoff.
10. **Discipline Toolset: *Help Children Develop Self-Discipline*** by following the “Four R’s” of effective discipline and avoiding the pitfalls of punishment.
11. **Family/Class Council Toolset: *Build Strong Bonds*** by involving children/teens in family and class councils that teach children good communication skills, consensus decision making and team leadership skills.
12. **Using the Universal Blueprint in Adult Relationships: *Improve Relationships with other adults*** — including students’ parents, partners, coworkers, and staff – so everyone works as a team, on the same page, with fewer disagreements and more consistency.

School Toolshop[®] Parent Programs

See descriptions at: <http://www.parentstoolshop.com/HTML/AllJJPworkshops.pdf>

Comprehensive Parent's Toolshop[®] Training Programs

* All comprehensive programs are also pre-approved for CEUs for CFLEs, OH SW/Cnslr/MFT, and foster parents.

Each of these 3 programs teaches the core skills of the 12 Key Content Areas (page 7). The main difference is the length of time of the training program.

1. Evening Series — 6-9 consecutive weeks for 2-3 hours (16-18 hours)

This is *the most effective format* of the three because we can cover the most tools and advanced uses. Parents have access to *The Parent's Toolshop[®]* book or CDs. We have the time to present information in audio, visual, and hands-on practice, using interactive discussion, and offering individualized problem solving. Also, because parents attend *all* the sessions, which build on each other, this format is *so* effective, we can almost *guarantee* evaluation results and improvement in pre/post skill assessment studies (if they are done).

2. 2-Saturdays — usually Saturdays 1 month apart (12 hours)

This is the *next most effective format*, because parents attend *all* the sessions, which build on each other and have access to *The Parent's Toolshop[®]* book or CDs. We have time to cover the basic tools in audio, visual, and hands-on practice with interactive discussion, but have limited time to do enough individualized problem solving to guarantee skill mastery.

3. 10 one-hour Lunchtime series

This lunchtime program (which doesn't *have to be* at lunchtime) is the only comprehensive Toolshop[®] program that *both* parents and teachers can attend simultaneously. The program *is* effective, but since participants are not required to read the book and the length is so short, it is comprised of just 10 stand-alone presentations (the only comprehensive program option where people can pop in and out). Because participants have not read the book, we do not discuss the book and the content is presented in an interactive audio/visual format that doesn't allow much time for discussion or individualized problem-solving. As a result of this lack of practice and individualized attention, skill mastery is not as high with this format, but *is* still better information than most participants have ever received!

Evaluation:

Comprehensive and skill-focused workshops can use an outcome-focused parenting skill assessment designed specifically for *The Parent's Toolshop*

- To see a sample or more information, go to:
<http://www.parentstoolshop.com/HTML/SKLASMTINFO.pdf>
- To see the results of a ten-year evaluation study, go to:
<http://www.parentstoolshop.com/HTML/ftresults.htm>

Optional/Additional Programs

Short Topic Parent's Toolshop[®] Training Workshops

All workshops are 2-3 hours in length unless otherwise specified

In addition to a comprehensive Toolshop[®] series, you can choose to offer these workshops

Skill Focused Workshops — *For both parents and teachers*

Skill-Building Workshops that focus on one or more toolsets of the comprehensive curriculum's core content skill sets. There are 150+ practical language and action tools in The Parent's/Teacher's Toolshop[®]. Therefore, we cannot, in 1-2 days, cover *all* the tools *and* their advanced uses. So we offer shorter, more focused workshops on individual skill sets so we *can* do this. The fewer toolsets we cover in one short program, the more tools, advanced uses of the tools, and practice of the tools we can provide. ***Offer the core training "Toolsets" ala carte or mix and match them based on your training needs and scheduling preferences.*** For a list, see: <http://www.parentstoolshop.com/HTML/AllJJPworkshops.pdf>

