

McGrath SUCCEED

with Communication, Supervision, Evaluation, and Leadership



“SUCCEED is not a “GOT’CHA!” It is a performance management system with practical tools for the day-to-day challenges of administrative leadership - especially those that require verbal and written communication that impacts performance. The principles and practices embodied in the SUCCEED tools guide thoughtful analysis and right-action.”

Mary Jo McGrath, Attorney at Law
CEO & Founder, McGrath Training Systems

Nothing puts our leadership to the test more than supervision, documentation and evaluation of our staff and teachers. Often when we are required to judge and assess the people we work with regularly, we feel so uncomfortable with the task that we sandwich the truth between meaningless platitudes. Worst case, we never tell them the truth, and their performance deteriorates to painful levels.

Even more debilitating to successful school communities is the fact that our strongest performers often never receive the recognition and acknowledgment that they deserve. This is so, even though we rely on them day in and day out as the very backbone of educational excellence.

SUCCEED with Communication, Supervision, Evaluation, and Leadership addresses the following participant needs:



- Development of **high-level thinking** and **communication** skills
- **Effective** on-the-spot **problem solving**
- The **will and skill** to give honest **supervision & evaluation** feedback
- **Action plans** to significantly alter or enhance employee performance
- **Knowledge** and skill to thoroughly and **legally** document for discipline, including termination
- **Confidence** to be legally fit and incorporate the protections of due process and just cause in all employee interactions

Our Motto: “Lead with your heart, while using your head!”

SUCCEED is a holistic, breakthrough methodology that trains supervisors and administrators to powerfully communicate with their employees to impact performance under the protection of sound legal principles.

There are three levels of SUCCEED training available:

- Foundations Course
- Practicums
- Training of Trainers

Effectiveness Over Time:

The SUCCEED with Communication, Supervision, Evaluation, and Leadership Course is based on Mary Jo McGrath's 30 years of experience as a thought-leader in transformative practices and as legal counsel to California school districts. **Since 1983, the SUCCEED curriculum has been delivered to over 150,000 school administrators and classified managers throughout the United States and Canada.**

McGrath SUCCEED has been implemented in Academy SD for more than 13 years

"The implementation of Mary Jo McGrath's SUCCEED System has promoted a culture of accountability for our entire school district. Our leaders are more direct and factual in communication both verbally and in writing. Principals are improving teacher and employee performance and acknowledging when the job's well done. It has been a systemic, ongoing change, not a one-stop staff development training. Some days I personally use the tool twenty times or more—for everything!"

Kathie Crume, Assistant Superintendent, Human Resources
Academy School District 20, Colorado Springs, CO

McGrath SUCCEED has been implemented in CUHSD for more than 12 years

"In over thirty years in the field, one of the best things I've done for the quality of education is to provide Mary Jo McGrath's SUCCEED program... we have gained the confidence to promptly address the people performance issues that have paralyzed us in the past and the skill to evaluate honestly. Even beyond that, it's a thinking process usable in every situation which empowers lifelong learning. It takes you where you want to go in a non-threatening manner. It is so practical, too!"

Patti Gregory, Assistant Superintendent - Curriculum & Instruction,
Campbell Union High School District, CA

What other participants have said:

- "I absolutely loved this program. I want to thank Mary Jo for her life's work and for teaching it to us."
- "Very well done. Good info and systems approach to the subject. It also validated existing practices and knowledge."
- "This is one of the best seminars I've attended. Objectives clear, materials relevant, therefore, I will be implementing immediately."

McGrath Training Systems
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