Common Parenting Challenges — *For parents only*

Problem/Solution-Focused Workshops that apply the Universal Blueprint[®] Effective Response Formula to a particular, common challenge. The Universal Blueprint[®] Effective Response Formula is a consistent, reliable system for preventing or planning effective responses to common challenges parents and professionals face when working or living with children. The beauty of the formula — and reason why it has been shown to be so effective for over 15 years in outcome evaluation studies with over 2000 parents and professionals — is that it can be *individualized* to meet the special needs of *each* situation and child. So we also offer programs that focus on one of these challenges, and show the participants how to apply the Universal Blueprint[®] system to it, including both content and practical applications of the best tools for resolving *that* challenge.

- Back-to-School Issues
- Bedtime Hassles
- Getting Back Talk? Let's Talk
- Halting Homework Hassles
- Morning Delays: Getting Kids Up, Dressed, Fed, and Out The Door On Time
- Picky Eaters and Food Issues
- Solving Sibling Strife
- Taming Temper Tantrums
- Teaching Kids To Lie? How to Prevent and Respond to Lies, While Teaching Truthfulness

Testimonials from Parents

who have attended Parent's Toolshop® training programs

Parenting is kind of my hobby. I have attended every parenting class I can find and this one is, by far, the best. -- **Brenda Davies**

I want to thank you for opening my eyes to a more effective way of raising kids. Your Universal Blueprint® is somewhat an answer to prayers. I know that with enough patience and perseverance these techniques will work. I have already seen results after having just completed my 8 week course. Thanks again! -- **Julie Dill**

After learning the Cooperation Toolset, I put it to the test with my strong-willed children. We didn't have a single argument or power struggle the entire week! Isn't that a small miracle? My daughter even stopped whining! I truly learned so much. — **Lena Guilfoil**

This class is excellent, I highly recommend it to anyone with kids. There are so many amazing recommendations to help children grow to be independent, strong and loving people. Thanks!" — **Amy Rhode**

This course is very useful for parents by their children's misbehavior. It gives parents the tools to effectively deal with root issues that cause misbehavior in the first place. — **Andrew Lynch**

This class has helped me regain control over myself. I have learned so much and it has benefitted my family. I have watched all of us grow and become closer. The stress of parenting is gone. I enjoy being a mother again. I feel we are a healthy family. which makes us a happy family. Thank you so much for teaching me such important skills. It has been a positive learning experience for my family and me. -- **Janine Kinnison**

My wife and I have agreed more about our parenting in the past three weeks than we have in the past three years!" -- **Joe Hood**

Almost every day was constant negativity and power struggles. I can't begin to tell you what it feels like to enjoy my child again and to feel good about myself as a parent. -- **Joy I.**

This is a fabulous program!! I am a parent, a grandparent, a therapist for children and adolescents and their families, and a former elementary school teacher and wish all parents would take this workshop. It is so effective, positive, and useful...and so "user-friendly." I have recommended it to many families, including my own adult children. A million "thank-you's" Jody, for this treasured gift!" — **Valerie K. Sorosiak, MS, PCC**

(See more testimonials in the School Toolshop® Brochure and at www.ParentsToolshop.com)

Teacher Toolshop[®] Programs

See descriptions at: <http://www.parentstoolshop.com/HTML/TeacherToolshopPrograms.pdf>

Comprehensive Teacher's Toolshop[®] Training Program for Preschool - Grade 12 Teachers and Afterschool Care Providers

* All comprehensive programs are also pre-approved for CEUs for CFLEs, OH SW/Cnslr/MFT, and foster parents.

This two-day workshop covers the 12 Core Content areas so you walk away with practical solutions to use with children and model to parents. You can use these tools every time, every day, with P-12 children and even adults! It's like dozens of seminars rolled into one with content that is evidence-based, consistent with best practices, and proven effective in long-term studies.

Attend this workshop series and *you will see improvements in:*

- Classroom behavior, with more self-disciplined children
- Cooperation of children, with fewer power struggles or rebellion
- Leadership, independence and responsibility in children
- Parent involvement at school and home
- Parent-teacher communication
- Anger and stress management skills in teachers and children
- Quality of teaching style
- Self-esteem of teachers and children
- Staff communication and relationships

Optional/Additional Programs

Short Topic Teacher's Toolshop[®] Training Workshops

These programs teach more in-depth, advanced practices of select Toolsets from the comprehensive curriculum's core content skill sets

Cultural Sensitivity and Diversity Appreciation

This 3-6-hour experiential training concentrates on developing awareness and building skills that can be used in the participant's professional interaction with children and their families. Participants will be encouraged to draw on their own cultural, age, and gender experiences which will enable them to understand the complexity and diversity of culture, class, physical ability, gender and family experiences among them, thereby learning from one another.

Attend this workshop series and *your teachers will:*

- Be more aware and appreciative of the cultural styles and values of diverse groups.

- Improve their interpersonal skills so they build rapport and trust with parents and respond effectively to parents and others who are different from them.
- Build a repertoire of practical methods of overcoming cultural barriers in their work with children and parents.
- Know how to intervene on behalf of others in situations involving potential discrimination on the basis of age, gender, ethnicity, religion or physical ability.

Building the Bridge to Better Teacher/Parent Teamwork

This 3-6 hour workshop helps teachers build trust and cooperation in their relationships with parents. They learn about the five parenting styles that influence how parent's interact with school personnel or handle discipline and homework at home. Participants learn critical language skills, such as F-A-X Listening and descriptive encouragement. Individualized problem-solving gives fresh ideas for resolving problems *your* teachers are facing.

Attend this workshop series and *your teachers will see improvements in:*

- Parent involvement at school and home
- Parent-teacher communication in conferences
- Quality of teaching style
- Ability to effectively communicate with parents

Your Team Can Be One Big (Happy) Family

That's right . . . *Family!* From hair-raising tensions, competition, jealousy and power plays to the rich rewards of cooperation, productivity and achieving common goals. This "Business Toolshop® " offers the acclaimed Universal Blueprint® problem-solving system, which has been quickly adopted by business owners, managers, non-profit directors and more with astonishing results ... improved relationships and teamwork at work and at home!

Like dozens of seminars rolled into one! In this 3-6 hour workshop you'll learn how to:

- Ask three simple questions that solve any relationship problem;
- Identify five types of relationship styles and their impact on your team;
- Recognize and respond instantly to problem behaviors;
- Avoid common pitfalls that can turn a dialogue into disaster;
- Help others resolve conflicts without giving advice or taking over.
- Move beyond trial and error – use these exciting solutions every time, every day!

Evaluation:

We can provide a follow-up outcome-focused evaluation study that tracks improvements such as:

- | | |
|--|--|
| • Students / Teacher attitude in class | • Parental involvement, such as: |
| • Students staying on task better | • PTA membership |
| • How teacher feels at end of the day | • # parent volunteers |
| • Behavior improvement | • # or % of parents attending parent-teacher conferences |
| • # office referrals | • how frequently parents communicate with the teacher |
| • # emergency removals | |
| • # suspensions | |

Testimonials from Teachers

who have attended Toolshop® training programs

I would advise anyone who is a parent or who works with children to consider attending Jody Pawel's presentations. The advice is simple, yet specific and is presented in a very non-judgmental, accepting way. As parents, teachers, and counselors, we need to know as many "tools of the trade" as we can. There's so much at stake. -- **Teresa D. Miller, M.S. Ed., High School Guidance Counselor**

Many parents told me how much they enjoyed your presentation. Many stated they went away with many useful ideas. They liked the way you did not talk "down to them," but talked "with them.". I will recommend your presentation to other schools in our district. Your presentation is also very appropriate for teachers and other school staff members interested in helping students develop positive self images. -- **Beth Shoaf, Principal, Buckeye Woods Elem. Sch., SouthWestern City Schools, Grove City, OH.**

This book presents a practical, positive approach to working and living with children. I recommend it highly to parents, teachers, and any person who touches the life of a child. -- **Elizabeth M. Engelhardt, Administrator, St. Rita Child Care Center, Adjunct Faculty E.C.E., Clark State Community College.**

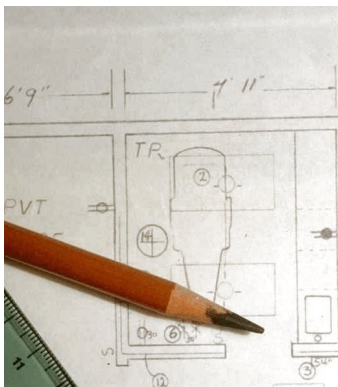
I like The Parent's Toolshop because it focuses more on the positive aspects of parent-child interaction as opposed to discipline and punishment; also because it is practical in its approach rather than theoretical. In addition, there are a lot of devices for remember the proper steps to take, so parents and teachers can really make the method "theirs." -- **Bryelle Broome, LSW, LPC, Parent Involvement Coordinator, DPS Head Start Program**

Our staff enjoyed the "Improving Communication Skills" training. Even those with over 25 years of service found it practical and motivational." -- **Anita Martin, Exec. Dir., Okaloosa Head Start, FL.**

"As an educator, parent, and now a grandparent, I was delighted by the information Jody shared at the conference. Everything I believe and a lot of new information she shared helped me in all three roles I have. -- **Betsy Sadler, Higher Education Coordinator, Division of Education, Communication & Information for the Texas Interagency Council on Early Childhood**

"Wow! Wonderful! Super! These are all comments I heard after your Parent-Teacher talk. Thanks for the great information." -- **Sylvia Rodberg, Elementary School Guidance Counselor, Springboro Community Schools**

As a K-8 teacher of physical education and art with a strong emphasis on social skills and "character education," I easily practice The Parent's Toolshop concepts in my work setting. They help strengthen my interactions with students, parents and co-workers. -- **Maureen Hamilton, Centerville, OH, certified PTC Instructor**



Logistics

of Service Provision

Logistics of Service Provision

Presentation methods:

Every Toolshop® training program is interactive, fun, and informative. While it is based on sound theoretical concepts and is backed by decades of long-term research it is presented in down-to-earth, easy-to-understand way. Every program also offers *practical* language and action skills, *applies* them to real-life situations and offers opportunities for *practice*, to enhance mastery. Those that are 12+ hours also offer individualized problem-solving.

Formats:

Toolshop® training programs range from one hour to three days, depending on how much skill mastery, effectiveness and outstanding outcomes program sponsors desire. Shorter programs offer only the most important skills all parents and teachers need to know to live or work with children. Longer programs offer a wider variety of skills, more advanced applications of skills, and more personalized questions and applications of the skills.

Ongoing Support:

All participants who complete 10+ hour “Comprehensive” Toolshop® programs qualify for PARENTS TOOLSHOP® LIFETIME GRADUATE BENEFITS:

- FREE: 30-minutes of phone consultation per year
- 50% off consultation fees (phone/home)
- 50% off Toolshop® classes taught by the author, Jody Johnston Pawel, LSW, CFLE
- 10% UNLIMITED LIFETIME DISCOUNT on any programs and resources purchased on-line. Participants receive a discount link upon graduating.
- Subscription to free monthly newsletter to receive notices of upcoming graduate support services, such as in-person groups and tele-seminars.

Marketing Materials:

We will provide all marketing materials for the programs. Just follow our step-by-step instructions.

Materials will include:

- Invitation/letter signed by the principal, then sent out in the parent newsletter!
- Press releases sent by the school to local newspapers
- More pre-completed marketing materials sent out prior to the program.

The school sponsor agrees to send provided materials 1 month away, 2 weeks before the event, 1 week before the event, and the day of the event.

How to get Parents To Attend?

Remove the barriers that prevent parents from attending:

- Provide transportation: provide taxi fare or bus tokens*
- Provide food/dinner: often a local restaurant will donate
- Provide child care: high school students who need community service hours can provide babysitting or sponsor a Toolshop® program *for the children*. (Inquire for details.)
- Schedule in early Fall and Late Spring so families don't have to walk home in the dark.
- Provide gifts: get businesses to donate items. Hold a weekly raffle of small items, have prize drawings (everyone gets something) at graduation, plus a valuable grand prize drawing among those who have perfect attendance
- Provide interpreters so ESL or deaf parents can participate*

Community corporate sponsors may be willing to donate other items. If you do not have a relationship with them already, just provide us with contact information and compensation for our time and we'll be happy to make the calls and secure the donations.

Training Staff:

Our training staff consists of experienced presenters who are one or more of the following: degreed/licensed social service professionals, certified parent educators, teachers, guidance counselors, school administrators, trained and experienced youth leaders.

All Toolshop® presenters and service providers who deliver these programs are personally trained, certified, and evaluated by the author of *The Parent's Toolshop*®. Each one has been carefully selected and screened to assure the most qualified match for your needs.

Your Service Provider is Parent's Toolshop Consulting, Ltd. *not* individual speakers. All Toolshop® Services, including follow-up services provided by any instructor originally giving service, must be reserved and paid through Parent's Toolshop Consulting, Ltd.

Presentation Team Sampling:

There are dozens of Certified Toolshop® Group Facilitators worldwide. Here are just a handful who have been instrumental in created this special School Toolshop® and who are on the Dayton, Ohio School Toolshop® Training Team:

Jody Johnston Pawel, LSW, CFLE is president of Parent's Toolshop Consulting and a second-generation parent educator who has over 25 years' experience working with at-risk families in the field of child protective services. For almost 25 years, she has been educating parents, foster parents, child-care professionals, family-service professionals and parent educators throughout North America through her informative and entertaining workshops. She is the author of 100+ resources for parents, family-service professionals and parent educators, including her award-winning book *The Parent's Toolshop*. She also serves as a parenting expert to radio, TV, newspapers and magazines who regularly quote her advice.

Mary Conlon has over 21 years of experience working in the Dayton Public School system. Seventeen of those 21 years was spent providing audiologic services to students throughout the school district. Currently, she is a school administrator coordinating the related services for the special education department. She has been practicing the Toolshop® techniques for over 12 years with fantastic results.

We also have teams in the following cities. We match programs requests with instructors based on geographic proximity unless a specific instructor (like the author) is requested.

Cleveland, OH - serving all of Northern Ohio

Columbus, OH - serving Central and Eastern Ohio

Cincinnati/Dayton, OH - serving SW Ohio

School Toolshop® Fees

Fees are commensurate with other consultants serving schools in this capacity, based on extensive research into other trainers' fees and the expertise of the particular consultants who are presenting the training program. We negotiate fees with each district's representative, based on the event, specific programming needs of each district, and selections of resource purchases or service trades. This assure that you get the right combination of services and pricing to meet your needs.

Payment: ½ will be invoiced at time program date is booked and is payable within 30 days. The remaining ½ is due the day of the program. Please make checks payable to Parent's Toolshop Consulting, Ltd., EIN: 31-1634654

Cancellation Policy: Any program not cancelled with prior notification will be paid in full for the instructor showing up to provide service. Cancellations after travel is booked incur a penalty of 25% of speaker fee + reimbursement of any travel cancellation fees. If a program is cancelled 6-12 months in advance, a full refund of the booking deposit minus 15% cancellation fee will be given. If a program is cancelled 3-5 months in advance, a 50% refund of the booking deposit is given. If a program is cancelled less than 3 months in advance, a 25% refund of the booking deposit will be given.